



Chief Engineer -Instrumentation & Control (I&C) – Grade KPC 4

a) Job Specification

- i. Respond and attend to emergencies in accordance with the laid down KPC emergency procedures.
- ii. Ensure proper running of regions' I&C installations through coordinating and directing the activities of staff in the station.
- iii. Co-ordinate the repairs and maintenance of all I&C equipment/systems to ensure that downtime is minimized.
- iv. Preparation of procurement documents for works and services.
- v. Supervise I&C Projects.
- vi. Coordinate commissioning of new Equipment's and projects.
- vii. Inspect all equipment in the station and ensure that preventive maintenance of all I&C equipment is well scheduled, carried out and documented.
- viii. Identify, plan and in consultation with management implement system improvement to enhance performance.
- ix. Prepare an annual budget for I&C section in line with strategic corporate plan for management approval.
- x. Coordinate and monitor budget performance within the section.
- xi. Ensure safe use of all I&C equipment, availability of necessary accessories and also ensure adherence to safety procedures.
- xii. Provide leadership within the section aimed at improving performance standards and organizational effectiveness.
- xiii. Develop and implement strategies for creating a high performing organizational culture to ensure that programme activities are undertaken on sound management principles and practices.
- xiv. Initiate and participate in organizational performance reviews and business process improvement programmes as well as undertake special investigations aimed at improving organizational effectiveness.
- xv. Initiate and Participate in the recruitment of section staff in order to ensure that the candidates selected have the required job competencies and are provided with orientation and induction programme necessary for effective job performance.
- xvi. Review incidents of violations against organizational policy and regulations as well as handle employee disputes and take appropriate action in line with approved policies, procedures and regulations.
- xvii. Conduct training needs assessment, design and implement training programmes aimed at equipping staff with appropriate job competencies in order to improve the design and delivery of high-quality services.
- xviii. Plan, monitor and evaluate the performance of staff against set targets and objectives and implementing development action plans aimed at building the capacity of individuals and multi-disciplinary team.

b) Person Specification

- i. Bachelor of Science in Electrical Engineering, Electrical & Electronics Engineering or its recognized equivalent from a recognized institution.
- ii. Minimum eight (8) years post qualification relevant experience three (3) of which should have been at Senior management level.
- iii. Management course lasting not less than four (4) weeks
- iv. Proficiency in Computer applications
- v. Registered and licensed with EBK as a professional Engineer.
- vi. Membership to IEK
- vii. Demonstrated competence in work performance and results
- viii. Fulfils the requirements of Chapter Six of the Constitution of Kenya

c) Key Skills and Competencies

- i. Comprehensive knowledge and understanding of engineering aspects in Oil/gas Industry including broad knowledge of local and international standards.
- ii. Strong well developed communication and interpersonal skills including ability to prepare relevant reports.
- iii. Flexibility and responsiveness in handling and determining engineering issues, sound analytical skills and the ability to identify with precision the critical factors of a problem in an impartial and objective way.
- iv. Ability to maintain professional status and keep abreast of evolving trends.
- v. Demonstrate technical expertise in risk management, quality assurance as well as monitoring and evaluation.
- vi. Ability to deliver KPC's articulated vision for change.
- vii. Ability to establish flexible multidisciplinary teams.
- viii. Ability to empower staff through coaching, mentoring and counselling.
- ix. Ability to handle an emergency response situation and team as well as handling safety oversight roles.

APPLICATION REQUIREMENTS

Interested candidates are requested to visit the KPC website www.kpc.co.ke under the Career Opportunities section where the Job Descriptions and Specifications as well as the User Manual containing instructions on how to apply for the positions have been posted.

All applications should be received not later than **7th January 2021.**

Candidates interested in positions in Grade KPC 2, 3 & 4 are expected to fulfil the requirements of Chapter Six of the Constitution of Kenya. In this regard, they must upload copies of the following;

- i. Certificate of Good Conduct from the Directorate of Criminal investigations (DCI)
- ii. Clearance Certificate from Higher Education Loans Board (HELB)
- iii. Tax Compliance Certificate from Kenya Revenue Authority (KRA)
- iv. Clearance from the Ethics & Anti-corruption Authority (EACC)
- v. Clearance from Credit Reference Bureau (CRB)

Kenya Pipeline Company is an equal opportunity employer committed to diversity and gender equality. Women and persons with disability are encouraged to apply.

Please note that only shortlisted candidates will be contacted. Any form of canvassing will lead to automatic disqualification.