



Senior Engineer (Civil) - Grade KPC 5

a) Job Specifications

- i. Ensure the smooth running of all civil engineering operations in the Section through coordinating and directing the activities of staff as well as external suppliers/contractors.
- ii. Ensure professional civil engineering input in the design of upcoming projects and modifications to existing facilities.
- iii. Ensure that inspection of all buildings in KPC, tank farms, pump foundations and the right of way for preventive maintenance is well scheduled, carried out and documented.
- iv. Ensure timely maintenance and repairs on all buildings, tank farms, pump foundations and right of way to ensure that downtime is minimized.
- v. Prepare an annual operating and maintenance budget for civil operations in the region for management approval.
- vi. Participate in tendering and preparation of any other relevant documentation for civil
- vii. Attend to issues related to civil works on premises, housing estates and outstations in the Section.
- viii. Ensure safe use of all civil operations equipment, availability of necessary accessories and also ensure safety of staff who utilizes these facilities, communities along the right of way and safe custody and use of civil engineering equipment.
- ix. Provide leadership to multidisciplinary teams to enable them develop, implement and evaluate strategic management plans and budgets aimed at improving performance standards and organizational effectiveness.
- x. Develop and implement strategies for creating a high performing organizational culture based on transparency, integrity, accountability, performance measurement and results to ensure that programme activities are undertaken on sound management principles and practices.
- xi. Initiate and participate in organizational performance reviews and business process improvement programmes as well as undertake special investigations aimed at improving organizational effectiveness.
- xii. Participate in the recruitment and selection of 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.
- xiii. 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.
- xiv. 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.

- xv. 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 teams.

b) Person Specification

- i. Bachelor of Science in Civil Engineering or recognized equivalent.
- ii. Minimum six (6) years relevant experience.
- iii. Supervisory course lasting not less than two (2) 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

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. Flexibility and responsiveness in handling and determining Civil Engineering issues, sound analytical skills and the ability to identify with precision the critical factors of a problem in an impartial and objective way.
- iii. Ability to maintain professional status and keep abreast of evolving trends in engineering.
- iv. Proficiency in Computer Applications.
- v. Demonstrate technical expertise in risk management, quality assurance as well as monitoring and evaluation.
- vi. Ability to empower staff through coaching and counselling by emphasizing accountability and results oriented management rather than direct supervision.
- vii. Strong well developed communication and interpersonal skills including ability to prepare relevant reports.
- viii. Flexibility and responsiveness in handling and determining Civil Engineering issues, sound analytical skills and the ability to identify with precision the critical factors of a problem in an impartial and objective way.
- ix. Ability to deliver KPC's articulated vision for change.
- x. Ability to establish flexible multidisciplinary teams.
- xi. Ability to handle and 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 **Tuesday, 18th May 2021.**

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.