



RECRUITMENT OF MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER

REF GDC/HRP/CEO/01/ 2023

Geothermal Development Company Limited(GDC) is a fully state-owned company whose key mandate is to spearhead the development of Geothermal Resources for energy generation in line with the Government of Kenya's (GoK) goal to become self-sufficient in environment-friendly power generation.

GDC is seeking to recruit for the position of Managing Director (MD) who will also serve as Chief Executive Officer. Reporting to the Board of Directors, the Managing Director will be responsible for implementing GDC's Strategic Plans and policies as approved by the Board. He /She will also serve as the Leader of the Management Team and their representative on the GDC Board.

1. Key Roles.

The MD's key responsibilities are to: -

- a) Work with the Board of Directors to institute appropriate strategies, plans and procedures to ensure achievement of the company's Vision and Mission.
- b) Provide strategic leadership and direction to the management team so as to ensure delivery of corporate objectives.
- c) Oversee day to day administration and establish effective structures, processes and systems to ensure appropriate control over company operations.
- d) Spearhead the establishment and sustenance of networks and partnerships to ensure GDC's financial sustainability through effective fundraising strategies.
- e) Ensure achievement of GDC's operating goals in line with Annual Performance Contracts negotiated with the Ministry responsible for energy matters.
- f) Ensure compliance with applicable statutory, legal and regulatory requirements and establish mitigation measures against emerging business risks.
- g) Enhance GDC's public image by promoting and upholding high standards of integrity and governance within the company and cultivating positive working relationships with stakeholders including the media; and,
- h) Maintain a conducive work environment that helps attract, retain and motivate employees and foster a culture that promotes ethical practices and good corporate citizenship.

2. Person Specifications.

Applicants must possess the following minimum qualifications: -

- a) Master's degree from a recognized institution.
- b) Bachelor's degree from a recognized Institution.
- c) Have not less than fifteen (15) years working experience in public or private sectors of which at least ten (10) years must be at senior management level in large private or public organization(s).
- d) Membership to a professional Body where applicable and in good standing.
- e) Demonstrate Knowledge of Corporate Governance/Leadership/Strategic Management.

3. Terms of Service and Remuneration.

The appointment is for a period of three (3) years renewable once subject to satisfactory performance and delivery of set performance targets. GDC offers salary and benefits consistent with scales approved by the Salaries and Remuneration Commission.

4. Other Requirements.

Successful Candidate will be expected to present the following clearance Certificates to fulfill the requirements of Chapter 6 of the Constitution of Kenya 2010 and the Leadership and Integrity Act.

- a) Tax Compliance Certificate from Kenya Revenue Authority.
- b) Clearance Certificate from Higher Education Loans Board.
- c) Clearance from the Ethics and Anti-Corruption Commission.
- d) Certificate of Good Conduct from the Directorate of Criminal Investigations.
- e) Clearance from an approved Credit Reference Bureau.

Applicants are also notified of the mandatory requirement for shortlisted candidates to undergo both psychometric assessment testing and necessary integrity background checks.

Interested persons who meet the above minimum criteria are requested to submit applications enclosing a curriculum vitae (CV) and copies of relevant academic and professional certificates. The CV must at the minimum provide details of current employer, current remuneration and names and contacts of three (3) referees familiar with the applicant's professional and work record.

Applications may be deposited at GDC's Head Office at **KAWI House, 4th Floor, Popo Road, South C along Red Cross Road, Nairobi** or sent by post or email to: -

**Chairman of the Board,
Geothermal Development Company Limited,
P.O. Box 100746 – 00101,
NAIROBI, KENYA
Email: mdposition@gdc.co.ke**

Applications must be received **by 5.00 pm on 22nd March 2023**. Canvasing in any manner shall lead to automatic disqualification. Only shortlisted candidates will be contacted.

GDC is an Equal Opportunity Employer committed to diversity and gender equality.