

REPUBLIC OF KENYA



THE SELECTION PANEL FOR THE SELECTION OF NOMINEES FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE NATIONAL COHESION AND INTEGRATION COMMISSION (NCIC)

The National Cohesion and Integration Act, 2019 (CAP 7N)

DECLARATION OF VACANCIES

Whereas the National Cohesion and Integration Commission is established under Section 15 of the National Cohesion and Integration (CAP 7N) Act;

Whereas the Commission is constituted of a Chairperson and Seven (7) members;

Whereas, pursuant to Article 250(6) of the Constitution, as read with Section 19 of the Act, the Chairperson and Members of the Commission are appointed for a single term of six (6) years, and are not eligible for re-appointment;

Whereas, there are vacancies in the membership of the Commission arising from the expiry of the six (6) year non-renewable term of office of the former members with effect from 17th November, 2025;

Now therefore, pursuant to the provisions of Section 4 and the First Schedule of the National Cohesion and Integration Act, the Selection Panel invites applications from suitably qualified persons for nomination for appointment to the positions of Chairperson and Members of the National Cohesion and Integration Commission.

1. VACANCY IN THE POSITION OF CHAIRPERSON OF THE NATIONAL COHESION AND INTEGRATION COMMISSION - ONE (1) VACANCY

For appointment as Chairperson of the National Cohesion and Integration Commission, a person shall:

- a) be a citizen of Kenya;
- b) hold a degree from a university recognized in Kenya;
- c) have knowledge and at least ten (10) years experience in matters relating to race, ethnic and human relations, public affairs and human rights, peace and security; and
- d) meet the requirements of Chapter Six of the Constitution

2. VACANCY IN THE POSITION OF MEMBER OF THE NATIONAL COHESION AND INTEGRATION COMMISSION - SEVEN (7) VACANCIES

For appointment as a member of the National Cohesion and Integration Commission, a person shall:

- a) be a citizen of Kenya;
- b) hold a degree from a university recognized in Kenya;
- c) have knowledge and at least two (2) years experience in matters relating to race, ethnic and human relations, public affairs and human rights, peace and security; and
- d) meet the requirements of Chapter Six of the Constitution.

3. DISQUALIFICATION CRITERIA

Section 18 (2) of the Act provides that a person shall not be eligible for appointment as the Chairperson or a Member of the Commission if the person:

- a) is a State Officer;
- b) is a member of the governing body of or is actively involved in the affairs of a political party;
- c) has promoted sectoral, ethnic, racial or religious animosity or openly advocated for partisan ethnic positions or interests;
- d) is an undischarged bankrupt;
- e) has served as a member of the Commission;
- f) has been removed from office for contravening the provisions of the Constitution or any other law; or
- g) has not met his or her legal obligations relating to tax and other statutory obligations

4. TERMS OF SERVICE

- (i) Salary and benefits for these positions shall be as determined by the Salaries and Remuneration Commission (SRC); and
- (ii) The Chairperson and Members of the Commission shall hold office for a non-renewable term of six (6) years

5. APPLICANTS ARE REQUIRED TO NOTE THAT:

- (i) Names of all applicants and shortlisted candidates shall be published in the Gazette, two daily newspapers of national circulation and Public Service Commission Website;
- (ii) Members of the public shall be invited to submit credible information of interests relating to any of the shortlisted candidates;
- (iii) The shortlisted candidates shall present **originals** of the following documents during the interview:
 - (a) National Identity Card;

- (b) Academic and professional certificates and transcripts;
- (c) Any other supporting documents and testimonials; and
- (d) **Valid and current** clearances from the following bodies:
 - (i) Kenya Revenue Authority;
 - (ii) Ethics and Anti-Corruption Commission;
 - (iii) Higher Education Loans Board;
 - (iv) Any of the Registered Credit Reference Bureaus;
 - (v) Directorate of Criminal Investigations (Police Clearance Certificate).
- (e) Letter of recognition of qualifications from the Commission of University Education (CUE) for any degree obtained from foreign universities; and
- (f) Recommendations from relevant professional bodies (where applicable).

6. MODE OF APPLICATION

- (i) Applicants to submit manual (hard copy) applications.
- (ii) All applications should be submitted together with detailed curriculum vitae, a copy of ID/Passport, copies of academic certificates, testimonials and any other relevant supporting documents.
- (iii) The applications should be submitted in a sealed envelope clearly marked:
“Application for Chairperson, National Cohesion and Integration Commission”
 or
“Application for Member, National Cohesion and Integration Commission” and addressed to:

The Chairperson
The Selection Panel for the Selection of Nominees for
the National Cohesion and Integration Commission
Public Service Commission House
P.O. Box 30095 – 00100
NAIROBI

- (iv) Applications may be posted, sent by courier **OR** hand delivered and signed for at the Public Service Commission Secretary’s Office on 4th Floor, Commission House, off Harambee Avenue.

In the spirit of promoting national values and principles of governance of inclusiveness, equality and protection of the minorities & marginalized, youth, women and persons with disabilities are encouraged to apply.

All applications should reach the Public Service Commission on or before **13th February, 2026.** by **5.00 p.m. (East African Time).**

DR. REUBEN CHIRCHIR, MBS
CHAIRPERSON
SELECTION PANEL FOR THE SELECTION OF NOMINEES FOR
THE NATIONAL COHESION AND INTEGRATION COMMISSION