



**NAROK COUNTY GOVERNMENT  
COUNTY PUBLIC SERVICE BOARD**

**ADVERTISEMENT -VACANT POSITIONS IN THE NAROK COUNTY GOVERNMENT  
PUBLIC SERVICE.**

The Narok County Public Service Board wishes to recruit competent and qualified person to fill the following positions as per the Constitution of Kenya 2010 and County Government Act No. 17 of 2012 section 59 (B).

**DEPARTMENT OF AGRICULTURE LIVESTOCK PRODUCTION  
DIRECTORATE OF IRRIGATION**

**1. DEPUTY DIRECTOR, IRRIGATION WATER MANAGEMENT, JOB GRADE  
CPSB 04 (JG 'Q') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 04: Ksh. 105,570 x 5,070 - 110,640 x 5,300 - 115,940 x 5,560 -  
121,500 x 5,840 - 127,340 x 6,070 - 133 410 x 6 380 - 139 790 pm.**

**Duties and Responsibilities**

Under Irrigation Water Management Section, duties and responsibilities will entail:

- coordinating implementation and review of county irrigation water management related policies and strategies in collaboration with relevant stakeholders, in line with national policies and strategies;
- ensuring compliance to irrigation water management related guidelines, standards, and regulations at the county level;
- coordinating capacity building and provision of technical assistance to farmers, irrigation water users' associations and other stakeholders for sustainable management of irrigation schemes; establishing and managing an integrated irrigation information management system in collaboration with other stakeholders;
- promoting transfer and adoption of modern appropriate irrigation water management technologies;
- undertaking environmental and socio-economic surveys on the viability of irrigation projects; and
- coordinating development of training materials and disseminating information on irrigation water management.

In addition, the officer will be responsible for maintaining collaborations with the relevant stakeholders in support of irrigation development;

- establishing and maintaining irrigation stakeholder's coordination mechanisms at the County level;
- coordinating monitoring and evaluation of irrigation water management programmer, projects and schemes; coordinating identification of priority areas in irrigation water management for research and development;
- coordinating validation of environmental and social impact assessment reports on irrigation development projects;
- coordinating provision of technical support in conflict management in irrigation schemes, supply and optimum use of water and management of irrigated enterprises;
- analyzing and interpreting reports on irrigation scheme management for planning and decision making;
- coordinating development and implementation of plans and budgets; coordinating setting o performance targets and work plans; and coordinating development and implementation of irrigation water management training programs.

### **Requirements for Appointment**

For appointment to this grade, an officer must have:-

- (i) served in the grade of Assistant Director, Water Management for a minimum period of three (3) years;
- (ii) Bachelor's degree in any of the following disciplines: - Water and Environmental Sciences, Agriculture, Horticulture, Agronomy, Agricultural Economics, Agribusiness, Agricultural Resource Management, Agriculture and Home Economics, Agricultural Engineering, Agricultural and Bio-Systems Engineering, Soil and Water Engineering, Geology, Environmental Science, Civil Engineering or its equivalent qualification from a recognized institution;
- (iii) Master's degree in any of the following disciplines: - Water Management, Land and Water Management, Agronomy, Soil Science, Horticulture, Crop Protection, Agriculture Economics, Agribusiness, Agriculture Extension, Agricultural Engineering, Agricultural Engineering Systems, Land and Water Engineering, Soil and Water Engineering, Environmental Engineering and Management, Water Resources Engineering, Irrigation Engineering, Water Engineering Statistics or its equivalent qualification from a recognized institution;
- (iv) Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution or its equivalent;
- (v) Membership to a relevant professional body; and (vi) Certificate in computer application skills.

## **2. DEPUTY DIRECTOR, COUNTY IRRIGATION LICENSING SECTION, JOB GRADE CPSB 04 (JG 'Q') - ONE (1) POST:**

### **Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 04: Ksh. 105,570 x 5,070 - 110,640 x 5,300 - 115,940 x 5,560 - 121,500 x 5,840 - 127,340 x 6,070 - 133 410 x 6 380 - 139 790 pm.**

### **Duties and Responsibilities**

At the County Irrigation Scheme Licensing Section, duties and responsibilities will entail: -

- coordinating processing of applications and making recommendations for issuance of irrigation scheme licenses; monitoring and ensuring compliance with conditions attached to licenses for all irrigation schemes and projects in collaboration with other stakeholders; establishing and maintaining an integrated information management system on licensed irrigation schemes at the county level;
- building capacity of irrigation stakeholders to support licensing of irrigation schemes;
- liaising with other agencies and stakeholders to promote efficient irrigation water use and prevention of pollution to surface and ground water resources;
- coordinating data collection, processing and storage of licensed small scale irrigation schemes for inclusion in the master register of licensed irrigation schemes;
- coordinating technical audits and assessments on development of irrigation schemes in the county; and
- supervising scheme management audits for renewal of licenses.

### **Requirements for Appointment**

For appointment to this grade, an officer must have: -

- (i) served in the grade of Assistant Director, Water Management or in a comparable position in the private sector for a minimum period of three (3) years;
- (ii) Bachelor's degree in any of the following disciplines: - Water and Environmental Sciences, Agriculture, Horticulture, Agronomy, Agricultural Economics, Agribusiness, Agricultural Resource Management, Agriculture and Home Economics, Agricultural Engineering, Agricultural and Bio-Systems Engineering, Soil and Water Engineering, Geology, Environmental Science, Civil Engineering or its equivalent qualification from a recognized institution;
- (iii) Master's degree in any of the following disciplines:- Water Management, Land and Water Management, Agronomy, Soil Science, Horticulture, Crop Protection, Agriculture Economics, Agribusiness, Agriculture Extension, Agricultural Engineering, Agricultural Engineering Systems, Land and Water Engineering, Soil and Water Engineering, Environmental Engineering and Management, Water Resources Engineering, Irrigation Engineering, Water Engineering Statistics or its equivalent qualification from a recognized institution;
- (iv) Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution or its equivalent;
- (v) Membership to a relevant professional body; and (vi) Certificate in computer application skills.

### **3. SENIOR PRINCIPAL AGRICULTURAL ENGINEERING TECHNOLOGIST (IRRIGATION), JOB GRADE CPSB 06 (JG 'N') - ONE (1) POST:**

#### **Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 06: 60,080 x 2,850 - 62,930 x 2,930 - 65,860 x 3,080 - 72,480 x 3,690 - 76,170 x 3,890 - 80,060 x 3,900 - 83,960 x 4,010 - 87,970 x 4,060 - 92,030 x 4,100 - 96,130 pm.**

#### **Duties and Responsibilities**

Duties and responsibilities will entail:

- supervising irrigation infrastructure development activities;
- analyzing data for irrigation planning;
- coordinating scheme operation and maintenance activities and environmental management;
- reviewing irrigation training materials and operations and maintenance manuals;
- coordinating training of irrigation farmers on sustainable scheme management and resource mobilization;
- undertaking feasibility studies on irrigation schemes for development;
- developing and reviewing operational standards; preparing irrigation action plans; and
- preparing irrigation development reports.

#### **Requirement for Appointment**

For appointment to this grade, an officer must have:

- (i) served in the grade of Principal Agricultural Engineering Technologist or in a comparable position in the private sector for a minimum period of three (3) years;
- (ii) Diploma in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;  
**OR**  
Technician Part III Certificate in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;
- (iii) Certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution or its equivalent;
- (iv) Registration with the Engineers Board of Kenya; and
- (v) Certificate in computer application skills.

**4. SENIOR ENGINEER (IRRIGATION AND DRAINAGE) JOB GRADE CPSB 07 (JG 'M') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 07: Ksh 52,330 x 2,350 - 54,680 x 2,550 - 57,230 x 2,850 - 60,080 x 2,850 - 62,930 x 2,930 - 65,860 x 3,080 - 68,940 pm.**

**Duties and Responsibilities**

Duties and responsibilities will entail: Taking part in supervising development and maintenance of irrigation and drainage infrastructure and auxiliary facilities; carrying out feasibility studies and environmental and social impact assessments to determine the viability of constructing irrigation, drainage and auxiliary facilities; taking part in the development and implementation of quality control, safety and risk management plans for irrigation, drainage and water harvesting and storage infrastructure; preparing draft designs for irrigation schemes and irrigation water harvesting structures for approval; taking part in preparing tender documents for irrigation infrastructure development and maintenance works and projects; training and sensitizing stakeholders on irrigation development technologies and environmental management; preparing and compiling information on the socio-economic and environmental impact of irrigation development; preparing operation and maintenance schedules for irrigation and drainage infrastructure; taking part in preparing operation and maintenance, green energy and energy-saving irrigation technology manuals; compiling and analyzing research data; updating information on irrigation and drainage infrastructure development and inventory; and preparing progress reports.

**(b) Requirements for Appointment**

- (i) Served for a minimum period of six (6) years, three (3) years in the grade of Engineer 1 (Irrigation and Drainage) or in an equivalent and relevant position;
- (ii) Bachelor of Science or Engineering Degree in any of the following disciplines: Agricultural Engineering. Agricultural and Biosystems Engineering. Environmental and Bio-systems Engineering or its equivalent qualification from a recognized institution;
- (iii) Registered by the Engineers Board of Kenya (EBK) as a Graduate Engineer;
- (iv) Certificate in Management Course lasting not less than four (4) weeks from a recognized institution;
- (v) Proficiency in computer applications; and Shown merit and ability as reflected in work performance and results.

**5. PRINCIPAL AGRICULTURAL ENGINEERING TECHNOLOGIST, JOB GRADE CPSB 06 (JG 'N') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 06: Ksh. 60,080 x 2,850 - 62,930 x 2,930 - 65,860 x 3,080 - 72,480 x 3,690 - 76,170 x 3,890 - 80,060 x 3,900 - 83,960 x 4,010 - 87,970 x 4,060 - 92,030 x 4,100 - 96,130 pm.**

**Duties and Responsibilities**

Duties and responsibilities at this level will entail:

- supervising irrigation infrastructure development activities;
- analyzing data for irrigation planning;
- organizing scheme operation and maintenance activities and environmental management;
- preparing irrigation training materials and operations and maintenance manuals;
- supervise training of irrigation farmers on sustainable scheme management and resource mobilization;
- preparing irrigation training materials;
- identifying irrigation schemes for development;
- developing operational standards; and
- implementing irrigation action plans.

**Requirements for Appointment**

For appointment to this grade, an officer must have: -

- (i) served in the grade of Senior Agricultural Engineering Technologist or in a comparable position in the private sector for a minimum period of three (3) years;
- (ii) Diploma in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;

**OR**

Technician Part III Certificate in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;

- (iii) Certificate in Supervisory Skills Course or its equivalent lasting not less than two (2) weeks from a recognized institution;
- (iv) Registration with the Engineers Board of Kenya; and (v) Certificate in computer application skills.

**6. ENGINEER II (IRRIGATION), JOB GRADE CPSB 09 (JG 'K') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 09: Ksh. 41,420 x 1,470 - 42,890 x 1,520 - 44,410 x 1,710 - 46,120 x 1,920 - 48,040 x 2,000 - 50,040 x 2,290 - 52,330 x 2,350 - 54,680 x 2,550 - 57,230 pm.**

**Duties and responsibilities**

This is the entry and training grade for this cadre. An officer at this level will work under the guidance and supervision of a senior officer. Duties and responsibilities at this level will entail:

- collecting and compiling data for irrigation scheme planning;
- mobilizing farmers for participatory irrigation development;
- setting up of demonstration plots; identifying irrigation schemes for development;
- implementing irrigation action plans;
- carrying out repairs and maintenance of irrigation infrastructure; and
- undertaking preliminary investigations and feasibility studies for irrigation scheme development.

**Requirement for Appointment**

For appointment to this grade, a candidate must have: -

- (i) Bachelor's degree in any of the following disciplines: - Agricultural Engineering; Agricultural and Bio Systems Engineering, Soil and Water Engineering, Soil Water and  
a. Environmental Engineering or equivalent qualification from a recognized institution and
- (ii) Registered with the Engineers Board of Kenya
- (iii) Certificate in computer application skills.

**7. WATER MANAGEMENT OFFICER (IRRIGATION), JOB GRADE CPSB 09 (JG 'K') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 09: Ksh. 41,420 x 1,470 - 42,890 x 1,520 - 44,410 x 1,710 - 46,120 x 1,920 - 48,040 x 2,000 - 50,040 x 2,290 - 52,330 x 2,350 - 54,680 x 2,550 - 57,230 pm.**

**Duties and Responsibilities**

This is the entry and training grade for this cadre.

Duties and responsibilities at this level will entail:

- supervising irrigation infrastructure development activities; analysing data for irrigation planning;
- organizing scheme operation and maintenance activities and environmental management;
- preparing irrigation training materials and operations and maintenance manuals;
- supervise training of irrigation farmers on sustainable scheme management and resource mobilization; preparing irrigation training materials;
- identifying irrigation schemes for development; developing operational standards; and

- implementing irrigation action plans.

### **Requirements for Appointment**

For appointment to this grade, a candidate must have: -

- (i) Bachelor's degree in any of the following disciplines: - Water and Environmental Sciences, Agriculture, Horticulture, Agronomy, Agricultural Economics, Agribusiness, Agricultural Resource Management, Agriculture and Home Economics, Agricultural Engineering, Agricultural and Bio-Systems Engineering, Soil and Water Engineering, Geology, Environmental Science, Civil Engineering or its equivalent qualification from a recognized institution; and
- (ii) Certificate in computer application skills.

### **8. ENGINEERING TECHNOLOGIST III, JOB GRADE CPSB 11 (JG 'H') - ONE (1) POST:**

#### **Terms of Service - Permanent and Pensionable**

**Salary Scale: Ksh. 28,620 x 1,110 - 29,730 x 1,120 - 30,850 x 1,150 - 32,000 x 1,170 - 33,170 x 1,250 - 34,420 x 1,300 - 35,720 x 1,380 - 37,100 pm.**

#### **Duties and Responsibilities**

This is the entry and training grade into this cadre. An officer at this level will work under the guidance and supervision of a senior officer. Duties and responsibilities at this level entail:

- inspecting development of irrigation infrastructure;
- collecting baseline data for irrigation planning;
- organizing farmers' meetings for irrigation will participatory development;
- training irrigation farmers on sustainable scheme management and resource mobilization;
- identifying sites for irrigation technology demonstration plots; and
- identifying irrigation schemes for development.

### **Requirements for Appointment**

For appointment to this grade, a candidate must have: -

- (i) Diploma in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;

**OR**

Technician Part III Certificate in any of the following disciplines: - Agricultural Engineering; Soil and Water Engineering; Farm Power and Machinery; Irrigation and Drainage Engineering; Processing and Structures or equivalent qualification from a recognized institution;

- (i) Certificate in computer application skills;  
and
- (ii) Registration with the Engineers Board of Kenya.

**9. ASSISTANT IRRIGATION WATER MANAGEMENT OFFICER III (LICENSING), JOB GRADE CPSB 11 (JG 'H') - THREE (3) POSTS:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 11: Ksh. 28,620 x 1,110 - 29,730 x 1,120 - 30,850 x 1,150 - 32,000 x 1,170 - 33,170 x 1,250 - 34,420 x 1,300 - 35,720 x 1,380 - 37,100 pm.**

**Duties and Responsibilities**

This is the entry and training grade for this cadre. An officer at this level will work under the guidance and supervision of a senior officer.

Duties and responsibilities will entail: -

- updating the water users' associations inventory in an assigned area;
- collecting data for irrigation scheme development;
- mobilizing farmers for the formation of irrigation water users' association;
- participating in training farmers on sustainable irrigation management, supply and optimum use of water and management of irrigated enterprises at scheme level; and
- participating in demonstration of on-farm irrigation technologies.

**Requirements for Appointment**

For appointment to this grade, a candidate must have:

- (i) Diploma in any of the following disciplines: - Irrigation Technology, Irrigation and Water Management, Agriculture Education and Extension, Horticulture, Agriculture, Agriculture and Rural Development, Sustainable Agriculture, Farm Management, Environmental Resource Management or any other equivalent qualification from a recognized Institution; and
- (ii) Certificate in Computer Applications.

**DEPARTMENT OF PUBLIC SERVICE MANAGEMENT  
DIRECTORATE O HUMAN RESOURCE MANAGEMENT**

**1. DEPUTY DIRECTOR HUMAN RESOURCE MANAGEMENT; PUBLIC SERVICE MANAGEMENT AND DEVELOPMENT, JOB GRADE CPSB 04 (JG 'Q') - ONE (1) POST:**

**Terms of Service - Permanent and Pensionable**

**Salary Scale: CPSB 04: Ksh. 105,570 x 5,070 - 110,640 x 5,300 - 115,940 x 5,560 - 121,500 x 5,840 - 127,340 x 6,070 - 133 410 x 6 380 - 139 790 pm.**

**Duties and Responsibilities**

Duties and responsibilities at this level will entail:

- developing human resource policies, strategies, regulations, procedures, rules and guidelines;
- developing human resource standards and guidelines;
- coordinating human resource management services in functional areas such as recruitment, promotion, discipline, training and development, placement and staff welfare;
- interpreting and applying on human resource management policies, rules and regulations, procedures and systems;
- analyzing data on human resource management for decision making; recommending for approval information relating to recruitment, appointment, transfer, human resource management information systems; maintaining staff establishment and complement control; coordinating research in human resource matters;
- coordinating the implementation of human resource decisions within the existing rules, regulations and procedures; identifying and recommending for approval the use of an appropriate human resource system (both manual and electronics);
- coordinating the carrying out of training needs assessment and approving trainings for staff; training staff on target setting and carrying out in staff performance appraisals systems: secretariat to the county human resource management advisory committee and coordinating the implementation of its decisions thereof;
- approving various claims relating to training, medical and others;
- coordinating the preparation of budget estimates for human resource management including personnel emoluments; administering welfare matters as required; handling staff grievances and industrial relation matters; maintaining an up-to-date human
- resource information database as per set procedures and policies;
- ensuring that human resource quality management standards are maintained; and
- analyzing human resource reports for decision making.

**(b) Requirements for appointment**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Assistant Director, Human Resource Management for a minimum period of three (3) years;
- (ii) Bachelor's Degree in any of the following disciplines: Sociology, Public/ Business Administration, or its equivalent qualification from a recognized institution **Plus** a Diploma in any of the following disciplines: Human Resource Management, Industrial Relations, Labour Relations, Pensions or its equivalent qualification from a recognized institution;  
**OR**  
Certified Human Resource Professional Examination Part III (K) **or** Certified Secretaries Examination Part III (K) or its equivalent; **or** Higher Diploma in any of the following disciplines: Human Resource Management, Industrial Relations, Labour Relations, Pensions or its equivalent qualification from a recognized institution;  
**OR**  
Bachelor's Degree in Human Resource Management or its equivalent qualification from a recognized institution;
- (iii) Master's degree in any of the following disciplines: Human Resource Management, Industrial Relations, Business Administration or its equivalent qualification from a recognized institution;
- (iv) Membership to the Institute of Human Resource Management or equivalent and in good standing;
- (v) Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution or its equivalent;
- (vi) Certificate in computer application skills;
- (vii) Demonstrated a thorough understanding of National goals, policies, objectives and the ability to translate them into human resource management policies and programmes.

Applications should reach the Board by close of business on or before **13<sup>th</sup> March 2026** addressed to:

**CEO SECRETARY  
NAROK COUNTY PUBLIC SERVICE BOARD  
NOOLMONGI BUILDING MAU- NAROK ROAD, NAROK TOWN  
P.O BOX 545-20500  
NAROK**