

## PREFACE

Mr. Speaker, Sir, Mandate of the Committees.

The Departmental Committee on Justice and Legal Affairs derives its mandate from Standing Order 198, while schedule II of the Standing Orders mandates the Committee to consider the following subjects:-

i) Constitutional Affairs;

- ii) The administration of law and order (Judiciary, police and prisons department, community service orders);
- iii) Public prosecutions;

iv) Elections;

v)Integrity; and

vi) Anti-corruption and human rights

## The Committee oversees the following Ministries/Departments

i)Ministry of Justice, National Cohesion and Constitutional Affairs;

ii) State Law Office;

iii) The Judiciary;

iv) Kenya Anti-Corruption Commission;

- v)Interim Independent Electoral Commission; and
- vi) Interim Independent Boundaries Commission

The Committee on Delegated Legislation is established under Standing Order 197 to, among other functions;

- i) ensure that statutory instruments are laid before the House as may be provided under any written law and scrutinize such instruments to ensure that they are consistent with parent statutes;
- ii) Unless otherwise provided for either expressly or by implication under any written law ,all subsidiary legislation

shall be tabled before the House upon publication in the Kenya Gazette; and

iii) The Committee may recommend that the House resolves that any particular subsidiary legislation be annulled.

The Standing Order also requires that all subsidiary legislation be tabled before the House upon publication in the Kenya Gazette.

### Joint Sittings

Pursuant to provisions of Standing Order 185, the Committee on Delegated Legislation and the Departmental Committee on Justice and Legal Affairs resolved to hold joint sittings to consider the respective appointments of Director and Assistant Directors to the Kenya Anti-Corruption Commission, and report to the house.

The Committee has held two meetings. The minutes of these meetings are appended to this report.

### Membership

The Joint Committee comprises of the following members:-

- i. Hon. Amina Abdalla, M.P.
- Co-Chairperson
- ii. Hon. Abdikadir Mohammed, M.P Co-Chairperson
- iii. Hon. Millie Odhiambo-Mabona, M.P.
- iv. Hon. George Nyamweya, M.P.
- v. Hon. Olago Aluoch, M.P.
- vi. Hon. Isaac K.Ruto, M.P.
- vii. Hon. Sophia Abdi Noor, M.P.
- viii. Hon. (Prof)Philip Kaloki, M.P.
  - ix. Hon. Mutava Musyimi, M.P
  - x. Hon. Ababu Namwamba, M.P.
  - xi. Hon. Peter Baiya, M.P.
- xii. Hon.Gitobu Imanyara,M.P
- xiii. Hon.Kiema Kilonzo,M.P
- xiv. Hon.Fahim Twaha,M.P

xv. Hon.(Dr) Julius Kones,M.P xvi. Hon.B.C.Muturi Mwangi,M.P

## Acknowledgements

The Committee wishes to thank the Offices of the Speaker and the Clerk of the National Assembly for the support extended to it in the execution of its mandate.

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## Mr. Speaker, Sir,

It is our pleasant duty and privilege, on behalf of the Committee on Delegated legislation and the Departmental Committee on Justice and Legal Affairs to present and commend this report to the House for adoption pursuant to Standing Order 181.

Thank you
Signed
HON. AMINA ABDALLA, MP
CHAIRPERSON, COMMITTEE ON DELEGATED LEGISLATION
Signed HON. ABDIKADIR MOHAMMED, MP <u>CHAIRPERSON, DEPARTMENTAL COMMITTEE ON JUSTICE &amp; LEGAL</u> <u>AFFAIRS</u> Date:

## INTRODUCTION

In the course of executing its mandate, the Joint Committees' attention was drawn to the contents of Kenya Gazette Vol. CXI No. 77 Gazette Notices No. 9300 and 9301 laid on the table of the House on September 3, 2009 by Hon. Isaac Ruto, MP on the re-appointment of the Director and two Assistant Directors of the Kenya Anti-corruption Commission.

During debate of the said Notice, it became clear that the issue fell within the mandate of the Departmental Committee on Justice and Legal Affairs since KACC is one of the bodies under its jurisdiction

Since the appointments were made vide Gazette Notices in exercise of powers confered by an Act of Parliament, the Committee on Delegated Legislation found it necessary to scrutinize the Gazette Notices to confirm whether they were in conformity with the parent statute.

The two Committees held two sittings, and further heard oral presentation from the Minister for Justice, National Cohesion and Constitutional Affairs. The committee also received and considered written memoranda from the International Commission of Jurists- Kenya Section and the Law Society of Kenya.

After deliberations and consideration of the presentations made to the Committee, the Committee found as follows;

# 1. <u>PROCEDURE OF APPOINTMENT OF DIRECTOR AND ASSISTANT</u> DIRECTORS OF THE KACC.

The procedure for appointment of the Director and the Assistant Directors of the Kenya Anti-Corruption Commission is set out in section 8(3)(4)&(5) of the Anti-corruption and Economic Crimes Act, No. 3 of 2003 (herein after referred to as the ACECA) and paragraph 3 (1&2) of the First Schedule to the Act, reproduced herein below: Section 8(3) and (4)) of the Anti Corruption and Economic Crimes Act provides that:-

(3) The Director and Assistant Directors shall be persons recommended by the Advisory Board and approved by the National Assembly for appointment to their respective positions.

(4) On the approval of a person by the National Assembly under subsection (3), the President shall appoint the person concerned to the office in respect of which the approval was given.

(5) The terms and conditions of service of the Director and the Assistant Directors shall be determined by the Advisory Board.

Paragraph 3(1),(2) of the First Schedule to the Act ) provides that:-

(1) The term of office of the Director or an Assistant Director shall be five years: Provided that an Assistant Director may be appointed for a term of four years to avoid having the Assistant Director's term expire on or around the time the Director's term expires.

(2) A person who has held office as Director or Assistant Director may be reappointed, but may not serve as the Director for more than two terms or as an Assistant Director for more than two terms.

This was indeed the procedure followed when the Director and the Assistant Directors were first appointed. This procedure was again recently followed in the appointment of two assistant directors for their second terms.

One of the serving Assistant Directors, Dr. John Mutonyi, served a full first term of four years, which came up for renewal in June, 2009. To be reappointed for a second term by the President, the KACC Advisory Board recommended him and the National Assembly approved the recommendation, as if he had never served previously.

# 2. WAS THE ABOVE PROCEDURE COMPLIED WITH IN THE PRESENT REAPPOINTMENTS?

The Joint Committee finds that the procedure as set out in the Act and the Schedule was not followed in making the re-appointments.

It must be noted that the wording of the Gazette Notices by referring to section 8(3) and (4) of the Act implies that the appointments were done on the recommendation of the KACC Advisory Board and approved by the National Assembly, and impression the Committee found erroneous. Indeed the committee received a letter dated 2<sup>nd</sup> September, 2009 from the chairman of the KACC Advisory Board, which, quoted verbatim at para 2, says:

"This (appointments) was done in complete disregard of the ACECA Act section 8(3) and (4) of the Act that states that the Director and Assistant Directors shall be persons recommended by the Advisory Board and approved by the National Assembly for their respective positions."

## The same letter concludes thus;

"We wish to make a special appeal to your committee to do all that is possible to nullify those appointments to preserve the integrity and independence of the Commission and the role given to Parliament under the Act."

# The letter referred to above is annexed to this report as Annexture 1.

The Committee also heard from the Minister for Justice and Constitutional Affairs that the President was not required to seek the recommendation of the Advisory Board or the approval of the National Assembly because the persons being appointed had undergone the same process in the initial appointments and there was no provision for revetting the officers.

According to the Minister, a reappointment under the First Schedule at Section 3(2) did not have to follow the procedure set out in the Act and the president was perfectly in order to make the re appointments. As to the reappointment of Dr. Mutonyi, the minister was of the view

that though he had been subjected to re-vetting it was not mandatory and this should not be seen as setting any precedent.

The Committee considered and rejected the views of the minister that the said para 3(2) could be read in isolation of the main body of the statute, especially section 8(3), (4) thereof.

Para 3(2) of the schedule read on its own does not state that the president shall reappoint the Director and Assistant Directors without the recommendation of the Board and approval of the National Assembly. The powers of the president to reappoint are anchored in section 8 (4) of the ACECA. These powers cannot be exercised without complying with Section 8 (3) thereof.

Furthermore if there was to be a doubt on the procedure of reappointment one has to refer to section 51 of the Interpretation and General Provisions Act Cap 2 which provides as follows;

51 (1) "Whereby or under a written law, a power or duty is conferred or imposed upon a person to make an appointment or to constitute or establish a board, commission, committee or similar body, then unless a contrary intention appears, the person having that power or duty shall also have the power to remove, suspend, dismiss or revoke the appointment of, and to reappoint or reinstate, a person appointed in the exercise of the power or duty, or to revoke the appointment, constitution or establishment of or dissolve a board, commission, committee or similar body appointed constituted or established, in exercise of the power or duty, and to reappoint, reconstitute or re-establish it.

51 (2) "Where the power or duty of a person under this section is exercisable upon the recommendation, or is subject to the approval or consent of another person, then the power shall, unless a contrary intention appears be exercisable only upon that recommendation or subject to that approval or consent." The committee finds that paragraph 3 of the First Schedule to the Act does not provide for a different procedure for re-appointments. As such, the appointing authority is bound by the express provisions of the ACECA as reinforced by section 51 (2) of Cap. 2 quoted above.

## 3. EXECUTIVE PREROGATIVE.

The committee also found that the appointments were done under powers granted to the president under the ACECA and not the executive prerogative of appointments set out in section 24 of the constitution. However, the committee examined the said section 24 constitution and the presidential powers of appointment therein, and it is clear that even appointments under the section are subject to the constitution and any other law.

Section 24 of the constitution provides:

"Subject to this constitution and any other law, the powers of constituting and abolishing offices of the Republic of Kenya, of making appointments to any such office and terminating any such appointment shall vest in the president"

In the present circumstances the "any other law" referred to is the Anti Corruption and Economic Crimes Act, that sets out the process of making appointments to KACC to which, under section 24 constitution, the President is subject to and bound by.

# 4. LEGAL STATUS OF A GAZETTE NOTICE.

The Committee also considered whether the Gazette Notices under which the appointments were made were subsidiary legislation thus subject to the jurisdiction of the Committee on Delegated legislation.

The committee noted that Standing Order No. 197 makes reference to the term "subsidiary legislation" without specifically defining the same. Indeed the

word "subsidiary legislation" is used interchangeably with the term "delegated legislation" in that Standing Order.

In the absence of such definition the Committee used the definition of the term as used in section 3 of the Interpretation and General Provisions Act, Cap 2 Laws of Kenya, as follows:

"Subsidiary legislation" means any legislative provision (including a transfer or delegation of powers or duties) made in exercise of a power in that behalf conferred by a written law, by way of by-law, **notice**, order, proclamation, regulation, rule, rule of court or other instrument.

From the foregoing it is clear that Gazette Notice No. 9300 and No. 9301 is subsidiary legislation because if the notices are issued by the President in exercise of a power in that behalf conferred by the ACECA. As such the notice falls within the mandate of the committee on delegated legislation and are liable to be recommended for annulment under Standing Order 197(4).

The committee rejects the argument that Parliament does not have power to annul Gazette Notices. How can a Parliament which has power to amend the constitution, power to enact and amend statutes, power to annul rules and regulations not have power to annul mere Gazette Notices, especially when such Gazette Notices are published in flagrant disregard of the enabling law?

# Conclusion

a) The re-appointments as stipulated in Gazette Notice Vol. CXI No. 77 and Gazette No. 9300 and No. 9301 were made under section 8(4) of the Anti Corruption and Economic Crimes Act and regulation 3(2) of the First Schedule to this Act.

It is the view of the Committee that in making the re-appointments, the President did not follow the procedure set out in the relevant laws and as such the appointments are unprocedural.

b) The approval that Parliament gave in 2004 when the Director and his Assistants were appointed lapsed with the subsequent expiry of their

respective contracts, and the President must come back to Parliament to get further approvals before appointing persons to these positions.

## RECOMMENDATION

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- a. The Committee recommends that the House resolves that the re appointments of the Director and the two Assistant Directors of the KACC as contained in the Kenya Gazette Vol. CXI No. 77 Gazette Notices No. 9300 and 9301 respectively was not done in accordance with the procedure set out in section 8(3) (4) of the Anti Corruption and Economic Crimes Act No. 3 of 2003 as read together with Paragraph 3(2) of the First Schedule to the Act.
- b. The Joint Committee hereby urges the House to resolve that the Gazette Notices 9300 and 9301 contained in Kenya Gazette Vol. CXI No. 77 be annulled.
- c. The Joint Committee urges that due process of the Law be followed in the appointment of the Director and the Assistant Directors.

### MINUTES OF THE THIRD SITTING OF THE JOINT COMMITTEE OFDEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS AND THE COMMITTEE ON DELEGATED LEGISLATION HELD TUESDAY,SEPTEMBER 8, 2009 COMMITTEE ROOM 5<sup>TH</sup> FLOOR,CONTINENTAL HOUSE, PARLIAMENT BUILDINGS AT 11.30AM.

### PRESENT

Hon. Amina Abdalla, M.P Hon. Abdikadir Mohamed, M.P. Hon. Baiya Njoroge, M.P. Hon. Ababu Namwamba, M.P. Hon. Nyamweya George, M.P Hon. Isaac Ruto, M.P. Hon. Sophia Abdir Noor, M.P. Hon. Olago Aluoch, M.P. Hon(Dr)Julius Kones, M.P - Co-Chairperson - Co-Chairperson

### ABSENT WITH APOLOGY

Hon.B.C.Muturi Mwangi,MP Hon.Fahim Twaha,MP Hon. Millie Odhiambo-Mabona, M.P. -Hon. Mutava Musyimi, M.P. Hon. (Prof) Philip Kaloki, M.P Hon.Gitobu Imanyara,MP

Vice-Chairperson

### IN ATTENDANCE

### NATIONAL ASSEMBLY

Mrs. Lucy Wanjohi Mr. Dennis Abisai Mr. Willis Otieno Clerk Assistant Legal Counsel Parliamentary Intern

### MIN.NO.03/2009 ADOPTION OF COMMITTEE REPORT

The Joint Committee report on the appointments of the Director and two Assistant Directors to the Kenya Anti-Corruption Commission was considered, approved and unanimously adopted for tabling in the House.

### MIN.NO.04/2009 ADJOURNMENT

And there being no other business the Chairman adjourned the sitting at thirty minutes past one.

Hon.Amina Abdalla,MP

Signed..... HON. AMINA ABDALLA, MP <u>CHAIRPERSON, COMMITTEE ON DELEGATED LEGISLATION</u>

Hon.Abdikadir Mohammed,MP

Signed.....

HON. ABDIKADIR MOHAMMED, MP CHAIRPERSON, DEPARTMENTAL COMMITTEE ON JUSTICE & LEGAL AFFAIRS

Date:....

# SPECIAL ISSUE



# THE KENYA GAZETTE

Published by Authority of the Republic of Kenya

(Registered as a Newspaper at the G.P.O.)

Vol. CXI-No. 77

### NAIROBI, 31st August, 2009

Price Sh. 50

GAZETTE NOTICE NO. 9300

THE ANTI-CORRUPTION AND ECONOMICCRIMES ACT

(No. 4 of 2003)

APPOINTMENT

IN EXERCISE of the powers conferred by section 8 (4) and paragraph 3 (2) of the First Schedule of the Anti-Corruption and Economic Crimes Act, I, Mwai Kibaki, President and Commander-in-Chief of the Armed Forces of the Republic of Kenya, re-appoint—

JUSTICE AARON G. RINGERA

to be the Director of the Kenya Anti-Corruption Commission, for a period of five (5) years, with effect from 8th September, 2009

Dated the 26th August, 2009.

MWAI KIBAKI,

President.

GAZETTE NOTICE NO. 9301

THE ANTI-CORRUPTION AND ECONOMIC CRIMES ACT

#### (No. 4 of 2003)

**APPOINTMENTS** 

IN EXERCISE of the powers conferred by section 8 (4) and paragraph 3 (2) of the First Schedule of the Anti-Corruption and Economic Crimes Act, I, Mwai Kibaki, President and Commander-in-Chief of the Armed Forces of the Republic of Kenya, re-appoint—

Fatuma Sichale (Mrs.), Smokin C. Wanjala (Dr.),

to be the Assistant Director, Legal Services and Assistant Director. Preventive Services, respectively of the Kenya Anti-Corruption Commission, for a period of four (4) years, with effect from 8th September, 2009.

Dated the 26th August, 2009.

MWAI KIBAKI. President.

# **KENYA ANTI-CORRUPTION COMMISSION**

INTEGRITY CENTRE (Valley Rd. /Milimani Rd. Junction) P.O. Box 61130 00200 - NAIROBI, Kenya

When replying please quote:



Tel.: 254 (020) 2717318/310722 Fax: 254 (020) 2719757 Email: kacc@integrity.go.ke Website: www.kacc.go.ke

2<sup>nd</sup> September 2009

The Chairman Parliamentary Committee on Legal Affairs and Administration NAIROBI

Dear Sir

# REF: APPOINTMENT OF DIRECTOR AND TWO ASSISTANT DIRECTORS OF KENYA ANTI-CORRUPTION COMMISSION

As you are aware the President recently reappointed the Director and two Assistant Directors.

This was done in complete disregard of the ACECA Act Section 8(3) & (4) of the Act that states that the Director and Assistant Directors shall be persons recommended by the Advisory Board and approved by the National Assembly for their respective positions.

Whilst Section 8(5) provides that "on approval of a person by the National Assembly, under Section (3) the President shall appoint the person concerned to the office in respect of when approval is given.

The failure to observe due process in our view is unattainable and undermines the authority of both the Board and Parliament.

The Board has resolved to execute its mandate as required, as follows:

(1) Noting that the renewal of contracts requires Board recommendation and approval of Parliament we are proceeding to write to the Assistant Directors that we are unable to determine the terms of service as their appointment was unproceedural. (2) In regard to the Director, we will write to him to continue in office until he is re-appointed or replaced by new Director as provided for under Section 2(3) of the First Schedule of the Act.

We have also written to His Excellency the President, the Attorney General, the Minister for Justice, National Cohesion and Constitutional Affairs to revoke the appointment and allow due process to follow.

We seek your intervention in amending \$16(2) of the ACECA which establishes the Advisory Board as an unincorporated body hence no powers to sue.

We wish to make a special appeal to your Committee to do all that is possible to nullify those appointments to preserve the integrity and independence of the Commission and the role given to Parliament under the Act.

Yours faithfully

CHAIRMAN KACC, ADVISORY BOARD

Copy to: The Clerk Kenya National Assembly P O Box 41842-00100 NAIROBI



# MINISTRY OF JUSTICE, NATIONAL COHESION AND CONSTITUTIONAL AFFAIRS

# OFFICE OF THE PERMANENT SECRETARY

Telegrams: "JUSTICE", Nairobi Telephone: Nairobi 2224029/55/82 When replying please quote CO-OPERATIVE BANK HOUSE HAILE SELASSIE AVENUE P.O. BOX 56057 - 00100 NAIROBI, KENYA

Ref. No. MJCA/CONF/3/C/3/ (95)

and date

NAIROBI, KENYA 11<sup>th</sup> December, 2008 20

Mr. Patrick Gichohi Clerk of the National Assembly Parliament Buildings NAIROBI

Dear Mr. Grousni,

# KENYA ANTI-CORRUPTION COMMISSION: RECOMMENDATION FOR APPOINTMENT OF ASSISTANT DIRECTOR – INVESTIGATION AND ASSET TRACING: DR. JOHN PARMENUS MUTONYI:

We refer to the above matter.

We are pleased to submit the name of **Dr. John Parmenus Mutonyi** for consideration and approval by the National Assembly, as per the provisions of Section 8(3) of the Anti-Corruption and Economic Crimes Act, 2003 (No. 3 of 2003). His candidature is for the post of Assistant Director (Investigations and Asset Tracing) at the Kenya Anti-Corruption Commission (KACC).

Dr Mutonyi has been recruited by the Kenya Anti-Corruption Advisory Board through a competitive process pursuant to the powers vested on the Advisory Board by the Act. Please find attached, a copy of a letter dated 25<sup>th</sup> November, 2008, addressed to our Ministry by the Chairman of the Board on the matter.

Once the National Assembly approves the recommendation, your office will inform our Ministry accordingly, so that we facilitate the formal appointment by H.E. the President in accordance with Section 8(4) of the Act.

### KENYA ANTI-CORRUPTION COMMISSION KACC INTEGRITY CENTRE Tel.: 254 (020) 2717318/310722 (Valley Rd. /Milimani Rd. 254 (020) 2719757 Fax: Junction) Email: kacc@integrity.go.ke P.O. Box 61130 Website: www.kacc.go.ke Constitutions 00200 - NAIROBI, Kenya When replying please quote: 8 DEC 2008 Frence Ter Actic Permanent Secretary 25<sup>th</sup> November 2008 AHODAI Cohesion & Construction Box 56057. NAU RECEIVED Hon. Martha W. Karua, EGH, MP 2 8 NOV 2008 Minister of Justice, National Cohesion And Constitutional Affairs HON. MINISTE **Cooperative House** NAIROBI Box 56057 Dear Hon. Mi **RECOMMENDATION FOR APPOINTMENT OF ASSISTANT DIRECTOR -**INVESTIGATIONS AND ASSET TRACING

We wish to advise that the Advisory Board carried out interviews of seven (7) candidates on 19<sup>th</sup> November 2008, aimed at identifying a suitable person to fill the above mentioned position. The position had been advertised in the Standard newspaper on Tuesday, 9<sup>th</sup> September 2008 and Daily Nation on Friday, 12<sup>th</sup> September 2008.

Following the exercise, the Board decided to recommend Dr John Parmenus Mutonyi for appointment as Assistant Director – Investigations and Asset Tracing, as he was the highest-scoring candidate.

This letter is therefore to request you to take the necessary action in accordance with the Anti-Corruption and Economic Crimes Act, 2003, Section 8(3), to facilitate his formal appointment.

08 DEC 2008

Secret Registry

Yours Suiccely,

Ucu Ngia

ALLAN N. NGUGI, OGW CHAIRMAN KENYA ANTI-CORRUPTION COMMISSION, ADVISORY BOARDEVEI

DAILY NATION Friday September 12, 2008

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# KENYA ANTI-CORRUPTION COMMISSION

THE ANTI-CORRUPTION AND ECONOMIC CRIMES ACT, 2003 (ACT NO.3 OF 2003)

VACANCY ASSISTANT DIRECTOR (INVESTIGATIONS & ASSET TRACING)

The Kenya Anti-Corruption Commission Advisory Board wishes to invite suitable candidates to apply for the position of Assistant Director (Investigations & Asset Tracing), in the Kenya Anti-Corruption Commission.

This is the senior-most position in the Commission's Directorate of Investigations and Asset Tracing, and reports directly to the Director.

### Duties and Responsibilities

The successful candidate will be required to undertake the following duties and responsibilities:

- the detection and investigation of matters of corruption and economic crimes. the investigation of loss of or damage to public property, and recommendations
- provide leadership and supervision of a multi-disciplinary team of forensic
- liaison with other investigative agencies involved in fighting corruption and
- compiling evidence for use in cases for criminal prosecution and civil
- participate in the formulation, implementation and periodic revision of the
- serve as Secretary to the Investigations and Asset Tracing Committee of the
- any other duties and responsibilities that may be assigned by the Director or the Board

#### The candidate

The successful candidate shall:

- be a graduate from a recognized university. be knowledgeable and experienced in the practices of Investigations and Asset
- Tracing, with at least ten years experience in that field at a senior level.
- be of outstanding honesty and integrity have outstanding interpersonal and communication skills and the ability to establish partnerships and working relationships in an investigative environment.
- have excellent analytical and problem solving skills.
- be able to provide technical and administrative leadership. possession of a relevant post-graduate qualification will be an added advantage.

### Procedure for Appointment

The name of the successful candidate will be recommended to the National Assembly for approval, and the appointment will be for a term of 4 or 5 years.

The terms and conditions of appointment will be offered to the successful candidate upon approval of the candidate by the National Assembly and appointment by His Excellency the President.

It is also a legal requirement that the successful candidate shall:

- Declare his or her assets and liabilities as prescribed by the Public Officer Ethics
- Relinguish all other employment, businesses and offices immediately on appointment.

If you possess the required academic and professional qualifications, have the prescribed attributes, and are willing to submit to the legal requirement, please write in strict confidence, and include your latest CV, daytime telephone contact, current remuneration, career progression and two referees to

The Chairman Kenya Anti-Corruption Commission Advisory Board Kenya Anti-Corruption Commission P O Box 10459-00100 NAIROBI

# unicef 🕲

# REQUEST FOR PROPOSALS

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# CONSULTANCY OPPORTUNITY WITH UNICEF KENYA

DEADLINE FOR ASSIGNMENT: 19 September, 2008 Please submit applications to: Human Resources Officer, UNICEF Kenya, PO, Bax 4145, Neurob 101100 Email: Lenyehrvacances@unicef.org

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## Baseline assessment of Behaviour Change Communication (BCC) practicing organizations working on HIV/AIDS prevention in Kenya

The assignment: UNICEF and National AIDS Control Council require the services of a consultant/ consultancy team to conduct a baseline assessment of the organizations engaged in BCC activities to help establish some bench mark of their capacities, practices and opportunities. This would be a detailed situation analysis that would include a review of the current practices of organizations engaged in implementing BCC work in Kenya. This will also involve reviewing any existing research work in the area and highlighting visiting needs and gaps to be addressed. Recommendations and priority areas emerging from the study will help to define the format and design of a capacity development package to support improvement of behavior change practices related to HIV/AIDS in the Kenya. Specifically, the assignment entails:

- Undertaking a comprehensive review and follow-up of existing research work in the area of BCC in Kerya and incorporate results of findings as part of analysis within the final baseline report. Conducting a series of interviews and discussions with key government staff and other local partners (including both INGO and NGO list to be provided by the national Behaviour Change Communication (on a series of interviews and discussions with key government staff and other local partners Conducting a series of interviews and discussions with various target audience groups that include the Conducting a series of interviews and discussions with various target audience groups that include the conducting a series of interviews and discussions with various target audience groups that include the youth in and out school, parents, and women with regard to BCC need and challenges. Producting a draft report and present to BCC Consortium for review/teedback and producting a final baseline assessment report. Creating a data base of resource persons and trainers in support of technical capacity building dimensions around BCC.
- Request for Proposal: Proposals are requested from qualified experienced consultants/companies who should submit the following:

- A justification as to why your team should be awarded the contract; Qualifications and CVs of each toam member; Past activities or research work that supports undertaking the assignment; A proposed work-plan for completing the assignment; and, A detailed budget for each component of the assignment.

ore information: contact Sare Cameron, scameron@unicef.org Tel. 020-762-2977



# Human Resources for Health Specialist

The United States Agency for International Development (USAID) seeks to hire a Human Resources for Health (HRH) Specialist in the Office of Population & Health (OPH), USAID/Kenya The position is open to qualified Kenyan citizens.

BASIC FUNCTION OF POSITION: The HRH Specialist is responsible for the coordinating, planning, management, monitoring, and results responsing o all human capacity development projects and activities. More specifically, the HRH Specialist serves as lead advisor for the human capacity development projects and activities. More specifically, the HRH Specialist serves as lead advisor Dior the human capacity development rechnical area on the USG team. Heishe works with all PEPFAR partners, USG President's Malaria Initiative (PHI) Team. USAID Reproductive Health Team, the Ministry of Health (FIOH) a other partners to ensure HRH capacities are strengthened through USG-supported projects and program, work with partners to ensure HRH capacities are improved; works and partners to ensure with partners to ensure that reproved; works to support effective implementation of the Governm leadership and management capacities are and participates in the management of USAID/Kenya's health portfolio.

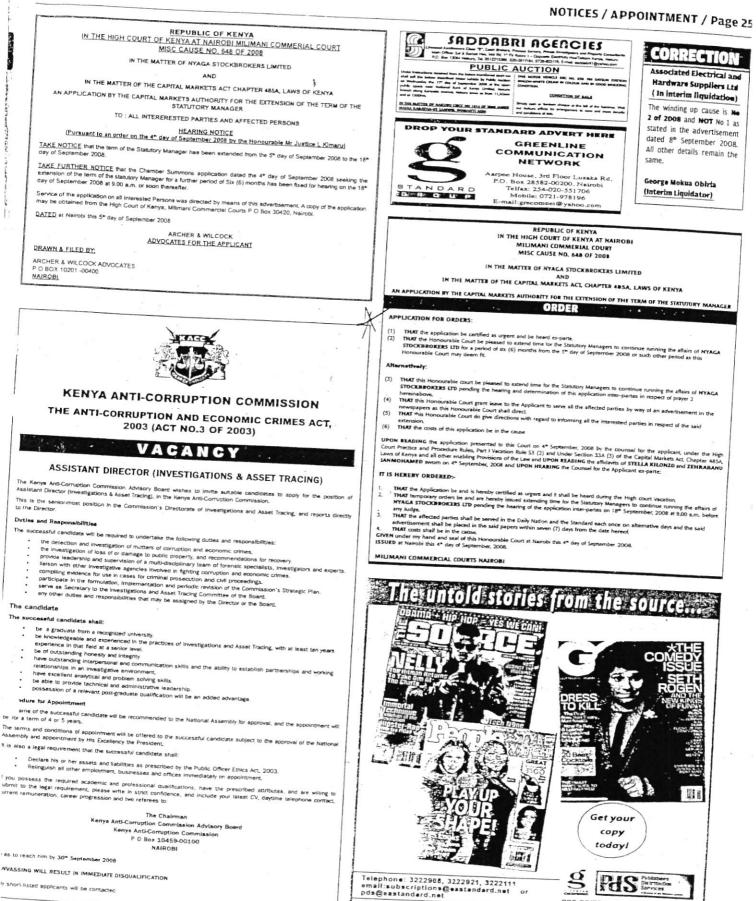
REQUIRED\_QUALIFICATIONS; Any application that does not meet the minimum requirements stated below will not be evaluated. Education: A Master's degree in business administration, economics, public health, or a closely related field. Prior Work Esperience: A minimum of free years of progressively responsible professional experience in heal systems strengthening with emphasis on human capacity development. Language Proficiency: Ruency in written and spoken Engish (IV level) is required. Knowledge: Emministry with public health programming data collection, analysis and presenceuson is needed. Knowledge of human capacity development issues and HRH systems strengthening approaches is needed. Genei Knowledge of the Keigen public secore health system, donors and related private sector programs is preferred, knowledge of the Keigen public secore health system. Jonors and related private sector programs is preferred, hight desirable.

Abilities and Skills: Advanced specialist knowledge of human capacity development techniques and application Excilient interpretional and communications skills to establish and maintain effective contacts within USAID, the PEPFAR Team, mplementing partners, relevant GOK counterparts, other donors, private sector and roll society organizations. Excellent analytical, writing and organizational skills. Advanced numerical skills are required. Strong initiative to obtain, evaluate, and interpret lactual data and to prepare concise, accurate, and complete reports, initiative to obtain, evaluate, and interpret lactual data and to prepare concise, accurate, and complete reports, using various. Excellent technical writing skills to clearly and effectively orth various USG documents. Complete in using various computer tohrware applications including Plicrosoft Office programs. The inclument must be an to work in a stresshift to meet project dealines or dizes for special events. Must be a tell-starter with itoring diplomatic and leadership qualities. Sound judgment combined with analise and professional remeator is required to work in an emmonment, where highly complex information comes from multiple disciplines. Abilities and Skills: Advanced specialist knowledge of human capacity development techniques a

old submit their application together with a detailed CV to ulfilling the requirements of the position shou Iollowing address

Human Resources Office Re-Human Resources for Health (HRH) Specialist

### Tuesday September 9, 2008 / The Standard



Also available at Standard Group Customer Care Centre, I&M Bank Towara, Ground-Floor, Opp: Seasona Restaurant, Banda Street, Nairobi and other leading stores and supermarkets countrywide.