1. DIRECTOR OF AGRICULTURE JOB GROUP ‘R’ (CPSB 3) ONE (1) POST
ADVERT NO. 25/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 121,430 – Kshs. 169,140 p.m.
House Allowance : Kshs. 20,000 p.m.
Commuter Allowance : Kshs. 16,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment
For appointment to this grade, a candidate must:

i. Have an experience of at least 12 years in the Agricultural Sector;

ii. Have a Bachelor’s Degree in any of the following fields Food Science, Home Economics, Agriculture, Horticulture, Agriculture Economics, Natural Resource Management, Agribusiness, Agriculture Extension, Agricultural Education or any other relevant qualification from a recognized institution;

iii. A Master’s degree in any of the following fields Food Science, Home Economics, Agriculture, Horticulture, Agriculture Economics, Natural Resource Management, Agribusiness, Agriculture Extension, Agricultural Education or any other relevant qualification from a recognized institution;

iv. A certificate in professional training lasting not less than four (4) weeks in a relevant field such as research development, extension and management, policy analysis, strategic management and corporate governance, organizational change and development, participatory project planning and management, crop protection, disaster preparedness and early warning for food security systems, market standard development, land use and environmental management, agribusiness/market development/agricultural information from a recognized institution;

v. Have a Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;

vi. Certificate in computer applications; and

vii. A thorough understanding of the national goals, policies and programmes and the ability to relate them to the agricultural sector.

b) Duties and Responsibilities

i. Interpreting and application of the Agriculture Act Cap. 318 and other related statutes in line with the Department’s goals and objectives;

ii. Advising the Chief Officer on all matters regarding agriculture extension services, research/extension-farmer linkage and technical training for staff development;
iii. Formulating and implementing policies on extension services, research/extension liaison and technical training;
iv. Development and promotion of appropriate technology transfer linkages in liaison with research institutions;
v. Management of training function in liaison with other agricultural institutions;
vi. Planning, developing, utilization and management of technical human resource;

vii. Formulation, monitoring, evaluation and coordination of projects and programmes in collaboration with other departments;
viii. Coordinating budget preparation and implementation in collaboration with other departments, issue related to regional/International protocols, agreements, conventions and treaties in liaison with other stakeholders;
ix. Coordinating functions of agricultural attaches and liaising with other international agricultural related organizations;
x. Developing and dissemination of appropriate environmental and land use practices;
xii. Facilitating implementation of the National Agricultural Mechanization Strategy (NAMS);
xii. Monitoring and control on use of agro-chemicals and crop protection programmes;
xiii. Monitoring and coordinating national food security and early warning systems in liaison with other relevant departments;
xiv. Promoting new and emerging crop varieties;
xv. Soil fertility;
xvi. Facilitating development and implementation of land and water conservation systems and related mechanization services;
xvii. Implementing policies and legislation related to export and import of agricultural commodities in liaison with other related institutions and agencies;
xviii. Advice on agricultural taxation issues;

xix. Coordinating production, documentation and dissemination of relevant agricultural information;
xx. Promoting appropriate development and transfer of technologies foe agro based industries;
xxi. Promoting programmes leading to farming as a business; and
xxii. Ensuring clear policies and value addition for agricultural commodities are put in place.
2. DIRECTOR OF LIVESTOCK PRODUCTION JOB GROUP ‘R’ (CPSB 3) ONE (1)
POST ADVERT NO. 26/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 121,430 – Kshs. 169,140 p.m.
House Allowance : Kshs. 20,000 p.m.
Commuter Allowance : Kshs. 16,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment

For appointment to this grade, a candidate must have:

i. Experience of at least 12 years in Livestock Production;

ii. Bachelor’s degree in any of the following disciplines: Animal Science, Animal Production, Agriculture, Apiculture, Food Science and Technology, Agribusiness, Range Management, Natural Resources Management, Livestock/Agricultural Economics, Dairy Technology or Agricultural Education and Extension from a recognized institution;

iii. Master’s degree in any of the following disciplines: Animal Science, Animal Production, Agriculture, Apiculture, Food Science and Technology, Agribusiness, Range Management, Agriculture and Home Economics, Natural Resources Management, Livestock/Agricultural Economics, Dairy Technology, Agricultural Extension, Animal Breeding and Genetics or Animal Nutrition from a recognized institution;

iv. Certificate in Strategic Leadership development Programme lasting not less than six (6) weeks from a recognized institution;

v. Certificate in computer applications; and

vi. Demonstrated managerial, administrative and professional competence in work performance and exhibited a thorough understanding of national goals, policies, objectives and ability to relate them to proper management of Livestock Production services.

b) Duties and Responsibilities

i. Planning, directing, controlling and coordinating livestock development policies and programmes in range management, animal production and breeding, apiculture, emerging livestock and livestock extension services, livestock marketing, agribusiness, value-addition and quality assurance for livestock inputs, equipment, products and by-products;

ii. Promoting and coordinating livestock development programmes;

iii. Setting the agenda for research on livestock development;

iv. Collaborating with stakeholders on policy and legal matters affecting livestock sub-sector;

v. Participating in the formulation and implementation of livestock bi-lateral/multilateral agreements and national and sectoral livestock policies;
vi. Developing marketing policies for both domestic and export markets on livestock, emerging livestock, their products and by-products;

vii. Researching, innovating, and advising on livestock production technologies and techniques;

viii. Overseeing monitoring and evaluation of livestock programmes/projects;

ix. Preparing and presenting technical papers and reports during professional fora and symposia;

x. Liaising with research institutions and other stakeholders on livestock production matters;

xi. Ensuring safe custody and security of livestock information management systems;

xii. Overseeing staff capacity building and technical training institutions; and

xiii. Initiating and participating in development of public/private partnerships.

3. DIRECTOR OF VETERINARY SERVICES, JOB GROUP ‘R’ (CPSB 3) ONE (1) POST ADVERT NO. 27/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 121,430 – Kshs. 169,140 p.m.
House Allowance : Kshs. 20,000 p.m.
Commuter Allowance : Kshs. 16,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment

For appointment to this grade, a candidate must:

i. Have experience of at least 12 years in Veterinary Services;

ii. Have Bachelor of Veterinary Medicine (BVM) degree from a recognized institution;

iii. Have Master of Science degree in any of the following disciplines: Veterinary Medicine, Veterinary Surgery, Livestock Economics, Forensic Science, Animal Nutrition and Feed Science, Animal Genetics and Breeding, Clinical Studies, Veterinary Public Health, Livestock Production Systems, Poultry Science, Veterinary Anatomy, Reproductive Biology, Veterinary Pathology and Microbiology, Clinical Pathology and Laboratory Diagnosis, Fish Science, Apiary Science; Master of Public Health, Applied Veterinary Parasitology, Applied Microbiology, Comparative Mammalian Physiology, Pharmacology and Toxicology, Wildlife Health and Management, Veterinary Epidemiology and Economics, Animal Production or Aquatic Science from a recognized institution;

iv. Be registered by the Kenya Veterinary Board;

v. Have a certificate in Strategic leadership Development Programme lasting not less than six (6) weeks;

vi. Have a certificate in Computer applications; and
vii. Have Demonstrated managerial, administrative and professional competence in work performance and exhibited a thorough understanding of national goals, policies, objectives and ability to relate them to proper management of the Veterinary Science.

b) Duties and Responsibilities

i. Providing technical advice on veterinary function to the government;
ii. Directing animal disease and pest control, veterinary diagnosis services, bio-safety and quality assurance of inputs and products, zoological services, hides and skins and leather development, veterinary public health, animal reproductive, extension and animal welfare programmes;
iii. Guiding the setting of animal research agenda and development;
iv. Approving slaughterhouses designs and export/import request documents in respect to live animals, animal products, by-products and inputs;
v. Participating and collaborating with approved local, regional and international bodies in the field of animal health and trade;
vi. Ratifying trade protocols in food and feed stuffs;
vii. Recommending for registration of veterinary drugs, vaccines and acaricides;
viii. Regulating the production, importation, distribution and export of animal genetic materials;
ix. Overseeing the management of animal health and industry, veterinary public health and Meat Technology, training institutions; and
x. Reporting to OIE on animal disease outbreaks and response;
xii. Coordinating the implementation of the Department’s strategic plans and realization of its objectives;

4. DIRECTOR OF FISHERIES JOB GROUP ‘R’ (CPSB 3) ONE (1) POST
ADVERT NO. 28/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 121,430 – Kshs. 169,140 p.m.
House Allowance : Kshs. 20,000 p.m.
Commuter Allowance : Kshs. 16,000 p.m.
Medical Benefits : Comprehensive Medical Cover
a) Requirements for Appointment

For appointment to this grade, a candidate must:

i. Have experience of at least 12 years in Fisheries;

ii. Have Bachelor’s degree in any of the following disciplines: Biological Sciences, Natural Resource Management, Aquatic Sciences, Biochemistry, Food science and technology, Environmental Science, Physical Sciences or any other equivalent and relevant qualification from a recognized institution;

iii. Have a Master’s degree in any of the following disciplines: Biological Sciences, Natural Resource Management, Aquatic Sciences, Biochemistry, Food science and technology, Environmental Science, Physical Sciences or any other relevant qualification from a recognized institution;

iv. Have a certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;

v. Have a certificate in computer applications;

vi. Have knowledge of the Fisheries Development and Management policies, Fisheries Act and other related Acts and International Conventions;

vii. Be conversant with National and International Fisheries agreements, conventions, protocols and laws of the sea.

b) Duties and Responsibilities

i. Development and transfer of appropriate technology and innovations in liaison with the relevant research institutions;

ii. Developing strategies to sustain gains from fisheries development activities;

iii. Managing staff performance systems and coordinating the preparation of budgetary estimates;

iv. Overseeing the provision of aquaculture extension services;

v. Promoting uptake of research findings by relevant stakeholders;

vi. Spearheading the development of an aquaculture policy and strategic plan;

vii. Managing the fisheries data bank;

viii. Promoting public and private sector investments in the production of quality fish seeds and feeds including stocking programs;

ix. Promoting marketing and value-addition of aquaculture products;

x. Overseeing the development and management of national fisheries institutions;

xi. Advising on fish handling and processing; overseeing the development and inspection of fish handling facilities;

xii. Coordinating the monitoring of pollutants in fish habitats; ensuring compliance with local and international standards; promoting value-addition of fish/fishery products;

xiii. Marketing of fish/fisheries products;

xiv. Developing strategies for reduction of post-harvest losses; and

xv. Managing the fisheries data bank.
xvi. Promoting sustainable development, management, utilization and conservation of the fresh water fisheries resources;

xvii. Coordinating the identification, gazettement, and demarcation of breeding grounds to enhance seed stocks;

xviii. Promoting regional and international cooperation for effective and efficient management of shared fish stocks; and

xix. Spearheading the development of specific management plans.

5. FISHERIES OFFICER JOB GROUP ‘K’ (CPSB 9) TWO (2) POSTS
ADVERT NO. 29/2020

Term of Service : Permanent and Pensionable
Basic Salary : Kshs. 38,270 – Kshs. 51,170 p.m.
House Allowance : Kshs. 7,500 p.m.
Commuter Allowance : Kshs. 5,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment

For appointment to this grade, a candidate must have:

i. Bachelor’s degree in any of the following fields: Fisheries, Zoology, Aquatic Sciences, Natural Resource Management, Biochemistry, Food Science and Technology, Environment Science, Biological Sciences, Physical Sciences, Chemistry, or any other relevant qualifications from a recognized institution; and

ii. Certificate in computer applications.

b) Duties and Responsibilities

i. Receiving and compiling fisheries related statistical data from field officers;

ii. Analyzing fisheries data and preparing reports;

iii. Assisting in monitoring, control and surveillance of fisheries resources;

iv. Understanding fisheries extension activities;

v. Maintaining of ponds at fish farms and hatcheries;

vi. Inspecting fish and fish handling facilities at fish landing sites, markets and farms; and

vii. Promotion of fish marketing and value-addition.
6. FISHERIES ASSISTANT III JOB GROUP ‘H’ (CPSB 11) THREE (3) POSTS
ADVERT NO. 30/2020

Terms of Service: Permanent and Pensionable
Basic Salary : Kshs. 25,470 p.m. – Kshs. 33,950 p.m.
House Allowance : Kshs. 3,200 p.m.
Commuter Allowance : Kshs. 4,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment
For appointment to this grade, a candidate must have:
   i. Diploma in either Fisheries Management, Natural Resource Management, or any other relevant qualification from a recognized institution; and
   ii. Certificate in computer applications;

b) Duties and Responsibilities
   i. Providing fisheries extension services;
   ii. Collecting and compiling fisheries statistical data;
   iii. Maintaining fish farms and hatcheries;
   iv. Participating in ensuring hygienic fish handling fish at fish landing sites, markets and farms;
   v. Participating in monitoring, control and surveillance of fisheries resources and elementary water examination for signs of pollution; and
   vi. Production and selection of fish seed and stocking, feeding and harvesting of fish ponds.

7. ANIMAL HEALTH ASSISTANT III JOB GROUP ‘H’ FIFTEEN (15) POSTS
ADVERT NO. 31/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 25,470 – Kshs. 33,950 p.m.
House Allowance : Kshs. 3,200 p.m.
Commuter Allowance : Kshs. 4,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment
For appointment to this grade a candidate must:
   i. Have a Diploma in any of the following disciplines: Animal Health, Environmental Health, Animal Health and Production from a recognized institution;
   ii. Be a registered member by the Kenya Veterinary Board; and
   iii. Have Certificate in computer applications;
b) Duties and Responsibilities

i. Demonstrating on milking techniques and external parasite control techniques such as dipping, spraying and dusting;
ii. Carrying out vaccination, closed castration, dehorning, deworming, disbudding, docking, debeaking and hoof trimming;
iii. Carrying out minor treatment of animals;
iv. Participating in disease search and reporting;
v. Undertaking Artificial Insemination and meat inspection; and
vi. Enforcing slaughterhouse hygiene and meat transport regulations.

8. LIVESTOCK PRODUCTION ASSISTANT III (DAIRY) JOB GROUP ‘H’ (CPSB 11) FIVE (5) POSTS ADVERT NO. 32/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 25,470 – Kshs. 33,950 p.m.
House Allowance : Kshs. 3,200 p.m.
Commuter Allowance : Kshs. 4,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment

For appointment to this grade, a candidate must have:

i. Diploma in any of the following disciplines: Animal Health and Production, Dairy Technology, Animal Science, Apiculture or Range Management from a recognized institution; and

ii. Certificate in computer applications from a recognized institution.

b) Duties and Responsibilities

i. Carrying out practical demonstrations relating to livestock production;
ii. Collecting and collating data and information;
iii. Conducting farm visits and farmer training;
iv. Participating in field days and agricultural shows to disseminate livestock production technologies and information; and
v. Participating in collaborative research activities.

9. LIVESTOCK PRODUCTION OFFICER JOB GROUP ‘K’ (CPSB 9) TEN (10) POSTS ADVERT NO. 33/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 38,270 – Kshs. 51,170 p.m.
House Allowance : Kshs. 7,500 p.m.
Commuter Allowance : Kshs. 5,000 p.m.
Medical Benefits : Comprehensive Medical Cover
a) Requirements for Appointment
For appointment to this grade, a candidate must have:
   i. Bachelor’s degree in any of the following disciplines: Animal Science, Animal Production, Agriculture, Apiculture, Food Science and Technology, Agribusiness, Range Management, Natural Resource Management, Livestock/Agricultural Economics, Dairy Technology or Agricultural Education and Extension from a recognized institution; and
   ii. Certificate in computer applications.

b) Duties and Responsibilities
   i. Preparing livestock technical information;
   ii. Providing technical advice in animal production, livestock marketing, range management, apiculture and ranching;
   iii. Promoting economic livestock farming;
   iv. Participating in organizing extension activities which include field days, agricultural shows, field demonstrations, farmer field schools and farm visits;
   v. Participating in collaborative research activities;
   vi. Disseminating livestock production technologies such as construction of livestock housing and structures, milk production, pasture and fodder production and conservation, farm planning, gross margin analysis, on-farm feed formulation;
   vii. Implementing livestock production programmes/projects in such areas as dairy cattle farming, beef cattle, sheep, goats, pig, poultry, rabbits, camels, donkeys breeding programmes, fodder production and conservation, value addition to livestock products, apiculture, emerging livestock and other animal husbandry interventions, and capturing, maintaining and storing livestock data.

10. SENIOR VETERINARY OFFICER JOB GROUP ‘L’ (CPSB 8) SEVEN (7) POSTS ADVERT NO. 34/2020

   Terms of Service : Permanent and Pensionable
   Basic Salary : Kshs. 42,970 – Kshs. 59,120 p.m.
   House Allowance : Kshs. 13,000 p.m.
   Commuter Allowance : Kshs. 6,000 p.m.
   Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment
For appointment to this grade, a candidate must:
   i. Have experience of at least two (2) years in Veterinary Services
   ii. Have a Bachelor’s Degree in Veterinary Medicine (BVM) degree from a recognized institution;
   iii. Be registered with the Kenya Veterinary Board; and
iv. Have a certificate in computer applications.

b) Duties and Responsibilities
   i. Undertaking disease control activities such as disease research, vaccination, and enforcement of livestock movement regulations;
   ii. Training stakeholders in vector control programmes;
   iii. Attending to sick animals;
   iv. Advising on good veterinary practices;
   v. Collecting data and preparing reports on animal health, products and markets;
   vi. Providing advice on animal breeding and welfare; and
   vii. Undertaking postmortem examination and other diagnostic tests.

11. AGRICULTURAL OFFICER (CROPS) JOB GROUP ‘K’ (CPSB 9) TEN (10) POSTS ADVERT NO. 35/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 38,270 – Kshs. 51,170 p.m.
House Allowance : Kshs. 7,500 p.m.
Commuter Allowance : Kshs. 5,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirements for Appointment
For appointment to this grade, a candidate must have:
   i. Bachelor of Science degree in any of the following fields: Food Science, Home Economics, Agriculture, Horticulture, Agriculture Economics, Natural Resource Management, Agribusiness, Agriculture Extension, Agriculture Education, or any other relevant qualification from a recognized institution

b) Duties and Responsibilities
   i. Crop production;
   ii. Provision of data on National food security and early warning systems in liaison with other relevant departments;
   iii. Disseminating appropriate environmental and land use practices to farmers;
   iv. Advising farmers on appropriate technology.

12. SENIOR LABORATORY TECHNOLOGIST JOB GROUP ‘L’ (CPSB 8) ONE (1) POST ADVERT NO. 36/2020

Terms of Service : Permanent and Pensionable
Basic Salary : Kshs. 42,970 – Kshs. 59,120 p.m.
House Allowance : Kshs. 13,000 p.m.
Commuter Allowance : Kshs. 6,000 p.m.
Medical Benefits : Comprehensive Medical Cover
a) **Requirements for Appointment**

For appointment to this grade a candidate must:

i. Have experience of at least three (3) years as a Laboratory Technologist;

ii. Diploma in any of the following fields: Applied Sciences (Chemistry, Analytical Chemistry, Industrial Chemistry, Biology), Food Science and Technology, Medical Laboratory Technology, Building/Civil Engineering, Earth or Sciences Biotechnology from a recognized institution;

iii. Certificate in Computer applications; and

iv. Shown merit and ability as reflected in work performance and results.

b) **Duties and Responsibilities**

i. Collecting, analyzing and preserving test samples; maintaining biological cultures;

ii. Undertaking disease surveillance activities; performing vaccine, animal products and byproducts quality assurance tests;

iii. Preparing and standardizing laboratory procedures;

iv. Writing laboratory reports;

v. Maintaining laboratory equipment;

vi. Profiling DNA/RNA;

vii. Maintaining analytical data base, laboratory stores, records and equipment;

viii. Developing new laboratory technologies and undertaking technical evaluation of laboratory equipment and test procedures.

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**13. LABORATORY TECHNICIAN I, JOB GROUP ‘J’ (CPSB 10) THREE (3) POSTS ADVERT NO. 37/2020**

Terms of Service : Permanent and Pensionable

Basic Salary : Kshs. 31,270 – Kshs. 41,260 p.m.

House Allowance : Kshs. 4,200 p.m.

Commuter Allowance : Kshs. 4,000 p.m.

Medical Benefits : Comprehensive Medical Cover

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a) **Requirements for Appointment**

For appointment to this grade, a candidate must have:

i. Have experience of at least two (2) years as a Laboratory Technician;

ii. A Certificate in any of the following fields: Laboratory Science, Laboratory Technology or Medical Laboratory Technology from a recognized institution; **OR**

iii. Occupational/Proficiency Test Certificate Grade III/11/1 in Civil Engineering for Geological Laboratories from a recognized institution;

iv. Certificate in Computer applications; and

v. Shown merit and ability as reflected in work performance and results.
b) Duties and Responsibilities

i. Preparing media, stains and dyes;
ii. Receiving, recording, packaging, dispatching, analyzing and preserving test samples;
iii. Maintaining biological cultures;
iv. Undertaking disease surveillance activities;
v. Performing quality assurance tests for vaccine, animal products, inputs, and byproducts;
vi. Maintaining laboratory records and equipment and caring for laboratory animals.
vii. Computer application skills from a recognized institution; and
viii. Shown merit and ability as reflected in work performance and results.

14. PLANT OPERATOR III JOB GROUP ‘D’ (CPSB 15) SIX (6) POSTS ADVERT NO. 38/2020

Term of Service : Permanent and Pensionable
Basic Salary : Kshs. 14,610 – Kshs. 16,250 p.m.
House Allowance : Kshs. 2,375 p.m.
Commuter Allowance : Kshs. 3,000 p.m.
Medical Benefits : Comprehensive Medical Cover

a) Requirement for Appointment

For appointment to this grade a candidate must have:

i. Kenya Certificate of Secondary Education (KCSE) Mean Grade ‘D’ Plain or equivalent qualification from a recognized institution;
ii. A valid driving license free from any current endorsements for the relevant Classes of machines;
iii. Passed Occupational Trade Test III for Plant Operators;
iv. Ability to operate at least three (3) machines of ‘difficult rating’ B; and
v. Certificate of First-Aid Course lasting not less than one (1) week from St. John Ambulance or the Kenya Institute of Highway and Building Technology (KIHBT) or any other recognized Institution.

b) Duties and Responsibilities

i. Carry out routine checks on the plant/equipment of the cooling system;
ii. Check the oil, electrical, brake system and tires-pressure;
iii. Detect and report malfunctioning of the plant/equipment system;
iv. Maintenance of the work ticket of the vehicle/plant assigned to you;
v. Ensure security and safety of the machinery entrusted to you during work or off the work schedule;
vi. Ensure the safety of the vehicle/plant parts at all times.