

REPUBLIC OF KENYA



**THE SELECTION PANEL FOR THE SELECTION OF NOMINEES FOR
APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE NATIONAL
COHESION AND INTEGRATION COMMISSION**

(The National Cohesion and Integration (Amendment) Act, 2019)

DECLARATION OF VACANCIES

Pursuant to the provisions of Section 4 and the First Schedule of the National Cohesion and Integration (Amendment) Act, 2019, the Selection Panel invites applications from suitably qualified persons for nomination for appointment for positions of Chairperson and Seven (7) Members of the National Cohesion and Integration Commission.

**1. VACANCY FOR THE POSITION OF CHAIRPERSON OF THE NATIONAL
COHESION AND INTEGRATION COMMISSION- NUMBER OF
VACANCIES- ONE (1)**

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

- 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 FOR THE POSITION OF MEMBER OF THE NATIONAL
COHESION AND INTEGRATION COMMISSION- NUMBER OF
VACANCIES- SEVEN (7)**

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

- 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. OBJECTS AND FUNCTIONS OF THE COMMISSION

The National Cohesion and Integration Act 2008 No. 12 establishes the National Cohesion and Integration Commission under Section 15 (1) while Section 25 of the Act provides for objects and functions.

25 (1) The object and purpose for which the Commission is established is to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of the different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof.

25 (2) Without prejudice to the generality of subsection (1), the Commission shall –

- (a) promote the elimination of all forms of discrimination on the basis of ethnicity or race;
- (b) discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;
- (c) promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- (d) plan, supervise, co-ordinate and promote educational and training programmes to create public awareness, support and advancement of peace and harmony among ethnic communities and racial groups;
- (e) promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;
- (f) promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;
- (g) promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;
- (h) investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the remedial measures to be taken where such complaints are valid;
- (i) investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;
- (j) identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and political endeavours, and recommend to the Government and any other relevant public or private body how these factors should be overcome;
- (k) determine strategic priorities in all the socio-economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;

- (l) recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;
- (m) monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;
- (n) initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;
- (o) monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;
- (p) undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;
- (q) make recommendations on penalties to be imposed on any person for any breach of the provisions of the Constitution or of any law dealing with ethnicity;
- (r) monitor and report to the National Assembly the status and success of the implementation of its recommendations;
- (s) issue notices directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and;
- (t) do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

4. DISQUALIFICATION CRITERIA

Section 18 (2) of the National Cohesion and Integration (Amendment) Act, 2019, 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

5. APPLICANTS ARE REQUIRED TO:

- (i) note that the names of all applicants for each post shall be published in the Gazette, two daily newspapers of national circulation and Public Service Commission Website;
- (ii) note that the names of shortlisted applicants invited for the interviews for each post shall be published in the Gazette, two daily newspapers of national circulation and Public Service Commission Website;
- (iii) note that the public shall be invited to submit information about the shortlisted applicants;
- (iv) present **originals** of the following documents during the interview if shortlisted:
 - (a) National Identity Card/Passport;
 - (b) Academic and professional certificates and transcripts;
 - (c) Any other supporting documents and testimonials; and
 - (d) Valid and current clearances from the following bodies:
 - Kenya Revenue Authority;
 - Ethics and Anti-Corruption Commission;
 - Higher Education Loans Board;
 - Any of the Registered Credit Reference Bureaus;
 - Directorate of Criminal Investigations (Police Clearance Certificate).
- (v) submit recommendations from relevant professional bodies (where applicable); and
- (vi) note that the chairperson and members of the Commission shall be appointed for a single term of six (6) years and are not eligible for re-appointment.

6. MODE OF APPLICATION

- (i) Applicants may submit manual (hard copy) or electronic (online) 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) Manual 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 to **OR** hand delivered and signed for at the Public

Service Commission Secretary's Office on 4th Floor, Commission House, off Harambee Avenue.

- (v) Online applications may be submitted via email to ncic2019@publicservice.go.ke
- (vi) Further information can be obtained from the Public Service Commission website www.publicservice.go.ke

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

All applications should reach the Public Service Commission on or before Monday, 30th September, 2019 by 5.00 p.m. (East African Time).

HON. PRISCILLA NYOKABI KANYUA

CHAIRPERSON