REPUBLIC OF KENYA

NATIONAL INFRASTRUCTURE FUND (NIF)

Recruitment of the Chief Engineer

The National Infrastructure Fund (NIF) is Kenya's flagship infrastructure investment institution established to mobilise long-term domestic and international capital into commercially viable infrastructure and strategic development projects that accelerate national development, deepen Kenya's capital markets and catalyse private sector investment.

The Board of Directors invites applications from exceptional engineering and infrastructure professionals to serve as the **Chief Engineer.**

The Role

Reporting to the Chief Executive Officer, the Chief Engineer will provide strategic and technical leadership across NIF's infrastructure portfolio and serve as the principal technical adviser to Management and the Board.

The Chief Engineer will lead the technical workstream throughout the project lifecycle, from concept development, feasibility, and design through project structuring, procurement and contracting, financial close, construction, commissioning, and operational readiness.

The Chief Engineer will work closely with the Chief Investment Officer, Chief Financial & Operating Officer, Chief Legal & Risk Officer / Corporation Secretary, project SPVs, Government counterparties, lenders, development finance institutions, technical advisers, consultants, contractors and operators.

Given NIF's lean organisational structure, the successful candidate must combine strategic leadership with the ability to personally interrogate feasibility studies, designs, technical specifications, construction programs budgets, contracts, progress reports and emerging project risks.

Duties and Responsibilities

1. Technical Feasibility and Project Development

- Lead technical requirements for feasibility studies, working alongside investment, financial, legal, environmental and social specialists.
- Assess whether proposed projects are technically feasible, fit for purpose and capable of delivering assumed capacity and performance outcomes.
- Review and challenge key technical assumptions (demand, technology, site conditions, design parameters, construction methodology) and evaluate alternative solutions.
- Validate capital cost estimates, contingencies and implementation programs and identify technical/site/land risks with appropriate mitigations.
- Ensure Environmental and Social assessments have been carried out and the project is legally compliant.
- Prepare project appraisal reports and provide a clear technical recommendation on readiness to proceed to investment approval.

2. Investment Appraisal, Structuring and Lender Interface

- Provide technical input into investment models, ensuring construction programs capex/opex assumptions and asset lives are technically supportable.
- Assess technical implications of proposed financing structures and quantify material technical risks affecting cost, completion or returns.
- Serve as NIF's principal technical interface with lenders, DFIs and lenders' technical advisers, supporting due diligence and bankability requirements.
- Identify and resolve technical conditions precedent affecting financial close or drawdowns.
- Advise the CEO and Board on the technical basis for Government support measures and contingent-liability risk.

3. Design, Procurement and Contracting Strategy

- Review design standards and ensure designs are appropriate to capacity, resilience, maintainability and lifecycle cost; coordinate independent design reviews.
- Advise on project delivery models (EPC, Design-Build, Design-Bid-Build, FIDIC, BOT) suited to each project.
- Develop or oversee Employer's Requirements, technical specifications and performance/completion criteria.
- Lead technical evaluation and selection of contractors, consultants and operators.
- Ensure tender documents properly reflect technical and commercial risk allocation in contracts, including Particular Conditions and Special Provisions in FIDIC-based contracts.

4. Program, Cost Control, Claims and Technical Disputes

- Establish baseline controls for scope, program cost and technical performance, and monitor budgets against actual/forecast expenditure.
- Develop robust processes to assess and approve variations, supported by technical justification.
- Establish early-warning indicators for delays/cost overruns and recommend corrective action where projects deviate from approved cases.
- Provide technical assessment of claims (variations, extensions of time, delays, defects) and support dispute boards, arbitration and other resolution processes.
- Maintain technical records to protect NIF's contractual and investment interests and feed lessons learned into future contracting standards.

5. SPV Oversight, Quality/Safety and Operational Readiness

- Act as NIF's principal technical owner-representative over project SPVs, holding them accountable for delivery against approved scope, cost and performance.
- Monitor physical progress, expenditure and forecast completion, and independently challenge SPV/contractor information.
- Establish quality-assurance, safety and technical performance expectations, ensuring defects and non-conformances are properly rectified.
- Set acceptance criteria for testing and commissioning and verify performance tests are satisfied before recommending acceptance.
- Ensure complete technical handover (as-built drawings, O&M manuals, training) and monitor performance through defects-liability/early operations.

6. Portfolio Oversight, Stakeholder Engagement and Compliance

- Establish engineering priorities across the Fund's project pipeline and monitor technical/delivery performance portfolio-wide, including systemic risk trends.
- Build and lead NIF's technical function, determine internal vs outsourced capability, and manage specialist advisers.
- Engage Government ministries, DFIs and development partners on technical aspects of project development and co-financing opportunities.
- Contribute technical content to business plans, budgets, and quarterly/annual Board reporting.
- Ensure NIF's engineering activities comply with the Laws of Kenya and support Auditor-General/audit processes.

Qualifications and Experience

- A Bachelor's degree in Engineering from a university recognised in Kenya.
- A Master's degree in Engineering, Construction Management, Project Management, Law or Infrastructure Finance is an added advantage.
- Registration with the Engineers Board of Kenya (EBK) as a Registered Professional Engineer is required.
- Membership of the Institution of Engineers of Kenya (IEK), or an equivalent recognised professional body, is required.
- A minimum of ten (15) years' professional experience in engineering, infrastructure development, infrastructure finance, construction, project management or infrastructure investment.
- At least seven (7) years in senior leadership roles involving direct responsibility for the development and/or delivery of large and complex infrastructure projects.
- Fluency in oral and written English is required. Fluency in Kiswahili is an added advantage for engagement with local stakeholders and communities.

Demonstration of Project Track Record

Applicants should provide details of **at least 3 significant infrastructure projects** in which they have personally held a senior technical, development or delivery role, indicating, to the extent permitted by confidentiality obligations:

- Demonstrated understanding of project financing, financial/economic appraisal, FIDIC contracts, and delivery frameworks (EPC, Design-Bid-Build, BOT, etc).
- Ability to work professionally across government, private sector, and development agencies, with experience alongside public institutions and DFIs.
- Experience leading technical feasibility studies, including site/land assessment and Environmental and Social Impact Studies.
- For each project cited, candidates must detail the sector, approximate project/capital value, and their specific role and responsibilities.
- Demonstrate full lifecycle involvement from the stage of entry, and role across feasibility, design/technical specification, procurement structure, contractor selection/negotiation, financing/lender interaction, and testing/commissioning.
- Demonstrated performance track record – original vs final budget and completion dates, significant variations/claims/delays and how they were resolved, and whether the project met required technical and performance specifications.

Competencies

- Exceptional engineering and technical judgement, with experience in major infrastructure delivery, and fluency in standard construction contracts such as FIDIC Suites and in-depth knowledge of contracting structures such as EPC, Design-Bid-Build.
- Understanding of project financial models, understanding how technical assumptions and delays affect investment returns, and grasp of project finance/lender requirements.
- Strong grasp of technical risk allocation, infrastructure bankability, and interrogating studies, designs, budgets, and technical reports critically.
- Ability to manage multidisciplinary teams and specialist advisers, while working effectively across investors, lawyers, lenders, DFIs, contractors, and government.
- Constructively and independently challenging SPVs, consultants and contractors, and identifying emerging problems early to drive corrective action.
- Translating complex technical matters for non-technical decision-makers, operating effectively across multiple major projects, with high standards of professionalism and accountability.

Essential Experience

- Leading technical feasibility and project development, and successfully delivering large, complex multidisciplinary infrastructure projects.
- Developing/reviewing engineering designs, specifications, cost estimates and programs with cost, program and change control on major capital projects.
- Oversight of major EPC, Design-Build and FIDIC contracts, including practical administration of variations, extensions of time, claims, defects and completion, plus support for dispute resolution.
- Overseeing project companies, contractors and consultants, while working with lenders, DFIs, lenders' technical advisers, independent engineers, and government/development partners.
- Technical due diligence for project finance/investment decisions, and managing projects through testing, commissioning and operational readiness.

Terms of Appointment

The Chief Engineer shall be appointed in accordance with the provisions of the National Infrastructure Fund Act and shall serve on a fixed-term renewable contract, subject to satisfactory performance. A competitive remuneration package commensurate with experience and responsibility will be offered.
In accordance with Chapter Six of the Constitution of Kenya, the successful candidate will be required to demonstrate leadership and integrity.
The National Infrastructure Fund is an equal opportunity employer committed to merit, integrity and excellence.

Shortlisted Candidates will be required to bring the following documents during the interview:

1. Detailed curriculum vitae, with at least three (3) referees and their contacts, including telephone contacts;
2. A copy of the National Identity Card;
3. Clearance from Kenya Revenue Authority (Tax Compliance Certificate) or its equivalent;
4. Clearance from Ethics and Anti-Corruption Authority or its equivalent;
5. Clearance from the Directorate of Criminal Investigations (Current Certificate of Good Conduct) or its equivalent;
6. Clearance from Higher Education Loans Board (HELB) where required; and
7. Clearance from a registered Credit Reference Bureau (CRB) or its equivalent

Submission of Application

Applications in plain sealed envelopes, stating the referenced position on top, should be mailed to:

The Secretariat
The National Treasury
Treasury Building, Harambee Avenue
P.O. Box 30007-00100
NAIROBI

or hand-delivered to the /National Treasury on the 2nd Floor, Treasury Building, Harambee Avenue.

A soft copy of the application should be emailed to: **recruitment.nif@treasury.go.ke**

Applications should be received not later than **5.00 p.m.** on **Wednesday 9th September, 2026**.

Canvassing in any form, or failure to attach any of the stipulated documents, will lead to automatic disqualification.

Chairperson
National Infrastructure Fund Board