



ENERGIZING KENYA

CAREER OPPORTUNITY

The National Oil Corporation of Kenya (NOC) invites applications from suitable individuals to fill the position of **CHIEF EXECUTIVE OFFICER**.

Job Purpose

The Chief Executive Officer (CEO) is the Accounting Officer of the Corporation and reports to the Board of Directors. The CEO is responsible for the day-to-day management of the affairs of the Corporation, providing strategic leadership and overall executive management of the Corporation, and ensuring the effective implementation of the Board's policies, resolutions, and strategic objectives

The successful candidate will lead the development and execution of the Corporation's strategic and business plans, drive sustainable business growth and revenue generation, and ensure the efficient, effective, and prudent management of the Corporation's resources. The CEO will be responsible for fostering strong relationships with customers, shareholders, regulators, Government, and other key stakeholders; promoting sound corporate governance, risk management, and regulatory compliance; enhancing operational excellence and organizational performance; and providing visionary leadership in talent management to build and sustain a high-performing, innovative, and values-driven workforce.

Reports to: The Chairperson, Board of Directors

Terms and Conditions of Service

The appointment shall be on contract for a term of three (3) year and shall be eligible for reappointment for one further term subject to satisfactory performance or attainment of mandatory retirement age whichever happens earlier.

The successful candidate will be offered competitive remuneration package in accordance with the Company Policies & guidelines.

Key Duties and Responsibilities:

- Providing strategic leadership and overall executive management of the Company to achieve its mandate, strategic objectives, and sustainable value creation for shareholders and other stakeholders.
- Leading the formulation, implementation, monitoring, and review of the Company's corporate strategy, business plans, investment portfolio, and growth initiatives in line with the Board's strategic direction and shareholder expectations
- Driving sustainable financial performance through revenue growth, profitability, prudent cost management, capital optimization, and efficient resource utilization, while ensuring the integrity of financial reporting and safeguarding the Company's assets.
- Providing leadership in capital allocation, investment appraisal, financial planning, and enterprise-wide financial risk management.
- Ensuring the highest standards of corporate governance, ethical leadership, enterprise risk management, internal controls, and compliance with all applicable legal, regulatory, and statutory requirements.
- Driving operational excellence, innovation, digital transformation, and continuous improvement across the Company's operations and value chain.



- Building and maintaining strategic relationships with shareholders, Government, regulators, customers, development partners, investors, and other key stakeholders to strengthen the Company's reputation, competitiveness, and market position.
- Serving as the principal spokesperson of the Company and promoting its corporate image and public profile.
- Providing leadership in organizational culture, talent management, succession planning, employee engagement, and change management to develop a high-performing and values-driven workforce.
- Championing environmental, social, and governance (ESG) principles and integrating sustainability into the Company's operations, investments, and decision-making processes.
- Advising the Board of Directors on strategic, financial, operational, regulatory, and governance matters and ensuring timely, accurate, and comprehensive reporting on the Company's performance and risk profile.
- Maintaining knowledge of the markets and industry of the Company so as to exploit changing opportunities for business and investment;
- Ensuring the annual budget, procurement plan, work plan and performance contract align with organizational strategic objectives and priorities;
- Driving maximum utilization and productivity from all Corporation's assets, ensuring a positive return on all investment and operating expenditure;
- Ensuring that all the Corporation's policies, systems and operations adhere and conform to all applicable laws, regulations and corporate governance standards.

Minimum Qualifications and Experience;

- A Bachelor's degree in Business, Engineering, Energy Management, Marketing, Finance or a related field from a university recognised in Kenya;
- At least ten (10) years working experience in a relevant field;
- Must have served in a position of Senior Management for a period of at least five (5) years; and
- Meets the requirements of Chapter Six of the Constitution of Kenya, 2010.

Key Skills & Competencies

- Exceptional strategic leadership, vision, and decision-making capabilities with the ability to inspire and lead high-performing teams.
- Strong commercial and business acumen, with a proven track record of driving sustainable growth, profitability, and organizational transformation.
- Excellent communication, negotiation, presentation, and stakeholder engagement skills, with the ability to build and sustain strategic partnerships.
- Excellent influencing, networking, and relationship management skills across Government, shareholders, regulators, customers, and other key stakeholders.
- Strong analytical, problem-solving, and critical thinking skills, with the ability to make sound and timely decisions in a dynamic business environment.
- Demonstrated ability to lead change, innovation, and digital transformation while fostering a culture of continuous improvement.



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- High levels of integrity, professionalism, accountability, emotional intelligence, and ethical leadership.
 - Strong people leadership skills, with the ability to develop talent, build succession, and foster an inclusive, collaborative, and high-performance organizational culture.
 - Sound knowledge of corporate governance, enterprise risk management, and the regulatory environment applicable to Government-Owned Enterprises.

Application criteria

Only Shortlisted candidates will be required to submit the following in line with Chapter Six of the Constitution:

- Valid Tax compliance certificate from Kenya Revenue Authority (KRA).
- Valid Certificate of good conduct from Directorate of Criminal Investigations (DCI).
- Clearance Certificate from Higher Education Loans Board (HELB).
- Clearance from Ethics and Anti-Corruption Commission (EACC)
- Clearance Certificate from an approved Credit Reference Bureau (CRB).

Note: The clearance certificates must be valid and current

Submission of Applications

Application letter should be accompanied by a detailed Curriculum Vitae (CV) highlighting relevant experience, copies of relevant academic and professional certificates, Current and expected salary, a daytime phone contact, Personal email address, email and telephone contacts of three (3) referees, and copy of the National Identity Card.

Candidates who meet the above requirements should submit their application not later than midnight EAT on 27th October, 2026 to the Chairman of the Board clearly Titled and Referenced, **“Application for the position of Chief Executive Officer, REF NOC/HR/CEO/01/08/2026** via electronic mail to ceorecruitment@nockenya.co.ke addressed to:

**Chairman, Board of Directors
National Oil Corporation of Kenya Ltd
KAWI House – South C, Popo Lane, Off Red Cross Road
P. O Box 58567-00200, Nairobi Kenya.**

Deadline: Midnight EAT, 27th October, 2026

Shortlisted candidates shall be required to present the original National Identity Card, academic certificates, and professional certificates for verification during the interview.

NOC is an Equal Opportunity Employer. Women, Persons with Disabilities, Minority & Marginalized Groups are encouraged to apply. Canvassing in any form or failure to attach any of the stipulated documents shall lead to automatic disqualification.

