



EXCITING CAREER OPPORTUNITIES WITH KENYA POWER

Applications are hereby invited to fill the following vacancies in The Kenya Power & Lighting Company Plc, in Information Communication Technology Division (ICT).

A. ORACLE DATABASE ADMINISTRATORS

I. ORACLE DATABASE ADMINISTRATOR I – 1 Post

Job Ref: HR: KP1/5B.2/1/3/1186

II. ORACLE DATABASE ADMINISTRATOR III - 1 Post

Job Ref: HR: KP1/5B.2/1/3/1187

III. ORACLE DATABASE ADMINISTRATOR IV – 1 Post

Job Ref: HR: KP1/5B.2/1/3/1188

Reporting to the **Principal System Administrator**, the successful candidates will ensure effective provisioning and maintenance of core database platform to ensure availability, reliability and data integrity of the mission critical business systems. The specific tasks will entail:-

- Implement policies, procedures, and technologies to ensure database security through secure access, monitoring, control, and routine security evaluations.
- Perform standard configuration, management, and maintenance tasks for database systems and underlying server infrastructure.
- Perform and test database configuration backups and restores to ensure system recovery from error or outage.
- Perform and test data backups and restores to ensure disaster recovery.
- Review and deploy database patch releases according to best practices.
- Anticipate, mitigate, identify, troubleshoot, and resolve hardware and software problems on all systems.
- Monitor, test, and tune database performance; preserve and provide database log files as needed.
- Develop and implement contingency plans to guarantee systems operations during emergencies.
- Develop and implement efficient preventative maintenance schedules for servers, consoles and peripherals.
- Participate in and support capacity planning and the development of long-term strategic goals for systems and software in conjunction with end-users and department managers.

- Coordinate with network engineers and system administration functions to implement systems that utilize industry best practices to meet corporate objectives.

Interested applicants must possess the following;-

Job Specifications

- Bachelor of Science Degree in Computer Science, Information Technology, Electrical & Electronics Engineering or related field from a recognized Institution.
- Oracle Certification - Oracle Certified Associate (OCA) / Oracle Certified Professional (OCP)
- Possession of Microsoft Certified Solutions Expert (MCSE: SQL 2016 Database Administration) will be an added advantage.
- Certification in Unix/ Linux Systems Administration.
- Good understanding of Microsoft Operating Systems.
- Five (5) years working experience for Administrator I; Three (3) years for Administrator III and Two (2) years for Administrator IV preferably in a similar organization.

Technical Capabilities & Key Competencies

- Strong understanding of database structures, theories, principles, and practices.
- Working technical experience with designing, building, installing, configuring and maintaining Oracle Databases.
- Hands-on hardware and software troubleshooting experience.
- Good technical knowledge of current server, storage and network hardware and standards, including clustering.
- Understanding of best practice in database administration and trends
- Excellent planning, presentation and evaluation skills
- Creativity and innovation
- Drive for results and achievement
- Insightful, proactive and future focused
- Demonstrates high level of integrity

B. SYSTEM ADMINISTRATORS

I. SYSTEMS ADMINISTRATOR I -1 Post

Job Ref: HR: KP1/5B.2/1/3/1189

II. SYSTEMS ADMINISTRATOR II (SAP Basis) -1 Post

Job Ref: HR: KP1/5B.2/1/3/1190

III. SYSTEM ADMINISTRATOR III - 1 Post

Job Ref: HR: KP1/5B.2/1/3/1191

IV. SYSTEM ADMINISTRATOR IV – 1 Post

Job Ref: HR: KP1/5B.2/1/3/1192

Reporting to the **Principal System Administrator**, the successful candidates will ensure efficient installation/configuration, operation, and maintenance of core business systems (hardware, operating system software and application software) and related infrastructure to ensure optimal performance and reliability of the mission critical business systems. The specific tasks will entail:-

- Implement policies, procedures, and technologies to ensure application system security through secure system access, monitoring, control, and routine security evaluations.
- Perform standard configuration, management, and maintenance tasks for applications systems and underlying server infrastructure.
- Perform and test system configuration backups and restores to ensure system recovery from error or outage.
- Perform and test data backups and restores to ensure disaster recovery preparedness.
- Review and deploy application and operating system releases and vendor-supplied patches according to best practices.
- Anticipate, mitigate, identify, troubleshoot, and resolve hardware and software problems on all systems.
- Monitor, test, and tune system performance; preserve and provide system log files as needed.
- Develop and implement contingency plans to guarantee systems operations during emergency situations.
- Develop and implement efficient preventative maintenance schedules for servers, consoles and peripherals.
- Participate in and support capacity planning and the development of long-term strategic goals for systems and software in conjunction with end-users and department managers
- Coordinate with network engineers and database administration functions to implement systems that utilize industry best practices to meet corporate objectives

Interested applicants must possess the following;-

Job Specifications

- Bachelor of Science Degree in Computer Science, Information Technology, Electrical & Electronics Engineering or related field from a recognized Institution
- SAP Certified Technology Associate or SAP Certified Technology Consultant (for Basis Admin) – SAP S/4HANA System Administration will be an added advantage.
- Certification in Unix/ Linux Systems Administration.
- Certification in Microsoft Technology.
- Good understanding of Oracle and MS-SQL Databases.
- Five (5) years working experience for Administrator I; Four (4) years for Administrator II (SAP Basis) ; Three (3) years for Administrator III and Two (2) years Administrator IV preferably in a similar organization.

Technical Capabilities & Key Competencies

- Experience installing, configuring, and maintaining UNIX servers, networks, and clusters/server farms including cloud deployment.
- Good technical knowledge of current server, storage and network hardware and standards, including clustering, cloning, virtualization and thin provisioning /orchestration.
- Hands-on hardware and software troubleshooting experience.
- Understanding of best practice in systems administration and trend.
- Excellent planning, presentation, evaluation skills.
- Creativity and innovation.
- Drive for results and achievement.
- Insightful, proactive and future focused.
- Demonstrates high level of integrity.

C. SYSTEM DEVELOPERS

I. SENIOR SYSTEMS DEVELOPERS - 2 Posts

Job Ref: HR: KP1/5B.2/1/3/1193

II. SYSTEMS DEVELOPER III -1 Post

Job Ref: HR: KP1/5B.2/1/3/1194

III. SYSTEMS DEVELOPER IV -1 Post

Job Ref: HR: KP1/5B.2/1/3/1195

Reporting to the **Principal System Analyst**, the successful candidates will ensure development of new software as per the best practices and controlled modification of existing software specifications throughout the production life cycle.

The specific tasks will entail:-

- Planning, designing and development, of new applications and enhancements to existing applications.
- Documenting and prioritizing business requirements and communicating plans with stakeholders for review and approval
- Coordinate and perform in-depth tests, including end-user reviews, for modified and new systems.
- Provide orientation and training to end users for all modified and new systems.
- Assist in defining software development project plans, including scoping, scheduling, and implementation.
- Develop application specifications in conjunction with other key staff in the department
- Writing high quality program code to meet the application requirements
- Performing program code debugging to ensure application code meets its requirements
- Troubleshooting technical issues
- Maintaining and upgrading existing systems as required and regular updating of Systems documentation
- Conduct research on emerging application development software products, languages, and standards.

Interested applicants must possess the following;-

Job Specifications

- Bachelor of Science Degree in Computer Science, Information Technology, Electrical & Electronics Engineering or related field from a recognized Institution.
- Proven experience in programming in 4GL languages – Java, C,C++,Unix scripting
- Experience In web development using HTML, CSS, PHP or Java Scripts.
- Good understanding of UNIX, Linux, Centos and Microsoft Operating systems and Relational databases (Oracle, MySQL, MSSQL).

- Six (6) years proven working practical experience, preferably in a busy environment for Senior System System Developer; Three (3) years for System Developer III and Two (2) years for System Developer IV.

Technical Capabilities & Key Competencies

- Experience in System analysis and design, 4GL programming, web & mobile apps development, data modelling, AI, NLP, Bots development.
- Mastery of emerging technologies - Machine learning, data science, Big data, social engineering.
- Good Understanding of systems development lifecycle (SDLC) best practices.
- Good project management skills.
- Excellent planning, presentation, evaluation skills
- Creativity and innovation
- Drive for results and achievement
- Insightful, proactive and future focused
- Demonstrates high level of integrity

D. SYSTEM SECURITY ANALYSTS

I. SYSTEMS SECURITY ANALYST I - 1 Post

Job Ref: HR: KP1/5B.2/1/3/1196

II. SYSTEMS SECURITY ANALYST IV - 4 Posts

Job Ref: HR: KP1/5B.2/1/3/1197

Reporting to the **Principal System Security Analyst**, the successful candidates will be responsible for implementing, reviewing and aligning ICT Systems, Databases and Business applications acquisition and development policies, procedures and practice to ensure that they comply with IT industry standards to fully secure the Company's data and information. The specific tasks will entail:-

- Assist in planning for short and long-term resources requirements for the section.
- Work with database administrators, systems developers and application owners to review and implement security controls to mitigate system security threats/risks throughout the system/program life cycle.
- Review procedures and processes to identify security control gaps in systems development, acquisition and maintenance to ensure that threats are properly identified, analyzed and mitigated.
- Participate in investigations on computer security compromises, incidents, or problems and recommend corrective actions.
- Review application, system and database logs and audit trails to identify violation to procedures and processes.
- Research on emerging threats and vulnerabilities in information security to gain awareness of the latest information security trends and developments.
- Review version, patch management procedures and practices in all systems, and where necessary develop and implement measures to improve the same.

- Implement procedures to automate and enhance monitoring of business applications, databases and systems, including user and process activities.
- Identify and develop security and productivity-enhancing improvements and innovation.
- Coordinate security measures for information systems to regulate access to system data and information to prevent unauthorized modification, destruction, or disclosure of information.
- Train users and promote security awareness to ensure system security and to improve server and network efficiency.
- Consult with users on data and information access and processing needs, to mitigate against security violations, and programming changes.
- Recommend modification or update audit monitoring systems and solutions to incorporate new applications, databases and systems, or change individual access status
- Coordinate execution of implementation plan of system changes/upgrade between IT, user departments and outside vendors to alleviate security violations
- Perform risk assessments to identify violation or vulnerabilities to procedures and execute tests on applications to ensure that data availability, confidentiality and integrity is maintained and as well guarantee compliance to standards and process activities and advise/recommend corrective action.
- Maintain access management reports and processes to identify access events, exceptions, or trends which require investigation, remediation, or mitigation
- Contribute to the information security planning, assessments, risk analysis, risk management, certification and awareness activities for system operations.

Interested applicants must possess the following;-

Job Specifications

- Bachelor of Science Degree in Computer Science, Information Technology, Electrical & Electronics Engineering or related field from a recognized Institution.
- Certified Information Security Manager (CISM) certification for Analyst I and Certified Information Security Auditor (CISA) for Analyst IV.
- Five (5) years working experience for Analyst I and Two (2) years working experience for Analyst IV and in a similar role and organization.

Technical Capabilities & Key Competencies

- Experience in System vulnerability checks and threats analysis including penetration testing.
- Proficiency in computer applications such as Systems administration, Database administration, Programming and Systems analysis.
- Understanding best practices in systems security and controls.
- Good project management skills.
- Excellent planning, presentation, evaluation skills

- Creativity and innovation
- Drive for results and achievement
- Insightful, proactive and future focused
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HOW TO APPLY

Interested persons should submit their applications **online** through **visiting Kenya Power website** on **<http://www.kplc.co.ke>**. Attach detailed Curriculum Vitae, copies of academic and professional certificates and other testimonials. Please note that we may use this information to conduct background verification during the recruitment process. Quote the title of the position you are applying for and include your mobile telephone contact, email addresses and names and addresses of three (3) referees to be received not later than **Wednesday, 31st May 2023**.

Only candidates offered employment shall be expected to present the following clearance certificates;

- Valid Certificate of Good Conduct from the Directorate of Criminal Investigations
- Valid Clearance Certificate from Higher Education Loans Board (HELB)
- Valid Tax Compliance Certificate from Kenya Revenue Authority (KRA);
- Current Clearance from the Ethics and Anti-Corruption Commission (EACC);
- Current Report from an approved Credit Reference Bureau (CRB)

Canvassing will lead to automatic disqualification.

Kenya Power is an Equal Opportunity Employer.

Kenya Power does not charge any fee at any stage of the recruitment process (application, shortlisting, interviewing, and/or offer)