



Kenya National Highways Authority

Quality Highways, Better Connections

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ASSISTANT DIRECTOR, ENGINEERING (ROADS), GRADE 4 (REF. NO. KeNHA/ASS-DIRECTOR ENGINEERING (ROADS) /15 /2026) – 6 POSITIONS

Job Title:	ASSISTANT DIRECTOR, ENGINEERING (ROADS)	KeNHA GRADE 4	6 Positions
Terms of Service	Permanent & Pensionable		
Place of Work:	KeNHA		
Directorate:	1) Planning, Research and Compliance 2) Highway Design and Safety 3) Road Development 4) Road Maintenance 5) Public Private Partnership		
Reporting to:	Deputy Director Engineering (Roads)		
Supervises:	Principal/Senior Engineer (Roads)		

a) Job Purpose

Oversee the planning, design, development, maintenance, and regulation of national road infrastructure, including road safety, asset management, research, and Public Private Partnerships, to ensure sustainable, safe, and efficient highways in line with the Roads Act and national priorities.

b) Job Description

Duties and responsibilities at this level will entail:

- (i) Developing, implementing and reviewing policies, plans, manuals, strategies, standards, guidelines, procedures and framework pertaining to roads construction and maintenance;
- (ii) Developing plans and designs and supervising construction and maintenance of roads infrastructure;
- (iii) Coordinating development and review of road design manuals and other manuals related to highways;
- (iv) Coordinating road safety audits/assessments
- (v) Coordinating development, implementation and review of road safety engineering programs;
- (vi) Coordinating development and review of risk management plans for road infrastructure;
- (vii) Reviewing specifications and contract documents for tendering of road related works and approval;

Vision: A quality National Trunk Road Network to all for prosperity

Mission: To develop and manage resilient, safe, and adequate National Trunk Roads for sustainable development through innovation and optimal utilization of resources

Core Values:

Accountability

Sustainability

Innovation

Teamwork

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- (viii) Coordinating feasibility studies and environmental social impact assessment to determine viability for development of roads infrastructure;
- (ix) Designing strategies and mechanism for protection of road reserves and access to roadside developments;
- (x) Coordinating quality assurance, technical and performance audits on ongoing and completed road projects ensure compliance with relevant laws, regulations and standards;
- (xi) Preparing road sector investment programmes (RSIP) for maintenance, rehabilitation and reconstruction of roads in consultation with other key stakeholders;
- (xii) Designing frameworks and mechanisms for monitoring and evaluation of ongoing and completed road project to ensure compliance with road safety standards, specifications, standards, laws and regulations;
- (xiii) Identifying areas of research and preparing terms of reference and research proposals and reports;
- (xiv) Keeping up - to -date information pertaining to road infrastructure development and maintenance;
- (xv) Providing consultancy, capacity building, technical support and advisory services to MDCAs on matters pertaining to road infrastructure development and maintenance;
- (xvi) Designing, implementing and reviewing relevant professional development, graduate internship and industrial attachment programs in consultation with other key stakeholders;
- (xvii) Preparing progress reports;
- (xviii) Preparing strategic/work plans, budgets and targets; and
- (xix) Coaching and mentoring of staff.
- (xx) Ensure compliance in axle load limits through enforcement of the national and regional axle load laws;
- (xxi) Issuing of exemption permits for abnormal loads;
- (xxii) Preparing the tender documents for the procurement of PPP projects;
- (xxiii) Assessing the technical feasibility of each PPP project;
- (xxiv) Taking part in appraising of each PPP project to ensure its legal, economic and commercial viability;
- (xxv) Assisting in preparing the project agreement in accordance with the standard documents for the PPP project;
- (xxvi) Assisting in supervising the development and monitoring the performance of operations of each PPP project;
- (xxvii) Taking part in assessing and managing the handback and transfer process of the asset at the end of the PPP concession period;
- (xxviii) Supervising the execution of traffic and road condition surveys, ensuring data reliability and accuracy;
- (xxix) Supervising the preparation and monitoring of road Sector Investment Plan (RSIP) and the Authority's Road Development Plan;

- (xxx) Overseeing the review of spatial development plans, ensuring that road infrastructure considerations are incorporated into national and county- level planning;
- (xxxi) Overseeing the development and review of sustainable Urban Mobility Plans (SUMP), ensuring proper integration with transport policies.

c) Job Specifications

For appointment to this grade, an officer must have:

- (i) Cumulative period of nine (9) years relevant work experience, three (3) of which must have been in the grade of Principle Engineer (Roads) or in a comparable position;
- (ii) Bachelor of Science or Engineering Degree in any of the following disciplines: Civil Engineering, Civil and Structural Engineering or its equivalent qualification from a recognized Institution;
- (iii) Master's Degree in any of the following disciplines: Civil Engineering; Structural Engineering, Construction Engineering and Management or its equivalent qualification from a recognized Institution;
- (iv) Registration by Engineering Board of Kenya as a Professional Engineer
- (v) Registration as a Corporate Member of the Institution of Engineers of Kenya (MIEK);
- (vi) Valid annual practicing license from the Engineers Board of Kenya;
- (vii) Certificate in Leadership Course lasting not less than four (4) weeks from a recognized institution;
- (viii) Proficiency in computer applications; and
- (ix) Demonstrated a high degree of professional competence and administrative capability as reflected in work performance and results.