



Kenya National Highways Authority

Quality Highways, Better Connections

Barabara Plaza, Block A & C, Jomo Kenyatta International Airport (JKIA), Off Airport South Road, along Mazao Road,
P.O Box 49712 - 00100 Nairobi, Tel 020 - 4954000 / 0700 423 606 Email dg@kenha.co.ke / Website www.kenha.co.ke

DEPUTY DIRECTOR, ENGINEERING (ROADS) GRADE 3 (REF. NO. KeNHA/DD-ENGINEERING (ROADS)/14/2026) – 3 POSITIONS

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

a) Job Purpose

To Provide leadership and oversight in the planning, design, development, maintenance, regulation, and management of the national road network, including road safety, asset management, research, and Public Private Partnership programmes, to ensure sustainable, safe, and efficient transport infrastructure in line with the Roads Act and national development priorities.

The role may be deployed in the following functional areas in the Authority:

- 1) Planning, Research and Compliance
- 2) Highway Design and Safety
- 3) Road Development
- 4) Road Maintenance
- 5) Public Private Partnership

b) Job Description

Duties and responsibilities at this level will entail: -

- (i) Coordinating development, implementation and review of policies, strategies, standards, guidelines, procedures and framework pertaining to roads planning, design, construction, maintenance and road safety engineering and ensure compliance in collaboration with other key stakeholders;
- (ii) Coordinating planning, designing, supervising construction and maintenance, monitoring and evaluation of roads infrastructure;

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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- (iii) Coordinating road safety audits/assessments
- (iv) Coordinating preparation and implementation of road sector masterplans, manuals related to highways and investments programmes (RSIP) for maintenance, rehabilitation and reconstruction of roads in consultation with other key stakeholders;
- (v) Coordinating development, implementation and review and monitoring and evaluation of road safety engineering programs
- (vi) Coordinating development, implementation , review and monitoring and evaluation of road safety engineering programs;
- (vii) Coordinating preparation of specifications and contract documents for tendering of road related works;
- (viii) Coordinating provision of capacity building, technical support and advisory services to other Ministries, Departments, Counties and Agencies (MDCAs) on matters pertaining to roads infrastructure construction and maintenance;
- (ix) Coordinating feasibility studies and environmental social impact assessment to determine viability for development of roads infrastructure;
- (x) Designing strategies and mechanism for protection of road reserves and access to roadside developments;
- (xi) Coordinating quality assurance, technical and performance audits on ongoing and completed road projects ensure compliance with relevant laws, regulations and standards;
- (xii) Identifying and evaluating road infrastructure development and maintenance programmes for financing through alternative funding mechanisms;
- (xiii) Coordinating research in emerging trends and technologies in road infrastructure development and maintenance;
- (xiv) Maintaining up-to-date information pertaining to road infrastructure development and maintenance;
- (xv) Coordinating implementation of resolutions of international treaties and forums, which Kenya is a signatory and relevant to roads infrastructure development and maintenance;
- (xvi) Coordinating designing, implementation and review of relevant professional development, graduate internship and industrial attachment programs in consultation with other key stakeholders;
- (xvii) Preparing progress reports;
- (xviii) Coordinating preparation of strategic/work and procurement plans, budgets and performance targets; and
- (xix) Coaching and mentoring of staff,
- (xx) Formulating axle load control policy,
- (xxi) Ensuring compliance in axle load limits through enforcement of the national and regional axle load laws.
- (xxii) Issuing of exemption permits for abnormal loads.
- (xxiii) Appraising and screen each PPP project to ensure its legal, regulatory, social, economic and commercial viability.
- (xxiv) Coordinating the tender process for the procurement of PPP project preparing the project agreement in accordance with the standard documents for the PPP project
- (xxv) Monitoring the implementation of the project agreement of each PPP project

- (xxvi) Preparing the monthly, quarterly and annual report on the implementation of a PPP project
- (xxvii) Assessing and managing the handback and transfer process of the asset at the end of the PPP concession period
- (xxviii) Overseeing and coordinating activities related to road project evaluations, traffic studies, and infrastructure planning to ensure alignment with national and regional development objectives.
- (xxix) Overseeing and coordinating the execution and improvement of the Road Asset Management System (RAMS), ensuring sustainable infrastructure asset management.
- (xxx) Overseeing and coordinating traffic forecasting methodologies and transport network distribution strategies to enhance future infrastructure planning.
- (xxxi) Overseeing and coordinating the preparation and implementation of the Road Sector Investment Plan (RSIP), ensuring it aligns with budgetary and development priorities.

c) Job Specifications

For appointment to this grade, an officer must have:

- (i) Cumulative period of twelve (12) years relevant work experience, three (3) of which must have been in the position Assistant Director. 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, Civil and Structural Engineering, Construction Engineering and Management or its equivalent qualification from a recognized institution.
- (iv) Registration by Engineers 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 of Leadership and Development 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.