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NATIONAL POLICE SERVICE COMMISSION

**REPORT ON THE RECRUITMENT OF INSPECTOR-GENERAL AND DEPUTY
INSPECTORS-GENERAL FOR THE KENYA POLICE SERVICE AND
ADMINISTRATION POLICE SERVICE**

Presented to:

**His Excellency
Hon. Mwai Kibaki, C.G.H., M.P.
President and Commander-in-Chief of the Kenya Defence Forces
of the Republic of Kenya**

LETTER OF TRANSMITTAL

21st November, 2012

**His Excellency,
Hon. Mwai Kibaki, C.G.H, M.P,
President and Commander-in-Chief of the Kenya Defence Forces
of the Republic of Kenya,**

Your Excellency,

**REPORT ON THE RECRUITMENT OF THE INSPECTOR-GENERAL AND
DEPUTY INSPECTORS-GENERAL OF THE NATIONAL POLICE SERVICE.**

Your Excellency, the National Police Service Commission was appointed vide Kenya Gazette Notice Number CXIV No. 95 dated 5th October, 2012.

This report highlights the recruitment process and the names of candidates forwarded to you for nominations and appointments in accordance with the Constitution and the National Police Service Act, 2011.

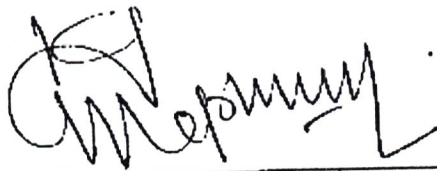
We thank your Excellency for the honour and trust which you have bestowed upon us.

Accept Sir, the assurances of our highest regard.


Yours faithfully,

Johnston M. Kavuludi, H.S.C.
Chairperson
National Police Service Commission


MEMBERS OF THE NATIONAL POLICE SERVICE COMMISSION



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EXECUTIVE SUMMARY

His Excellency the President of the Republic of Kenya, Hon Mwai Kibaki, C.G.H., M.P., under Article 246 of the Constitution of Kenya, pursuant to the Kenya Gazette Notice Number CXIV No. 95 dated 5th October, 2012 appointed the National Police Service Commission to fulfil the functions as provided under the Constitution and the National Police Service Commission Act, 2011, whose functions include the recruitment and appointment of persons to hold or act in offices in the Service, and to consider the applications, conduct public interviews and shortlist at least 3 persons for each of the positions of the Inspector-General of Police, the Deputy Inspectors-General of the Kenya Police Service and the Administration Police Service and to forward the shortlisted names to His Excellency the President for nomination and appointment as the case may be.

A total of 102 candidates applied for the position of Inspector-General of Police. 39 Candidates applied for the position of Deputy Inspector-General of Kenya Police Service, of whom 6 were female, while a total of 33 candidates applied for the position of Deputy Inspector-General of Administration Police of whom 5 were female. A total of 9 candidates were subsequently shortlisted for each position and interviewed as per the schedule provided in Appendix 2.

Pursuant to the above, the National Police Service Commission shortlisted qualified candidates for interview. The interviews were held for a total of 27 candidates (CVs at Appendix 3) and the Commission submits the following names for Your Excellency's consideration:

Candidates for the Position of Inspector-General of Police

S/No	Name of Candidate	County	%Marks	Position
1	David Mwole Kimaiyo	Elgeyo Marakwet	86.48	1st
2	John. P. Ochieng Owino	Siaya	78.98	2nd
3	Grace Syombua Kaindi	Machakos	69.40	3rd

NOTE:

Candidate No 3, Grace Syombua Kaindi, also applied to be considered for the position of Deputy Inspector of Police, Kenya Police Service. The Commission therefore recommends the Nominating Authority may also consider her for nomination for the position of Deputy Inspector-General of Kenya Police Service.

Candidates for the Position of Deputy Inspector-General of Kenya Police Service

S/No	Name of Candidate	County	% age Marks	Position
1	Francis Ndegwa Muhoro	Laikipia	89.18	1st
2	Judy Jebet Ndeda	Baringo	86.07	2nd
3	Jaspher Nyauma Ombati	Nyamira	85.03	3rd

Candidates for the Position of Deputy Inspector-General of Administration Police Service

S/No	Name of Candidate	County	% age Marks	Position
1	Arachi Samuel Mwongera	Meru	90.22	1st
2	Gedion Muoki Kimilu	Makueni	87.93	2nd
3	David Karugu Ngondi	Embu	55.23	3rd

In arriving at the above names, the Commission took into account the qualification and experience of the candidates, gender, regional and ethnic balance.

In consideration of the gender balance, Ms. Grace Kaindi, though she attained the 6th position, she had the best score amongst the female candidates in the list of 9 interviewees for the position of Inspector-General of Police. A table showing the scores for all the shortlisted candidates for nomination is at Appendix No. 5.

Due consideration was also accorded to the requirements of Chapter 6 of the Constitution and all the above listed candidates were found to be suitable for appointment.

The candidates were subjected to standard competency factors that were weighted according to their importance and application of the positions. The competency framework is at Appendix No. 4.

CHAPTER ONE: BACKGROUND INFORMATION

1.1 Introduction

Article 245 of the Constitution and Section 9 of the National Police Service Act, 2011 require the establishment of the Inspector-General (IG) of the National Police Service and two Deputy Inspector-Generals.

There was need to hire the top command of the Police Service expeditiously and efficiently and to kick-start the reforms in the critical security sector.

The state of security obtaining in the country and the important role played by security agencies in the overall administration of justice heightened the need for this recruitment.

The process of hiring the IG and the deputy IG was credible, fair, participatory, transparent, and thus took into account various constitutional provisions including:

Article 10 – National Values

Article 27 – Equality and Freedom from Discrimination

Chapter 6 of the Constitution, in particular Articles

73 (2) – Guiding principles of leadership and integrity;

75 – Conduct of State Officers.

Chapter 13 of the Constitution, in particular Articles:

- ❖ 232 (1) (g) (h) (i) – recruitment in the basis of fair competition and merit but subject to representation of Kenya’s diverse communities and affording adequate and equal opportunity for appointment of men and women, and members of all ethnic groups.
- ❖ 232 (2) – recruitment ensuring that values and principles of Public service apply to Public service in all state organs in both levels of Governments ; and
- ❖ 246 (4) – ensuring that the composition of the National Police service reflects the regional and ethnic diversity of the people of Kenya.

In undertaking this task, the Commission benefitted from expertise provided by a first-rate Human Resources Consultant and the Public Service Commission.

1.2 QUALIFICATIONS OF INSPECTOR-GENERAL OF POLICE

(Section 11 (1) of the National Police Service Act)

Qualifications:

The Inspector-General shall be a person who:

- (a) is a citizen of Kenya;
- (b) holds a degree from a university recognized in Kenya;
- (c) has had a distinguished career in their respective fields;
- (d) meets the requirements of Chapter Six of the Constitution;
- (e) has served in a senior management position for at least fifteen years and has knowledge and experience in matters relating to any of the following disciplines—
 - (i) criminal justice;
 - (ii) policy development and implementation;
 - (iii) finance and public administration;

- (iv) strategic management;
- (v) security;
- (vi) law;
- (vii) sociology; or
- (viii) Government.

Article 245 (6) of the Constitution provides that the Inspector-General shall be appointed for a single four-year term and is not eligible for re-appointment.

1.3 POSITION DESCRIPTION:

(Section 10 (1) of the National Police Service Act, 2011)

The functions of the Inspector-General shall be to—

- (a) implement policy decisions;
- (b) audit of police operations and functioning;
- (c) co-ordinate all police operations;
- (d) advise the Government on policing matters and services;
- (e) prepare budgetary estimates and develop a policing plan before the end of each financial year, setting out the priorities and objectives of the service and the justification thereof;
- (f) determine the establishment and maintenance of police stations, posts, outposts, units or unit bases in the county and determine the boundaries of the police stations, outposts or unit bases;
- (g) determine the distribution and deployment of officers in the Service and recommend to the Commission and the County Policing Authorities;
- (h) organize the Service at national level into various formations, units or components;
- (i) recommend the establishment of, manage and maintain training institutions, centers or places for the training of officers joining the service and other officers;
- (j) commission research and benchmark against best practices;
- (k) issue guidelines on community policing and ensure co-operation between the Service and the communities it serves in combating crime;
- (l) provide the command structure and system of the Service for the efficient administration of the Service nationally;
- (m) subject to the Constitution and this Act, or any written law co-operate with, and implement the decisions of the Independent Policing Oversight Authority;
- (n) designate any police station, post, outpost, unit or unit base as a place of custody;
- (o) promote co-operation with international police agencies;
- (p) establish and devolve the services of the Internal Affairs Units that are able and equipped to conduct investigations into police misconduct in a fair and effective manner and report directly to the Inspector-General;
- (q) monitor the implementation of policy, operations and directions of the Service;
- (r) issue and document Service Standing Orders;
- (s) co-operate with other public or private bodies to provide reliable police statistics on crime rates, detection rate, public confidence in the police, number of complaints against the police, as well as personnel statistics;

- (t) act on the recommendations of the Independent Policing Oversight Authority, including compensation to victims of police misconduct; and
- (u) Perform any other lawful act on behalf of the Service.

1.4 QUALIFICATIONS OF THE DEPUTY INSPECTOR-GENERAL

(Section 11(2) of the National Police Service Act, 2011)

The Deputy Inspector-General shall be a person who:

- (a) is a Kenyan citizen;
- (b) holds a degree from a university recognized in Kenya;
- (c) has had a distinguished career in their respective fields;
- (d) meets the requirements of Chapter Six of the Constitution;
- (e) has served the Police Service for at least fifteen years and has knowledge and experience in matters relating to any of the following disciplines—
 - (i) criminal justice;
 - (ii) policy development and implementation;
 - (iii) finance and public administration;
 - (iv) strategic management;
 - (v) security;
 - (vi) law;
 - (vii) sociology; or
 - (viii) Government.
- (f) is a serving police officer of or above the rank of superintendent of Police;

1.5 POSITION DESCRIPTION:

(Section 23 of the National Police Service Act, 2011)

The Kenya Police Service and the Administration Police Service shall each be headed by a Deputy Inspector-General who shall, subject to the direction, command and control of the Inspector-General—

- (a) be responsible for the effective and efficient day-to-day administration and operations of the Kenya Police Service;
- (b) implement policies and directions of the Service in relation to the Kenya Police Service;
- (c) prepare the budget, planning and provision of support for the Kenya Police Service;
- (d) establish and maintain police stations, outposts, units or unit bases in the counties and determine the boundaries of the police stations, outposts or unit bases and establish a facility in each police station for receiving, recording and reporting of complaints from members of the public;

- (e) manage, monitor and evaluate the Kenya Police Service;
- (f) undertake the supervision of the Kenya Police Service;
- (g) co-ordinate training in the Kenya Police Service;
- (h) provide internal oversight of the Kenya Police Service;
- (i) establish and maintain a relationship between the Kenya Police Service and the community;
- (j) improve transparency and accountability in the Kenya Police Service;
- (k) co-operate and engage in joint security operations with the Deputy Inspector-General, in charge of the Administration Police Service, other Government departments or other security organs to ensure the safety and security of the public.
- (l) implement the decisions of the Inspector-General, and
- (m) perform such other duties as may be assigned by the Inspector-General, the Commission, or as may be prescribed by this Act or by any other written law.

Disqualification criteria

(Section 11 (3) of the National Police Service Act, 2011)

No person shall be qualified for appointment as Inspector-General or Deputy Inspector-General if the person—

- (a) is a member of Parliament or a county assembly, a Governor or Deputy Governor;
- (b) has served as a member of Parliament, county assembly, trade union or an office in a political party in Kenya in the preceding five years;
- (c) has previously been convicted of any criminal offence;
- (d) has violated the Constitution;
- (e) is an undischarged bankrupt;
- Article 78 (2) of the Constitution provides that a State officer or a member of the defence forces shall not hold dual citizenship.
- Article 260 of the Constitution interprets “State Office” to include the Inspector-General and the Deputy Inspector-General of the National Police Service.

CHAPTER TWO: APPLICATIONS AND SHORTLISTING OF THE CANDIDATES

2.1 CRITERIA FOR SHORTLISTING

The Inspector-General and the Deputy Inspectors-General are required to be hired in accordance with the Constitution and the enabling Act, in an open, competitive, transparent and participatory process. Thus:

1. The notice recruiting candidates for the 3 positions was placed in the Gazette on 15th October, 2012, Vol. CXIV No. 101 and the *Standard* and *Nation* Newspapers of the same date as required by Section 13 (1) of the National Police Service Act, 2011. In addition, the said notice was also placed in the Public Service Commission website.
2. The period for submitting an application was 14 days from the date of publication of the notice as required by Section 13 (2), National Police Service Act, 2011.
3. The letters of application (and on-line applications) were submitted together with accompanying documents to the Public Service Commission.
4. The Commission worked closely with the Public Service Commission and agreed on the procedure to be adopted when applicants submit their applications, whether in person, by courier or on-line.
5. A register was maintained wherein all submitted applications were entered into the register and serialized.
6. The applications were opened after the expiry of the deadline for receiving the applications in the presence of a designated National Police Service commissioner and designated commissioner of the Public Service Commission.
7. Cross-checking and cross-referencing with the log and register, a reconciliation of the register of hand delivered and couriered applications, and applications received on line, was undertaken.

2.2 PROCESS OF VERIFICATION, ANALYSIS AND SHORTLISTING

This process was conducted in the following stages:

2.2.1 PRELIMINARY STAGE

Removal of all applications that do not comply with the requirements on qualifications and completeness of application: Key things (checklist):

- 1) Absence of proof of citizenship – certified copy of National I/D or Passport
- 2) Absence of academic certificates
- 3) Absence of clearance Certificates from:

- Ethics and Anti-Corruption Commission
- Director of Public Prosecutions
- Kenya Revenue Authority
- Professional body to which the applicant belongs
- Higher Education Loans Board (HELB)
- Credit Reference Bureau

2.2.2 Second Stage

In this level, a closer scrutiny was conducted on the following:

- Qualifications to ensure that the candidates had attained the minimum educational qualification.
- Experience required for the positions, and this was determined as follows:

- a) Persons from outside the Police Service:
 - i) From corporate world- at least 15 years as the CEO of a top company or enterprise operating nationwide or beyond and with a workforce of at least 5000 employees;
 - ii) From the Public Service- at least 15 years in Job Group Q and above.
- b) Persons from Police Service – at least 15 years experience in the position of Superintendent of Police and above.

The Commission thereafter published the shortlist of the applicants for the interview, duly calling upon the public to provide relevant information about suitability of the candidates.

2.2.3 Third Stage

The interview tool was developed using a competency based interview approach. The Competencies were developed and weighted as follows:

2.2.3 Competency Factors

The commission used Seven factors as a standard of making assessment for the candidates. The standard competency factors are weighted depending on the position and are explained below.

a) Inspector-General

i) Serving the Public (Weight factor 20)

Explanation of the Competency Field

Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understands the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively engaging with different communities, agencies and strategic stakeholders, developing effective partnerships at a local and national level. Understands partners' perspectives and priorities, working co-operatively with them to develop future public services within budget constraints, and deliver the best possible overall service to the public

ii) Leading Strategic Change (Weight factor 20)

Explanation of the Competency Field

Thinks in the long term, establishing a compelling vision based on the values of the Police Service, and clear direction for the force. Instigates and delivers structural and cultural change, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required. Identifies better ways to deliver value for money services that meet both local and national needs, encouraging creativity and innovation within the force and partner organizations.

iii) Leading the Workforce (Weight factor 10)

Explanation of the Competency Field

Inspires people to meet challenging organizational goals, creating and maintaining the momentum for change. Gives direction and states expectations clearly.

Talks positively about policing and what it can achieve, building pride and self-esteem. Creates enthusiasm and commitment throughout the force for rewarding good performance, and giving genuine recognition and praise. Promotes

learning and development within the force, giving honest and constructive feedback to colleagues and investing time in coaching and mentoring staff.

iv) Managing Performance (Weight factor 10)

Explanation of the Competency Field

Translates the vision into action by establishing a clear strategy and ensuring appropriate structures are in place to deliver it. Sets ambitious but achievable timescales and deliverables, and monitors progress to ensure strategic objectives are met. Identifies and removes blockages to performance, managing the workforce and resources to deliver maximum value for money. Defines what good performance looks like, highlighting good practice. Confronts under performance and ensures it is addressed. Delegates responsibilities appropriately and empowers people to make decisions, holding them to account for delivery.

v) Professionalism (Weight factor 20)

Explanation of the Competency Field

Acts with integrity, in line with the values and ethical standards of the Police Service. Delivers on promises, demonstrating personal commitment, energy and drive to get things done. Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility throughout the force. Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances. Takes responsibility for making tough or unpopular decisions, demonstrating courage and resilience in difficult situations. Remains calm and professional under pressure and in conditions of uncertainty. Openly acknowledges shortcomings in service and commits to putting them right.

vi) Decision Making (Weight factor 10)

Explanation of the Competency Field

Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions. Gathers and considers all relevant and available information, seeking out and listening to advice from specialist. Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation. Identifies the key issues clearly, and the inter-relationship between different factors. Considers the wider impact and implications of different options at a local and national level, assessing the costs, risks and benefits of each. Prepared to make the ultimate decision, even in conditions of ambiguity and uncertainty. Makes clear, proportionate and justifiable decisions, reviewing these as necessary.

vii) Working with others (Weight factor 10)

Explanation of the Competency Field

Builds effective working relationships through clear communication and a collaborative approach. Maintains visibility and ensures communication processes work effectively throughout the force and with external bodies consults widely and involves people in decision-making, speaking in a way they understand and can engage equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Negotiates effectively with local and national bodies, representing the interests of the Police Service. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions.

Expresses own views positively and constructively. Fully commits to team decisions. CH

b) Deputy Inspector-General

The same parameters above were adopted for weighting the Deputy Inspector General, however with different weight factors as given below:

- (i) Serving the Public (Weight factor 20)
- (ii) Leading Strategic Change (Weight factor 15)
- (iii) Leading the Workforce (Weight factor 10)
- (iv) Managing Performance (Weight factor 10)
- (v) Professionalism (Weight factor 20)
- (vi) Decision Making (Weight factor 15)
- (vii) Working with others (Weight factor 10)

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CHAPTER THREE: INTERVIEW PROCESS AND EVALUATION METHODOLOGY

3.1 The Interview

The Interviewing Panel comprised all the six Commissioners of the National Police Service Commission.

The interviews were held in public at the VIP Lounge, Kenyatta International Conference Centre. The interviews were open to the public and observers.

The recordings of the Interview were captured on Hansard.

All candidates were interviewed on the same thematic areas as given under 2.2.3 above.

3.2 Evaluation of Candidates

Each Panellist independently evaluated and scored the candidates on a scale of 1 to 4, in ascending order, on the thematic areas given under 2.2.3 above, ascribing where necessary, reasons for the score.

The score sheets were at the end of each day collected and locked away at the offices of the Commission.

CHAPTER FOUR: BRIEF SYNOPSIS OF CANDIDATES SHORTLISTED FOR NOMINATION.

D) POSITION OF INSPECTOR-GENERAL

4.1 MS. GRACE SYOMBUA KAINDI

Grace Syombua Kaindi, aged 57 years, is a graduate of a Masters of Arts Degree from the University of Nairobi. She also holds a Master of Science Degree from University of Leicester UK. Grace is a serving Police Officer in the Kenya Police service, has 25 years of experience in the Kenya Police having enrolled in 1975 as direct entry inspector level. She is currently commandant at Kenya Airports Police unit. Prior to that, she was Director Complaints and Customer Care at the Police Headquarters. She has also served in the position of Deputy Commissioner of Police (DCP). In addition, she received Head of State Commendation (HSC) in 2000 and Moran of Burning Spear in 2006.

NOTE: The candidate also applied to be considered for the Position of Deputy Inspector General of Police and the Commission decided not to Interview her for both positions, but used her scores to apply to the position of Deputy Inspector-General, Kenya Police Service.

4.2 MR. DAVID MWOLE KIMAIYO, CBS

David, aged 52 years old, holds a Master of Science Degree in Criminology and Criminal Justice from the University of Leicester, UK and is currently pursuing a PhD degree in Criminology and Social Order from the University of Nairobi. He is currently the Director Kenya National Focal Point on Small Arms and Light Weapons under the Ministry of State for Provincial Administration and Internal Security, serving a rank of Senior Deputy Commissioner of Police One. Besides, he has served in the Public Service for over 30 years and has served in the National Police Service in various capacities such as Presidential Escort Commander, Commandant General Service Unit, Director of Police Operations, Senior Deputy Secretary in the Ministry of Heritage and Culture. Key experience include: crime prevention and reduction, community policing, peace building, conflict management, security and safety.

4.3 MR. JOHN PATRICK OCHIENG OWINO MBS

John Patrick Ochieng Owino is 56 years old, holds a Doctor of Philosophy Degree in Professional Development and Resource Management from The International Trinity University College. He is currently the Deputy Coordinator/Director of the Kenya National Focal Point (KNFP) on Small Arms and Light Weapons at the Ministry of State for Provincial Administration and Internal Security. Among the positions he has served include: Being the first Director in charge of Aviation Safety Standards and Regulation at the Kenya Civil Aviation Authority (5 years), Deputy Director Special Programs at the Police Headquarters, Deputy Commandant at the Kenya Police Air wing (9 years). John also got the following awards and medals: Member of Burning Spear, Distinguished Service Medal and Federation Aviation Administration Pilot Proficiency Program.

4.4 MS. JUDY NDEDA OGW

Judy Jebet, aged 44 years old is a graduate from Egerton University with a Bachelor of Arts degree in Criminology and Security Services. She is currently the Assistant Commissioner of Police with 23 years of service having started in 1990 as a Deputy Officer in charge of Police Station. She then served in several ranks including SP Staff Officer Personnel between 1994-1998, Police Lecturer/Deputy Staff Officer Training in 1999-2004, Contingent Commander Peace Keeping between 2004-2005, Provincial Criminal Investigation Officer Kenya Airport Police Unit in 2005-2007, Chief of Legal and Crime Affairs Section in 2007-2010, Reforms

Committee in 2010 and finally the Provincial Criminal Investigations Officer Railways. Judy has also been honoured with the award of the Order of the Grand Warrior.

4.5 MR. JASPER NYAUMA OMBATI

Jasper Nyauma Ombati is a 44 years old employee of the Kenya Police Service where he has served for 17 years. He holds a Bachelor Degree in Geography and Sociology from the University of Nairobi and a Post Graduate Diploma in Mass Communications from the University of Nairobi. Having joined the Kenya Police Service in 1995 as a Recruit Constable, he has risen through the ranks to the level of Senior Superintendent of Police. Within that period, he has held various positions ranging from Officer Commanding Police Station, Police Spokesman and Officer Commanding Police Division. Jasper is currently deployed to the United Nations Mission in South Sudan for Peace keeping Operations where he is serving as a Deputy State Advisor, Central Equatorial State.

4.6 MR. FRANCIS NDEGWA MUHORO, CBS

Francis Muhoro Ndegwa is a Master of Arts holder in International Studies and also a BA holder both from the University of Nairobi. He joined Police Service in 1991 as Crime Investigator. He then moved to various ranks from Station Inspector (1992-1997), to Officer Commanding Station (1997-1999), then to Deputy Officer Commanding Police Division (1999-2000). Later he became the instructor at the senior training wing of the Kenya Police College and then to Deputy Director at the same place. He then rose from Deputy Director to Director of Studies then became the Commandant Kenya Police Staff College. Currently, he is the Director of Criminal Investigations from August, 2010. He was also involved in the development of UN Standardized Training Module II for Police Specialists in Bramshill UK.

4.7 MR. SAMUEL MWONGERA ARACHI

Samuel Arachi, aged 50 years old, holds a Master of Arts degree in International Studies and a Postgraduate Diploma in International relations. He started his career in the civil service in 1988 when he was appointed to serve as an Administration Officer in the Ministry of State for Provincial and Internal Security. He then rose to the rank of District Commissioner between 2003-2004 after having served as District Officer in several Districts from 1991-2003. He was later appointed the Commandant of the Unit from September, 2012 where he was named the AG. Administration Police Commandant.

4.8 MR. GEDION MUOKI KIMILU

Gideon Muoki Kimilu is 49 years of age is a serving Police Officer holding the rank of Deputy Commissioner of Police and currently the Deputy Director of the Directorate of Criminal Investigation. He is a holder of a Master degree in Criminology from the University of Nairobi and currently pursuing a PhD in Kenyatta University. He has served the Kenya Police Service for 23 years in General Service, as Prosecutor and in the CID. He has been in the senior management for 7 years in the Kenya. He has got recognition by the US Government for the successful investigation of the biggest consignment of cocaine ever seized in Africa.

4.9 MR. DAVID KARUGU NGONDI

Mr David K Ngondi is 50 yers old and is currently serving as a Police Officer in the Rank of Superintendent of Police. He is deployed to the National Crime Research Centre as a Researcher. He holds a Master's degree in Security Studies and has attended several courses in security area. Previously, he was Superintendent of Police Armourer at the GSU Headquarters and served as Chief Inspector Officer commanding Curriculum Development and Evaluation Faculty at GSU Training School in Embakasi.

CHAPTER FIVE: EVALUATION OF THE CANDIDATES INTERVIEWED

- 5.1 The commissioners were handed their score sheet for each candidate.
- 5.2 The scores were weighted and marks computed and awarded against each thematic areas of competency as per the 2.2.3 above.
- 5.3 Total marks were assigned for each candidate by each commissioner.
- 5.4 The marks awarded were thereafter moderated with each commissioner ascribing reasons for awarding the marks per thematic area.
- 5.5 The top three candidates were derived from marks scored.
- 5.6 The positions were further moderated to take into account gender balance
- 5.7 Public submissions regarding the suitability of candidates were scrutinized and discussed so as to determine whether the requirements of chapter 6 of the Constitution were met.
- 5.8 The candidates were scrutinized to ensure regional and ethnic balance.
- 5.9 The final shortlist of 3 candidates for every position was then derived.

CHAPTER SIX: Process of handling adverse submissions against the candidates from the public:

6.1 Introduction:

When considering persons for appointment to Public Office, candidates must be persons of integrity as provided for in Chapter 6 of the Constitution and must exhibit the values and principles of Public Service as per Article 232 of the Constitution.

As part of the orientation and preparation for the interviews, the Commission invited the Office of the Attorney-General and the Law Society of Kenya to make presentations to the Commission on the application of the said integrity requirements.

A presentation was made by the Law Society of Kenya and the Commission was thus well seized of the issues regarding various aspects of Chapter Six of the Constitution.

Members of the public were duly invited to make written submissions to the Commission about the suitability of the 27 candidates who were shortlisted for the interview.

The public did respond and made several submissions about the suitability of the applicants for the position of the Inspector-General and Deputy Inspectors-General of Police.

The Commission did require that all shortlisted candidates should request the Ethics and Anti-Corruption Commission (EACC) for a Certificate of Clearance.

The EACC duly submitted to the Commission a report on all the candidates, a copy of which annexed hereto at Number 8.

The Commission dealt with the submissions as follows:

6.2 During the interview:

All the submissions regarding a candidate were kept in the interview file of each Commissioner. Before the conclusion of the interview, the Commissioners, led by the Chairperson read the allegations to the interviewee for the interviewees' response and the interviewees' response was duly recorded.

6.3 During the assessment:

After evaluating the candidates and ascribing the scores to the candidates, the Commission listed the top 3 candidates for each of the 3 positions on the basis of their scores, taking due regard to the issues of gender, regional and ethnic balance.

The Commission thereafter perused and deliberated upon the allegations raised against the top 3 candidates for the 3 positions to determine whether the said allegation would amount to a disqualification of the candidate on the ground of falling short of the requirements of Chapter 6 of the Constitution.

The Commission finding was that in regard to the top 9 candidates listed, the allegations could not be substantiated.

6.3.10 Conclusion:

The public, the Law Society of Kenya and civil society organizations forwarded information regarding some of the candidates. The commission proceeded to deliberate on them and could not find sufficient proof to disqualify any of the 9 candidates from being recommended for nomination and subsequent appointment. In our deliberations about issues raised against candidates, we took cognisance of the following:

- That junior officers were likely to make disparaging remarks about their senior officers including matters touching upon discipline, transfers and promotions

- That the public was likely to raise issues against Police officers maliciously especially those persons who were on the wrong side of the law.
- That some members of the public could make allegations against officers on the basis of ethnicity and gender and this is violative of Article 27 of the Constitution- Equality and Freedom from discrimination.
- That we had to keep in view the requirements of Article 47 of the Constitution – fair administrative action.

After the interviews, we got feedback from the Police Reforms Working Group and the Independent Police Oversight Authority (IPOA) providing their views on the candidates interviewed. While taking note of these reports, the Commission found some of the information useful in arriving at the final decision.

CHAPTER SEVEN: CONCLUSION

Your Excellency, the National Police Service Commission has applied due diligence and has carried out this task conscientiously to the best of its ability, exercising total independence, objectivity and remained faithful to the Oath of Office taken by the Commissioners.

The Commission is confident that the candidates submitted for your Excellency's consideration are persons capable to serve in the positions as advertised and will be able to bring the required reforms to the Police Service and to further contribute towards implementation of the Constitution.

Persons recommended for the position of Inspector-General of Police

S/No	Name of Candidate	County	% age Marks	Position
1	David Mwole Kimaiyo	Elgeyo Marakwet	86.48	1st
2	John. P. Ochieng Owino	Siaya	78.98	2nd
3	Grace Syombua Kaindi	Machakos	69.40	3rd

Persons recommended for the position of Deputy Inspector-General of Kenya Police Service

S/No	Name of Candidate	County	% age Marks	Position
1	Francis Ndegwa Muhoro	Laikipia	89.18	1st
2	Judy Jebet Ndeda	Baringo	86.07	2nd
3	Jasper Nyauma Ombati	Nyamira	85.03	3rd

Persons recommended for the position of Deputy Inspector-General of Administration Police Service

S/No	Name of Candidate	County	% age Marks	Position
1	Arachi Samuel Mwongera	Meru	90.22	1st
2	Gedion Muoki Kimilu	Makueni	87.93	2nd
3	David Karugu Ngondi	Embu	55.23	3rd

In arriving at the above names, the Commission took into account the qualification and experience of the candidate's gender, regional and ethnic balance.

In consideration of the gender balance, Grace Kaindi though she attained the 6th position, had the best score amongst the female candidates in the list of 9 interviewees for the position of Inspector-General of Police.

Due consideration was also accorded to the Requirements of Chapter 6 of the Constitution and as per the Commission's findings, all the listed candidates for nomination were found to be suitable for appointment.

APPENDIX 1 : ADVERTISEMENT

DAILY NATION
Monday October 15, 2012

4



REPUBLIC OF KENYA
THE CONSTITUTION OF KENYA
THE NATIONAL POLICE SERVICE COMMISSION ACT (No. 30 OF 2011)
THE NATIONAL POLICE SERVICE ACT, 2011
THE NATIONAL POLICE SERVICE COMMISSION (NPSC)

VACANCIES IN THE POSITION OF INSPECTOR-GENERAL AND DEPUTY INSPECTOR GENERALS

Pursuant to the Constitution, particularly Articles 10, 232, 243, 245(1), (2), (3), (6), 246(3) and Chapter Six and Sections 9, 11 and 13 of the National Police Service Act, the NPSC seeks to recruit an Inspector-General and two Deputy Inspector-Generals who satisfy the provisions of the Constitution and that of the National Police Service Act, 2011 and the additional criteria below. The Kenya Police Service and the Administration Police Service shall each be headed by a Deputy Inspector-General. Qualified persons may apply for more than one position and are requested to apply for and submit an application indicating the position to which they are applying for as follows:

QUALIFICATION FOR INSPECTOR-GENERAL OF POLICE (V.N.O/NP/S/1/2012)

The Inspector-General shall be a person who:

- is a citizen of Kenya;
- holds a degree from a university recognized in Kenya;
- has had a distinguished career in their respective fields;
- meets the requirements of Chapter Six of the Constitution;
- has served in a senior management position, for at least fifteen years and has knowledge and experience in matters relating to any of the following disciplines:
 - criminal justice;
 - policy development and implementation;
 - finance and public administration;
 - strategic management;
 - security;
 - law;
 - sociology; or
 - Government.

The Inspector-General shall be appointed for a single four year term and is not eligible for re-appointment.

POSITION DESCRIPTION

The functions of the Inspector-General shall be to:

- implement policy decisions;
- audit of police operations and functioning;
- co-ordinate all police operations;
- advise the Government on policing matters and services;
- prepare budgetary estimates and develop a policing plan before the end of each financial year, setting out the priorities and objectives of the service and the justification thereof;
- determine the establishment and maintenance of police stations, posts, outposts, units or unit bases in the county and determine the boundaries of the police stations, outposts or unit bases;
- determine the distribution and deployment of officers in the Service and recommend to the Commission and the County Policing Authorities;
- organize the Service at national level into various formations, units or components;
- recommend the establishment of, manage and maintain training institutions, centers or places for the training of officers joining the service and other officers;
- commission research and benchmark against best practices;
- issue guidelines on community policing and ensure co-operation between the Service and the communities it serves in combating crime;
- provide the command structure and system of the Service for the efficient administration of the Service nationally;
- subject to the Constitution and this Act, or any written law cooperate with, and implement the decisions of the Independent Policing Oversight Authority;
- designate any police station, post, outpost, unit or unit base as a place of custody;
- promote co-operation with international police agencies;
- establish and devolve the services of the Internal Affairs Units that are able and equipped to conduct investigations into police misconduct in a fair and effective manner and report directly to the Inspector-General;
- monitor the implementation of policy, operations and directions of the Service;
- issue and document Service Standing Orders;
- cooperate with other public or private bodies to provide reliable police statistics on crime rates, detection rate, public confidence in the police, number of complaints against the police, as well as personnel statistics;
- act on the recommendations of the Independent Policing Oversight Authority, including compensation to victims of police misconduct; and
- perform any other lawful act on behalf of the Service.

QUALIFICATION FOR DEPUTY INSPECTOR-GENERAL OF POLICE (V.N.O/NP/S/2/2012)

The Deputy Inspector-General shall be a person who:

- is a Kenyan citizen;
- holds a degree from a university recognized in Kenya;

- has had a distinguished career in their respective fields;
- meets the requirements of Chapter Six of the Constitution;
- has served the Police Service for at least fifteen years and has knowledge and experience in matters relating to any of the following disciplines:
 - criminal justice;
 - policy development and implementation;
 - finance and public administration;
 - strategic management;
 - security;
 - law;
 - sociology; or
 - Government.
- is a serving police officer of or above the rank of superintendent of Police;

POSITION DESCRIPTION - DEPUTY INSPECTOR GENERAL, KENYA POLICE SERVICE

The Kenya Police Service shall be headed by a Deputy Inspector-General who shall, subject to the direction, command and control of the Inspector-General

- be responsible for the effective and efficient day to day administration and operations of the Kenya Police Service;
- implement policies and directions of the Service in relation to the Kenya Police Service;
- prepare the budget, planning and provision of support for the Kenya Police Service;
- establish and maintain police stations, outposts, units or unit bases in the counties and determine the boundaries of the police stations, outposts or unit bases and establish a facility in each police station for receiving, recording and reporting of complaints from members of the public;
- manage, monitor and evaluate the Kenya Police Service;
- undertake the supervision of the Kenya Police Service;
- coordinate training in the Kenya Police Service;
- provide internal oversight of the Kenya Police Service;
- establish and maintain a relationship between the Kenya Police Service and the community;
- improve transparency and accountability in the Kenya Police Service;
- co-operate and engage in joint security operations with the Deputy Inspector-General, in charge of the Administration Police Service, other Government departments or other security organs to ensure the safety and security of the public;
- implement the decisions of the Inspector-General, and perform such other duties as may be assigned by the Inspector-General, the Commission, or as may be prescribed by this Act or by any other written law.

POSITION DESCRIPTION - DEPUTY INSPECTOR-GENERAL, ADMINISTRATION POLICE SERVICE

The Administration Police Service shall be headed by a Deputy Inspector-General who shall subject to the direction, command and control of the Inspector-General

- be responsible for the effective and efficient day-to-day administration and operations of the Administration Police Service;
- provide strategic guidance and direction for the Administration Police Service;
- prepare the budget, planning and provision of support for the Administration Police Service;
- monitor and evaluate the Administration Police Service;
- undertake the supervision of the Administration Police Service;
- establish and maintain outposts, units or unit bases in the county and determine the boundaries of the outposts or unit bases and establish a facility in each police post or other premises for receiving, recording and reporting to the Independent Police Oversight Authority of complaints from members of the public;
- coordinate training in the Administration Police Service;
- provide internal oversight of the Administration Police Service;
- establish and maintain a relationship between the Administration Police Service and the community;
- improve transparency and accountability in the Administration Police Service;
- co-operate and engage in joint security operations with the Deputy Inspector-General in charge of the Kenya Police Service, other Government departments or other security organs to ensure the safety and security of the public;
- implement the decisions of the Inspector-General, and perform such other duties as may be assigned by the Inspector-General, the Commission, or as may be prescribed by this Act or by any other written law.

DISQUALIFICATION CRITERIA

No person shall be qualified for appointment as Inspector-General or Deputy Inspector-General if the person:

- is a member of Parliament or a county assembly, a Governor or Deputy Governor;

- has served as a member of Parliament, county assembly, trade union or an office in a political party in Kenya in the preceding five years; has previously been convicted of any criminal offence;
- has violated the Constitution;
- is an undischarged bankrupt;
- has been adversely mentioned in any report by a Commission of Inquiry or any Parliamentary Committee;
- carries out canvassing directly, indirectly, by proxy, by emissary, by ethnic or clan whipping, by pressure groups, by other associations or in any other way;
- knowingly, willingly and blatantly lies, misrepresents, cheats and fails to disclose material facts.

ADDITIONAL CRITERIA FOR SELECTION

The NPSC will be seeking evidence of a candidate's suitability to serve in the positions advertised.

- Applicants should attach their Curriculum Vitae, testimonials, samples of their three top writings (if any), or supervised projects or any other evidence of proven relevant expertise herein being sought.
- In addition to the qualifications set out in the Constitution and the enabling Statute, applicants must further furnish the following clearance certificates from:
 - Director, Ethics and Anti Corruption Commission (EACC);
 - Commissioner General, Kenya Revenue Authority (KRA);
 - Director of Public Prosecutions (DPP);
 - Chief Executive Officer, Higher Education Loans Board (HELB);
 - Professional bodies (where applicable) to which the applicant belongs such as LSK, ICPAK, AAK, IEK, etc;
 - Certificate of good conduct.
 - Credit Reference Bureau.

GENDER PARITY

One of the three positions of the Inspector-General and the two Deputy Inspector-Generals shall be of the opposite gender.

SECURITY REPORT

In addition, the National Security and Intelligence Service (NSIS) may be requested by the NPSC to provide a report on all shortlisted applicants.

APPLICATION SUBMISSION

- An applicant must clearly indicate on the sealed envelope containing the Application letter and accompanying documents, the position and vacancy number to which they are applying for;
- An applicant may apply (in separate envelopes) for position of the Inspector-General and Deputy Inspector-General;
- Applications and certified copies of the supporting documentation should be:
 - delivered to the Public Service Commission, Commission House, Room No. 008, Harambee Avenue, Nairobi, and/ or
 - submitted online together with scanned accompanying documents to: NPSC@publicservice.go.ke
- All applications will be referenced;
- The applications should be addressed to:

The Chairperson
National Police Service Commission
Public Service Commission
Commission House, Room 008
P.O. Box 30095-00100
Harambee Avenue
Nairobi
- The applications should be submitted on or before 5.00 PM, Monday, 28th October, 2012.

IMPORTANT NOTICE

- Names of all applicants and the interview schedule of those shortlisted shall be published in the print media and the Kenya Gazette;
- Only shortlisted candidates will be contacted for the interviews.

Johnston M. Kavutudi, HSC
Chairperson,
National Police Service Commission

**APPENDIX 2 : LIST OF ALL APPLICANTS AND
SHORTLISTED CANDIDATES**

REPUBLIC OF KENYA



NATIONAL POLICE SERVICE COMMISSION

LIST OF APPLICANTS AND SHORTLISTED CANDIDATES FOR THE POSITIONS OF INSPECTOR GENERAL OF POLICE AND DEPUTY INSPECTOR GENERALS

Following the advertisement inviting applications for positions of Inspector General of Police and Deputy Inspector Generals that appeared in the print media on 15th October, 2012, applications were received as follows:

A. Inspector General of Police

S/N	Name
1	Boniface Kiilu Mwando
2	Michael Mwangi Meru
3	Prof. Gitile J. Naituli
4	Samuel Mwangi Njuguna
5	Musikiti M. Kusimba, MBS
6	Gedion Muoki Kimilu
7	Rev. David K. Murage
8	Grace Syombua Kaindi
9	Rt. Rev. Dr. Daniel W. Kasomo
10	Benson Mandela
11	Elijah Opondo Ochiel
12	Monda Zacharia
13	Wanderi S. Mwangi
14	Swaleh Slim Khalil, MBS
15	Stanley K. Cheruiyot
16	Philip Ouma
17	Hassan Noor Hassan, EBS
18	Silas O. Mc'Opiyo, EBS, OGW
19	Joseph H. Ashimala, MBS
20	Wilfred K. Ndolo, EBS
21	Alexander K. Munyao
22	Francis N. M. Kirathe, OGW, HSC
23	Hussein A. Hassan
24	Michael M. Mugo
25	Francis Omondi Okonya
26	Capt. (Rtd) Jessie R. Kirongothi
27	Onesmus K. Towett
28	Patrick Ochieng Obimo
29	Solomon Kasera Dienya
30	Mohamed Ibrahim Amin
31	Eunice Carolyn A. Odhiambo
32	David Mwole Kimaiyo, CBS,
33	Caroline MaryGorety A. Otieno
34	Dido Mamo Galgallo
35	Bishop Titus Z. Ingana
36	Francis Musembi Munyambu, MBS, OGW,
37	John Patrick Odueng Owino, MBS,
38	Mainye Marcella Moraa
39	John Luyali Inyangala
40	Kyendwa M. Kyendwa
41	Rev. Dr. Josiah Onyancha, PhD
42	Gitahi Kanyeki, HSC,
43	Wilberforce Kilonzo
44	John P. A. Odera
45	Kogello C. Otieno
46	Kula H. Hache
47	Peter Macharia Mwangi
48	Jonathan L. Lodompui
49	Wislon K. Nyangusei, HSC
50	Hannington J. Gaya, EBS
51	Manana E. W. Rodgers
52	Denis G. Ndung'u, Col. (Rtd.)
53	Robert F. Shaw
54	Mary A. Oyugi-Kaol

55	George N. Macgoye, EBS, OGW
56	Jonathan O. Orido
57	Jean N. Kamau
58	Samson O. Nyamari
59	Peter N. Muriithi
60	Ismail Hassan
61	Joseph D. M. Kamau, CBS
62	Amos G. Mariba
63	Amos O. Kwasi, HSC
64	Martin O. Ouma
65	Bernard G. Mwarania, Lt. Col. (Rtd)
66	Eusebius Karuti Laibuta
67	Major Boke Kitangita (Rtd)
68	Zachary King'ori Mwangi, EBS
69	Major (Rtd) Stanley M. Kiama
70	Lt. Col (Rtd) Opiyo J. F. Ododa, Ph.D.
71	Dr. Huldah Ogoti
72	Francis Ndegwa Muhoro, CBS
73	Josphat K. Chirchir
74	Christopher S. Khaemba
75	Stephen K. Kemei
76	Jasper Nyauma Ombati
77	Eng. Jackson M. Mbui
78	Justus K. Nyunja

79	Allan O. O. Sangoroh
80	Cliff M. Ombeta
81	Wilfred M. Jason
82	Clayton Omwanga
83	Eric Kibaara Kiraithe
84	Dola Indidis
85	John M. Imanene
86	Meshack M. Mutungi
87	Dr. Ephantus J. Kilasi
88	Abdi M. Daib
89	Simon N. Muasya
90	Tobias Otieno See
91	Martin O. Opeko
92	Jackson P. Alukusia
93	Major (Rtd) Charles Chacha
94	Samuel C. Matano
95	Peter M. Lewa, PhD.
96	Justus O. Omuse
97	Alex N. Munyalo
98	David J. Tanui
99	Major (Rtd) Mohamed A. Wato
100	Rachel Monyoncho
101	Dr. Migudo Winja
102	Maurice Onani

B. Deputy Inspector General, Kenya Police Service

S/No.	Name
1	George P. Seki
2	Benard E. A. Nyangacha
3	Duncan O. Ochieng
4	Gedion Muoki Kimilu
5	Benard B. Walumoli
6	Peter K. Wamwiri
7	Grace Syombua Kaindi
8	Joseph O. Goroba
9	Rachel Monyoncho
10	Wanderi S. Mwangi
11	Eunice J. A. Dobby
12	Stanley K. Cheruiyot
13	Philip Ouma
14	Silas O. Mc'Opiyo, EBS, OGW
15	Joseph Henry Ashimala, MBS
16	Alexander K. Munyao

17	Francis Omondi Okonya
18	Onesmus K. Towett
19	Patrick O. Obimo, OGW
20	Mohamed Ibrahim Amin
21	Dr Dideon Gachago Ngumi
22	Dido Mamo Galgallo
23	Francis Musembi Munyambu, MBS, OGW
24	John Patrick O. Owino
25	Zipporah Gatiria Mboroki
26	Manana W. E. Rodgers
27	Mary A. Oyugi-Kaol
28	Zachary King'ori Mwangi, EBS
29	Judy Jebet Ndeda, OGW,
30	Francis Ndegwa Muhoro, CBS,
31	Stephen Kiptum Kemei
32	Jasper Nyauma Ombati

33	Sangoroh, Allan Onyango Ogallo
34	Wilfred Mbithi Jason
35	Eric Kibaara Kiraithe
36	Dola Indidis

37	Marcella W. K. Andanje
38	Meshack M. Mutungi
39	Peter Muchemi Thenya

C. Deputy Inspector General, Administration Police

S/No.	Name
1	Musikiti M. Kusimba, MBS
2	Omar Shurie Abdi
3	Jacklyne Cheptoo Lokukai
4	Gedion Muoki Kimilu
5	Samuel O. Ndanyi
6	Francis N. M. Kirathe, OGW
7	Daniel Birech
8	Margaret Nyambura Karanja
9	Ben Abuga Mandere
10	Dido Mamo Galgallo
11	John Luyali Inyangala
12	Fred Mbithi Mwei
13	Gitahi Kanyeki, HSC, SSP
14	Samuel Mwongera Arachi
15	Kula H. Hache
16	Zipporah G. Mboroki

17	Wislon K. Nyangusei, HSC
18	Charles G. Mungai
19	Josphat K. Bundotich
20	Hellen M. Kumbuti
21	George N. Macgoye, EBS, OGW
22	Samson O. Nyamari
23	David Karungu Ngori
24	Joseph T. K. Murithi
25	Amos G. Mariba
26	Martin O. Ouma
27	Eusebius Karuti Laibuta
28	Alexander Kyenze Munyao
29	Dalmas O. Ochali
30	Josiah G. Kabugo
31	John M. Maindi
32	Otieno F. Ombaka
33	Jackson P. Alukusia

SHORTLISTED CANDIDATES FOR THE POSITIONS OF INSPECTOR GENERAL AND DEPUTY INSPECTOR GENERALS

The National Police Service Commission will conduct interviews for the shortlisted candidates between 9th November, 2012 and 17th November, 2012 at KICC as follows:

A. Inspector General

	Name	County	Date	Time
1	Ms. Grace Syombua Kaindi	Machakos	9/11/2012	8.00am
2	Mr. Swaleh Slim Khalil, MBS	Mombasa	9/11/2012	11.00am
3	Mr. Hassan Noor Hassan, EBS	Mandera	9/11/2012	3.00pm
4	Mr. Joseph Henry Ashimala, MBS	Vihiga	10/11/2012	8.00am
5	Mr. David Mwole Kimaiyo, CBS	Elgeyo-Marakwet	10/11/2012	11.00am
6	Mr. John Patrick Odueng Owino, MBS	Siaya	10/11/2012	3.00pm
7	Mr. Peter Macharia Mwangi	Murang'a	12/11/2012	8.00am

8	Mr. Eric Kibaara Kiraithe	Tharaka-Nithi	12/11/2012	11.00am
9	Ms. Mary A. Oyugi-Kaol	Kisumu	12/11/2012	3.00pm

B. Deputy Inspector General, Kenya Police Service

S/No	Name	County	Date	Time
1	Ms. Marcella W. K. Andanje	Kakamega	13/11/2012	8.00am
2	Ms. Judy Jebet Ndeda, OGW	Baringo	13/11/2012	10.30am
3	Mr. Mohamed Ibrahim Amin	Wajir	13/11/2012	1.30pm
4	Mr. Jasper Nyauma Ombati	Nyamira	13/11/2012	4.00pm
5	Mr. Zachary King'ori Mwangi, EBS	Nyeri	14/11/2012	8.00am
6	Mr. Francis Ndegwa Muhoro, CBS	Laikipia	14/11/2012	10.30am
7	Mr. Stanley K. Cheruiyot	Kericho	14/11/2012	1.30pm
8	Mr. Dido Mamo Galgallo	Marsabit	14/11/2012	4.00pm
9	Ms. Zipporah Gatiria Mboroki	Meru	15/11/2012	8.00am

C. Deputy Inspector General, Administration Police Service

S/No	Name	County	Date	Time
1	Mr. Omar Shurie Abdi	Garissa	15/11/2012	10.30am
2	Mr. Dalmas Otieno Nyakembo Ochalo	Migori	15/11/2012	1.30pm
3	Ms. Margaret Nyambura Karanja	Kirinyaga	15/11/2012	4.00pm
4	Mr. Eusebius Karuti Laibuta	Meru	16/11/2012	8.00am
5	Mr. Samuel Mwongera Arachi	Meru	16/11/2012	10.30am
6	Mr. Fred Mwei Mbithi	Machakos	16/11/2012	1.30pm
7	Mr. Gedion Muoki Kimilu	Makueni	16/11/2012	4.00pm
8	Mr. David Karungu Ngori	Embu	17/11/2012	8.00am
9	Mr. Alexander Kyenze Munyao	Machakos	17/11/2012	10.30pm

The candidates should bring with them originals of the following documents:

1. National Identity card;
2. Academic certificates, including transcripts and Professional certificates;
3. Any other supporting documents and testimonials;

4. Tax Clearance Certificate from KRA; and
5. Clearances from the following bodies:
 - Ethics and Anti-Corruption Commission;
 - Higher Education Loans Board;
 - Criminal Investigations Department; and
 - Credit Reference Bureau Africa Limited.

Please note that the Selection Panel will conduct the interviews in public. Members of the public are invited to submit any information which has a bearing on the suitability of the candidates in writing and addressed to:

The Chairperson
National Police Service Commission
Public Service Commission of Kenya
Commission House, Room 008
Harambee Avenue
P.O Box 30095 - 00100
NAIROBI

OR

Online through NPSC@publicservice.go.ke

to be received on or before 8th November, 2012 at 5.00pm.

**JOHNSTON M. KAVULUDI, HSC
CHAIRPERSON
NATIONAL POLICE SERVICE COMMISSION**

**APPENDIX 3 : CURRICULUM VITAE FOR SHORTLISTED
CANDIDATES FOR NOMINATION**

CURRICULUM VITAE

1.0 PERSONAL DETAILS

Name: David Mwole Kimaiyo, CBS, DSM, MSc
Date of Birth: 1st July 1960
Marital Status: Married
Religion: Christian
District of Birth: Marakwet
Address: P. O. Box 10341-00100 Nairobi
Telephone Contact: 0722444110/ 0772133000
Email Address: kimaiyodm@ymail.com

2.0 EXPERIENCE

February 2009 to date: **Director/ Coordinator**, Kenya National Focal Point on Small Arms and Light Weapons
2008 – January 2009: **Senior Deputy Secretary**, Ministry of National Heritage and Culture
2003 – 2008: **Director of Operations**, Kenya Police Service
2003 – 2004: **Coordinator**, Kenya National Focal Point on Small Arms and Light Weapons
2003: **Director of Inspections Establishment and Manpower Control**, Kenya Police Service
2002 – 2003: **Commandant**, General Service Unit (GSU)
1999– 2002: **Commander**, Presidential Escort Unit (PEU)

1998: Assistant Commissioner of
Police/ Administrator, Presidential Escort Unit

1997 – 1998: Staff Officer Administration, Presidential
Escort Unit

1996: Officer Commanding Police Division, Molo.

1995: Officer Commanding Police Division,
Baringo

1992 – 1994: Chief Security Officer, Egerton University

1991: Officer Commanding Station, Keroka Police
Station

1990: Officer Commanding Station, Bondo Police
Station

1989: Officer Commanding Station, Yala Police
Station

1987 – 1989: Officer Commanding Station, Isebania Police
Station

1984 – 1986: Officer Commanding Police Post, Angaka
Police Post

3.0 EDUCATION

2011 to date: PhD student at the University of Nairobi
pursuing Doctor of philosophy degree
in criminology and social order

2008: Master of Science in Criminology and Criminal
Justice, University of Leicester, UK

2008: Master of Theology, Beacon University of
Institute Ministry, USA

2006: Bachelor of Theology, Beacon University of

Institute Ministry, USA

2003 – 2005:

Bachelor of Arts in Criminology and Criminal Administration, University of South Africa (UNISA) at KCA College [now KCA University], course units credited to University of Leicester for MSc

2004:

Certificate in International Computer Driving License (ICDL), Cyber Impact College, Nairobi, Kenya

2004:

International Diploma in Business Management and Administration, Cambridge International College, UK

2002:

Diploma in Business English, Business Training Ltd., UK

4.0 SPECIAL TRAINING PROGRAMMES

2012:

Certificate on the Regional Implementation of the United Nations Programme of Action (UNPOA) on Small Arms and Light Weapons, Nairobi

Certificate on Strategic Trade Control Implementation Legal Regulatory Training, University of Georgia Centre for International Trade and Security, Washington D.C., USA

2010:

Certificate in Arms Marking for Stockpile Management, Nairobi

2009:

Strategic Leadership Development Programme, Kenya Institute of Administration, Nairobi

2004:

Certificate in Illicit Small Arms and Light Weapons Course, ILEA, Gaborone, Botswana

Crisis Management and Contingency Planning

- Course, RIPA International, UK
- 2003: United Nations Senior Officers' Planning for Peace Support Operations Course, National Defence Staff College, Nairobi
- 1999: Advanced VIP Protection Course, Tel-Aviv, Israel
- 1997: Communications Skills Course, Switzerland
- 1997: VIP Protection Course, Presidential Escort Field Training Camp, Nairobi
- 1993: Public Universities Security Council Seminar, Egerton University, Njoro
- 1993: Higher Training Course (HTC) for Superintendents, Kenya Police Training College, Kiganjo, Kenya (Equivalent to First Degree)
- 1990: Chief Inspectors' Course Kenya Police Training College, Kiganjo,
- 1987: Advance Investigation Course, CID Training School, Nairobi
- 1986: Station Commanders Course (NCO-Inspector), Kenya Police Training College, Kiganjo
- 1984: Police Constable to Corporal Course, Kenya Police Training College, Kiganjo
- 1982: Crime Investigation Course, CID Training School, Nairobi
- 1979: Initial Police Recruit Course, Kenya Police Training College, Kiganjo

5.0 AWARDS

- 2010: Order of the Chief of Burning Spear (CBS),

- 2006: Recognition in the Outstanding Contribution in the Destruction of the Largest Consignment of Cocaine ever seized in the African Continent by the American and British Embassies and the United Nations
- 2005: Certificate of Advanced Conflict Transformation Course from Coalition for Peace in Africa, Johannesburg, South Africa
- 2003: Certificate of Appreciation for Leadership by Kenya Wildlife Service and the American Embassy during the mountain search and rescue mission in Mt. Kenya where American nationals died
- 2002: Order of the Elder of the Burning Spear (EBS)
- 2001: Order of the Moran of the Burning Spear (MBS)
- 2000: Distinguished Service Medal (DSM)
- 1998: Head of State Commendation (HSC)

6.0 SPECIAL INTERESTS

Offering Community Support Service and Volunteering, Public Speaking, Athletics, Football, Reading, Traveling, Watching News

7.0 BOARD MEMBERSHIPS

- 2008-2009: Board Member, NGO Coordination Board
- 2008-2009: Board Member, National Museums of Kenya
- 2005-2008: Board Member, Kenya Copyright Board
- 2003-2008: Director and Member, Board of Trustees, Kenya Wildlife Service

8.0 REFEREES

Jacob Ole Miaron, CBS, PhD
Permanent Secretary
Ministry of National Heritage and Culture
P.O. Box 49849 - 00100
Nairobi
Tel. No. 0737 348 956

Robinson Ocharo, PhD
Chairman, Department of Sociology and Social Work
University of Nairobi
P.O. Box 30197 - 00100
Nairobi
Tel. No. 0722 737 030

Amb. Benjamin Kipkorir, EBS, PhD
Spring Valley Court Limited, Westlands
P. O. Box 576189 - 00200
Nairobi
Tel. No. 0722 333 499

CURRICULUM VITAE

JOHN PATRICK OCHIENG' OWINO, DSM, MBS, LAME

PERSONAL PARTICULARS

Nationality: Kenyan
Sex: Male
Marital Status: Married
Postal Address: P.O. Box 18132 (00500) Nairobi
Telephone Numbers: 0722 728563, 0735 728563 or 0771723841
Email Addresses: jopadosir@gmail.com, jopadosir@yahoo.com

CURRENT RESPONSIBILITIES

Current designation: Deputy Director – KNFP (OOP)
Present Rank: Deputy Commissioner of Police
Aviation Examiner: Kenya Civil Aviation Authority

MEDALS AND AWARDS

Member of Burning Spear (MBS)
Distinguished Service medal (DSM)
Federal Aviation Administration Ruby Award (Gold award with Ruby Stone)
Federal Aviation Administration Pilot Proficiency Program (Wings Phase I and II)
Certificate of Appreciation (UNDP Information Centre)

APPOINTMENTS

Position	Institution	Year
Deputy Director:	Kenya National Focal Point	2010
Director:	Kenya Civil Aviation Authority	2007
Deputy Coordinator:	Kenya National Focal Point	2006
Deputy Director Special programs:	Kenya Police Headquarters	2005
Examiner:	Kenya Civil Aviation	2005
Deputy Commandant:	Kenya Police Airwing	2004
Chief engineer:	Kenya Police Airwing	2004
Chief Inspector:	Autair Helicopters	1997

PROMOTIONS

Year	Rank
2004	Deputy Commissioner of Police (DCP)
2003	Acting Deputy Commissioner of Police (Ag DCP)
1999	Senior Assistant Commissioner of Police (S/ACP)
1995	Assistant Commissioner of Police (ACP)
1993	Senior Superintendent of Police (SSP)
1986	Superintendent of Police (SP)
1982	Chief inspector of Police (CI)
1982	Chief Engineer (CE)
1980	Inspector of Police (IP)

LICENCES HELD

Driving License

Commercial Pilots License

Private Pilots License

Aircraft maintenance License with various Ratings in:-

- i) Fixed wing aircraft
- ii) Helicopters
- iii) Piston Engines (Normally aspirated and supercharged engines)
- iv) Gas Turbine Engines (Jets, turbofans, turboprops and turboshaft engines)

PROFESSIONAL BACKGROUND

I am a Kenyan and a senior police officer of with 32 years of experience in Management, Aviation Maintenance, Operations, Safety and Security. I am currently deployed in the Office of the President, as the Deputy Coordinator and Director, Kenya National Focal Point (KNFP) on Small Arms and Light Weapons (SALW) within the Ministry of State for Provincial Administration and Internal Security. Our mandate is among others to co-ordinate national policy, to address the proliferation of illicit SALW, implement the National Action Plan for the control and management of SALW, monitor and evaluate the effectiveness of measures to address the problems of proliferation of illicit SALW, review of policies, legislation, regulations and procedures related to peace and security, co-ordinate and interact with the Civil Society Organizations and co-ordinate with the national, regional and international bodies including other focal points on the implementation of the national policies, regional and international declarations, protocols, resolutions and treaties. As the deputy Coordinator and Director Kenya National Focal Point, I have the opportunity to represent the Government of Kenya at national, regional and international seminars, workshops, conferences and meetings where I presented papers for discussions and adoptions on issues related to peace and security.

Prior to this appointment in 2010, I was the *first* Director in charge of Aviation Safety Standards and Regulation at the Kenya Civil Aviation Authority (KCAA), a position I held for a period of 6 years. This directorate is the regulatory and oversight body charged with the responsibilities for developing and ensuring the implementation of economic and aviation related policies and regulations by the aviation industry for the purpose of economic growth, aviation safety and security in Kenya. As the first director, I made considerable success in planning, organizing and controlling the affairs of the Authority, related Authorities, Airlines, and Maintenance organizations and other operators in accordance with the international standards and to the satisfaction of the International Civil Aviation safety and security audits of the 2008 attracting commendable investment and growth while coordinating actions within the East African Community member States and bordering States.

From 1995 to 2004, I held the position of the deputy Commandant Kenya Police Airwing where I was instrumental in setting up and implementing policies, procedures and standards related to capacity building, human resource development, operations and maintenance of Police helicopters and fixed wing aircraft.

With my technical background (as an a Licensed Aircraft Maintenance Engineering, and piloting), analytical (Academic acumen) skills and as a management practioner, I managed to rejuvenate the operations of the Airwing to acceptable standards.

I am a holder of PHD in General Management where my dissertation was on "Community Policing". Out of this I have drafted an unpublished guide in "*Community Policing*". I am currently undertaking a second PHD program, at the University of Nairobi, in Business Administration with a specialization in Advance Operations Management. My area of research is on "*Supply Chain Strategy As A Critical Aspect Of Operations Strategy*"

I hold a Masters degree in Business Administration (MBA) in addition to a master's degree in Aviation Science (MSc), where I studied among many subject areas: -

- i. Strategic Management,
- ii. Information Systems,
- iii. Project Management, Operations Management Practice, and Operations Research,
- iv. Business Research Methods,
- v. Managerial Economics,
- vi. Human Resource Management, Human Resource Development,
- vii. Business Quantitative Analysis,
- viii. Marketing Management,
- ix. Financial Accounting, Financial Management, and Management Accounting.

My research project was on "*investigation of capacity management strategies: the case of Kenya airways*".

Based on the above experience, training and academic achievements, I have developed an analytical mind with human relations, technical and conceptual skills necessary to effectively and efficiently manage resources to realize profit and non-profit organizations.

Summary of Professional Background

The following is a summary of my professional skills and capabilities: -

- i. *A senior manager and a Leader* having held various senior positions in public and private sector with considerable knowledge and skills acquired through experience and training in Aviation, and institutions of higher learning at PHD and Masters in Business Management, Corporate Governance, Senior Command, Senior Management, Strategic Management, Project Management, Human Resource Management, Research, and operations Research, among others;
- ii. *An advocate of peace and security*
- iii. *Advocate for Gender Mainstreaming in the Control and Management of Small Arms and Light Weapons*
- iv. *Inspector in Aviation Safety And Security* on aircraft, personnel, organizations, and airports including risk assessment and auditing techniques in aviation systems;
- v. *Licensed Aircraft Maintenance Engineer (LAME)* with ratings in light and medium sized aircraft including rotorcraft, piston engines, as pure jets, turbo-shaft Engines manufactured in the United States of America, Germany, France and Russia;
- vi. *Professional pilot* with instrument training and rating on helicopters;
- vii. *Air Accident Investigator* on Fixed wing aircraft and helicopters with training provided by the International Civil Aviation Organization (ICAO); and
- viii. *A senior Police Officer* at the rank of the Deputy Commissioner of Police specialized in operations including Search and Rescue, Aerial Traffic Control, Aerial Surveillance, Communication Flights and the Protection of Very Important Persons (VIPs) among others.

COURSES ATTENDED

1 Peace and Security Related courses

Course /Training	Institution	Year
Protection of Civilians Course	Peace and Conflict School	2011
Disarmament/Gender Mainstreaming	GIZ/EAC	2011
Arms Marking for Stockpile Management	Kenya Police Workshop	2011
Senior Command Course	Kenya Police College	1998

2 Information Systems

Data Management	Kenya National focal point	2010
Computer Training	Kenya School of Monetary Studies	2000

3 Management

Performance Management	Public Sector Reforms	2009
Corporate Governance	Centre for Corporate Governance	2007
Trauma and Stress Management	Office of the President	2003
Human Resource management	AviationCareer.net	2002
Leadership/Team Building skills	Kenya Police College	1997
Senior Management	Kenya Institute of Administration	1995

4 Aviation

Course /Training	Institution	Year
Aviation Safety Audit	ICAO	2008
Aviation Security Audit	ICAO	2008
Air Accident Investigation	ICAO	2008
Quality Assurance Management	East African School of Aviation	2001
Commercial piloting and proficiency	Bell Training Academy	2000
Air Safety and management	USA	2000
Private Piloting	Autair Helicopters	1998
Aircraft Maintenance Engineering	East African Civil Flying School	1979

5 Type Rating Courses in Aviation

Course /Training	Institution	Year
Instrument Rating Course	Bell Helicopter Customer Training	2000
Bell 407 Field Maintenance	Bell Helicopter Customers Training	2000
Bell 206 Field Maintenance	Bell Helicopter Customers Training	2000
Bell 206 Pilot Flight Procedures	Bell Helicopter Customer Training	2000
MI-17 Helicopters Course	Kazan Helicopters	1999
Robinson R22 and R44	NAC Airways	1998
Bell 212 Field and Component	Bell Helicopter Customer Training	1996
Bell 206L1/3 Field Maintenance	Bell Helicopter Training Academy	1991
Bell 206L1/3 Component Overhaul	Bell Helicopter Training Academy	1991
BO-105 Helicopters	Helicopter Training Centre - Germany	1989

LANGUAGES

- i. English,
- ii. Kiswahili and
- iii. Dholuo

HOBBIES

- i. Writing,
- ii. Reading; and
- iii. Listening to Music

SPORTS

- i. Gym;
- ii. Swimming; and

SKILLS

- i. Writing;
- ii. Counseling;
- iii. Human Relations, Technical and Conceptual;
- iv. Flying;
- v. Computing; and
- vi. Driving

REFEREES

Captain C. Okoth Oteri

Kenya Airways

P O Box 19002 - 00100

Nairobi

KENYA.

Captain John Abwonji

Kenya Airways

P O Box 19002 - 00100

Nairobi

KENYA.

Mr. David Kimaiyo, DSM, CBS, S/DCP1

Director - Kenya National Focal Point on Small Arms and Light Weapons

P O Box 30510 - 00100

Nairobi

KENYA

CURRICULUM VITAE

PERSONAL DETAILS

NAMES: Grace Syombua Kaindi
Date of Birth: 12 October, 1955
Place of Birth: Machakos District
Marital status: Single

Address P. O. Box 28837-00200

NAIROBI

Tel: 254-020 – 822993
Mobile: 0722 657854
E-mail: kaindi2002 @yahoo.co.uk

CURRENT EMPLOYMENT

Commandant
Kenya Airports Police Unit
P. O. Box 19004-00100
NAIROBI

POLICE REFORMS

Member of the National Police Reforms Committee in the establishment of the Internal Affairs Unit that will take over the Complaints Directorate.

ACADEMIC QUALIFICATIONS

University University of Nairobi
Year of study 2004- 2005
Field of study International Relations

Degree	M.A
University	University of Leicester, UK
Year of study	2000 – 2002
Field of study	Risk, Crisis and Disaster Management
Degree	Msc

Secondary Education

School	Kenya High School
Year of study	1972 – 1973
Examination	East African Advanced Certificate of Education
School	State House Girls' High School
Year of study	1968 – 1971
Examination	East African School certificate

Primary Education

School	Martin Luther Primary School
Year of study	1965 – 1967
Examination	Kenya Primary Examination
School	Canon Apollo Primary School
Year of study	1961 – 1964

PROFESSIONAL BACKGROUND

March to September, 1975	Initial training, Kenya Police college, Kiganjo
Oct 1975 – March, 1978	Station: Central police Rank: Inspector

	Duties:	General Investigations, records Office and 999 patrol
March – September, 1978	Station Rank: Duties	Kamukunji Police Inspector Crime Branch
Oct. 1978 – May, 1992	Station: Rank: Duties	CID Hqs Nairobi Inspector - SSP Translation of documents, English/French. Deputy O.C Interpol Nairobi
May, 1992 – June, 1996	Station: Rank: Duties:	CID Hqs Nairobi SSP Officer-in-charge Interpol Nairobi.
June, 1996 – March, 1999	Station: Rank: Duties:	CID Hqs. Nairobi SSP Staff Officer I Operations
March, 1999 – April 2001	Station: Rank: Duties:	Kenya Railways Police ACP Provincial CID Officer
April, 2001 - Dec. 2003	Station: Rank: Duties:	CID Hqs Nairobi ACP – S/ACP O/C Interpol Nairobi.
Jan 2005 – April 2005	Station: Rank: Duties:	CID Hqs Nairobi S/ACP Staff Officer Training.

April 2005 – April 2006

Station: CID Training School
Rank: S/ACP
Duties: Commandant

April 2006 – Jan,2008

Station: Provincial Police Hqs
Nyanza Province
Rank: Deputy Commissioner
of Police (DCP)
Duties: Provincial Police
Commander

January 2008 –July 2012

Station : Police Headquarters

Rank : Deputy Commissioner
Of Police (DCP)
Duties : Director Complaints &
Customer Care

PROMOTIONAL COURSES

Feb to May, 1984 - Higher Training Course

OTHER COURSES/SEMINARS

- October 1979 - Interpol Training Course for NCB officers
St. Cloud, France
- Jan. - April, 1980 - Investigation Course for Inspectors,
CID Training School.
- Jan. – April, 1982 - Administration Course K.I.A
- Sept. – 1989 - Seminar on Southwest Asia Heroin
Transiting Through Africa, Nairobi.
- March, 1991 - Seminar of heads of National Law
Enforcement Agencies (HONLEA),
NAIROBI.

- Aug. 1994 - International Banking and Money Laundering Course, (FLETC) Glynco, Georgia, USA
- Advanced Financial Fraud Training Course – (FLETC) Glynco, Georgia, USA
- Sept. – Oct. 1994 - Seminar Management Course – KIA
- Oct. 1994 - Introduction to Micro – Computers and MS Dos
- Nov. 1996 - Women in Project Management Seminar, KIA
- April – June 2001 - Senior Command Course, Kenya Police College Kiganjo.
- Oct. 2003 - Training Workshop for SRB and NCB officers on enhancing Cooperation and Coordination, Mahe, Seychelles.
- Nov. 2003 - Training of Trainers' Course, KIA
- Jan – Nov. 2004 National Defence College,
Covered
- **Strategic Studies**
- July – Aug. 2007 - Kenya Institute of Administration.
Covered
- **Strategic leadership development.**
- March, 2010 - Kenya Institute of Administration
Covered

Policy formulation, implementation and

monitoring

May, 2010 International Peace Support Training Centre,
Kenya

Covered

Rights issues in Peace support operations

November, 2010 Senior Mission Leaders Course, Amman, Jordan

Covered

Head of U.N Missions

September, 2011 Gender Sensitization & Policy Dialogue Workshop
For the Police.

October, 2012 Preventive Security Measures Training
In civil aviation.

HONOURS AND AWARDS.

Head of State Commendation (HSC) - 2000
Moran of Burning Spear (MBS) – 2006

REFEREES

Mr. Francis K. A. Sang
Director/ Coordinator
Regional Centre on Small Arms & Light Weapons
P.O. Box 7039-00200
Tel: 0724457032

NAIROBI.

Mrs. Alice Ondieki
Director/CEO
Witness Protection Agency

Email:alice.ondieki@yahoo.co.uk

P.O. BOX 28801-00100,

Tel: 0720362418, 0733906914

NAIROBI.

CURRICULUM VITAE

Names: Francis Ndegwa Muhoro

Rank: Senior Deputy Commissioner of Police I (S/DCP I)

Date of birth: 18th December 1964.

Marital status: Married with four children.

Languages spoken: English, Kiswahili, and Kikuyu.

Contact: e-mail address fndegwam@hotmail.com

Tel- +254-722-766-908

PERSONAL ATTRIBUTES

- Reliable, trustworthy, and meticulous.
- Self motivated individual who can work with very little supervision and a team player.
- Ability to make informed decisions in a timely manner and thrive in a challenging environment viewing this as avenues for innovation and change
- Excellent analytical skills with the ability to analyze situations accurately and effectively.
- Open to challenges and accommodative to new ways of achieving goals
- Strong interpersonal skills in presentation, communication, listening and effective delegation
- Transformation oriented

EDUCATIONAL BACKGROUND

2007 – 2009:	University of Nairobi - M.A in International Studies
1987 – 1990:	University of Nairobi - B.A (2 nd Class Honours - Upper Division).
1985 – 1986:	Koelel High School - Kenya Advanced Certificate of Education
1981 – 1984:	Mwenje Secondary School - Kenya Certificate of Secondary Education
1977 – 1979:	Ol Ari Nyiro Primary School (Rumuruti) - Certificate of Primary Education.
1973 – 1976:	Ngare Naro Primary School (Nyahururu)

EXPERIENCE AND PROFESSIONAL PROFILE

August 2010 to Date: Director of Criminal Investigations

Duties performed:

- The organization and efficiency of all CID sections
- The training of CID and general duties personnel at the CID Training School
- The investigations by his/her headquarters officers of grave crime throughout the republic, either on instructions of the Commissioner or at his/her own discretion
- Maintenance of the criminal records
- The maintenance of a statistical section
- The collation, and issue of intelligence relating to the Criminal Intelligence Index
- Advising on matters of difficulty relating to crime, with special regard to scientific aids to investigation
- Liaison with key stakeholders and other police forces among others.

February 2008 to August 2010: Commandant Kenya Police Staff College

Duties performed:

- Operationalization of the college

October 2006 to 2008: Staff Officer in-charge of Training at Police headquarters

Duties performed

- Coordination and Management of training in the Kenya Police,
- Preparation of the annual training plan,
- Nomination of people attending courses outside the institutional course
- Providing liaison between the Kenya Police and other institutions of training.

June 2004 to October 2006: Director of Studies at the Senior Training Wing of the Kenya Police College

Duties performed

- General administration of the wing
- Instructor in command and leadership plus Government Financial Regulations and Procedures
- Management of senior officers' courses
- Administration of the two senior messes

May 2004 to June 2005: Deputy Director at the Senior Training Wing of the Kenya Police College.

Duties performed:

- Deputizing the Director of Studies Senior Training Wing.
- Administrative duties.
- Instructor in criminal law, Evidence Act and Local acts.
- Course officer for senior officers' courses

August 2003 to May 2004: Instructor at the Senior Training Wing of the Kenya Police College.

Duties performed:

- Personal Assistant to the Director of Studies Senior Training Wing.
- Instructor in criminal law, Evidence Act and Local acts.
- Course officer for senior officers' courses-Inspectors and above

August 2001 to August 2003: Attached to United Nation Mission in Sierra Leone (UNAMSIL).

Duties Performed:

- 12th July 2002 to 4th August 2003 - Deputy Commissioner of UN Police.
 - a. Deputizing the UN Police Commissioner,
 - b. Administrative tasks,
 - c. Preparing reports e.g. Secretary-General report to the Security Council, monthly assessment reports, monthly integrated report etc,
 - d. Coordinating activities of UN Police in the field under "Thematic Mentoring Process" initiative in line with Sierra Leone Police reform programme.
- October 2001 to July 2002- Team Leader Training team.
 - a. Assisting in the selection and recruitment of the local police.
 - b. Assisting in the establishment of Regional Training Centres.
 - c. Delivering refresher courses as per the local police training curriculum.
 - d. Developing and conducting on-the-job training for serving police officers in the field.
 - e. Liaising and working with local police trainers at Police Training School to highlight training needs and developing/reviewing the course programmes.
- August 2001 to October 2002- Team Leader Kabala UN Police team site.
 - a. Supporting the change management initiatives at station and post level.
 - b. Providing coaching and guidance to individual police officers at Station and Post level.

- c. Conducting on the job training to police officers at the service delivery level.
- d. Promoting measures aimed at improving the service delivery of the Sierra Leone Police.
- e. Providing liaison with trainers to monitor the impact of training delivered.

November 1999 to July 2000: Deputy Officer Commanding Police Division.

Duties performed:

- Deputizing the Divisional Commander and taking command of the Division in his absence.
- Personnel administration in the division: deployment, discipline, welfare etc.
- Carrying out periodic inspections of police stations/Posts within the AOR.
- Preparing Divisional quarterly, biannual and annual reports.
- Vote book control and budgeting.
- Analyzing daily crime reports from the stations and advising the Divisional Commander on the areas of major concerns within the AOR and crafting strategies to address them.
- Assisting Divisional commander on all operational matters.
- Supervising the stations' lecture register to ensure that members of inspectorate carry out continuous on-the-job training of the other ranks.

April 1997 to April 1999 Officer Commanding Stations (Inland and Ngong Police stations)

Duties performed:

- Deployment and Supervision of Police personnel within my Area of Responsibility (AOR).
- Overseeing all police operations within my AOR.
- Personally supervising and advising on criminal investigations.
- Managing of all resources deployed for Police operations.
- Investigating all complains against Police and taking action if within my powers.

November 1992 to April 1997: Station inspector at the Port Police Station.

Duties performed:

- I/C Traffic office: Supervising personnel in the traffic section and providing operational direction on traffic management.
- I/C Crime investigation: Supervising personnel in the crime investigation branch and providing operational direction on crime management.
- Conducting internal investigation on personnel who are in breach of the police code of discipline.

- Deployment of beat and patrol personnel in the various shifts, and supervising them.

September 1991 to November 1992: Crime investigator at Nakuru Railway Police Station.

Duties performed

- Investigating crime and charging suspects to court.

PROFESSIONAL TRAINING

- Executive Leadership Programme. Kenya School of Government May 2012
- Strategic Leadership Development Programme. Kenya School of Government Jan/Feb 2012
- Senior management course. Kenya Institute of Administration Sept/Oct 2005
- Training of trainers' course for UN CIVPOL in Istanbul Turkey June 2004.
- Training of trainers' course. Kenya Institute of Administration November 2000.
- Major case management. FBI Academy Quantico Virginia February - March 2000.
- Police Middle management course: Government training institute- September/November 1997.
- Kenya Police Higher Training Course; Kenya Police College, April/September.
- Safety management course: Railway training institute- April/May 1995. Subjects covered were: making the method of work safe, the work area safe, and the safety of workers.
- Special Other Ranks [Subordinate officers] to Inspectorate course - Kenya Police College January/May 1992.
- Outdoor training on leadership/management skills, team building, action oriented/problem solving approach at Mt Kenya School of Adventure and leadership (KESAL) 1992.
- Kenya Police Recruit Initial Training Course: February/ September 1991.
- Pre-University National Youth Service training- National Youth Service College 1987.

OTHER EXPERIENCES

- Involved in the development of UN Standardized Training Module (STM) II for police specialists in Bramshill UK.

- Part time Directing Staff (facilitator) for UN Police course at the Peace Support Training Center Karen, Nairobi, Kenya.
- Lay lecturer with St. John's Ambulance.
- A member of UNAMSIL integrated working group on result based budgeting (RBB).
- A member of UNAMSIL integrated planning group (IPG) on Adjustment Drawdown and Withdrawal (ADW) of the UN military forces from Sierra Leone.
- Involved in developing the "Thematic Mentoring Process" initiative for Sierra Leone Police.
- Involved in the crafting of the Kenya Police Service training policy.

CURRICULUM VITAE

NAME: Judy Jebet Ndeda, (OGW)

SEX: Female

NATIONALITY: Kenyan

DATE OF BIRTH: 19th June 1968

MARITAL STATUS: Married

LANGUAGES SPOKEN: English, Spanish, Kiswahili, Kikuyu, Tugen and Some Luo

PRESENT EMPLOYMENT: Assistant Commissioner of Police - Provincial Criminal Investigations Officer (Railways Formation)

RELIGION: Christian

ADDRESS: Criminal Investigations Department
Mazingira House
Kiambu Road
P.O. Box 30036-00100
NAIROBI-KENYA

CONTACT: Office Tel: 020-2223052
Mobile No: 0722-737907
Fax: 020-2223052

EMAIL: Judyndeda@yahoo.com

HONORS/AWARDS: ORDER OF THE GRAND WARRIOR

EDUCATIONAL BACKGROUND

EGERTON UNIVERSITY	M.A SECURITY MANAGEMENT	ONGOING
EGERTON UNIVERSITY	B.A CRIMINOLOGY AND SECURITY STUDIES	1 ST CLASS HONOURS
KAPROPITA HIGH SCHOOL KABARNET – KENYA [1987 – 1988]	Kenya Advanced Certificate of Education passed with 2 Principal and 2 Subsidiaries	
ELDAMA RAVINE GIRLS HIGH SCHOOL KENYA [1983 – 1986]	Kenya Certificate Education Division II of 24 points	
ST. PATRICK PRIMARY SCHOOL (SHIMONI) KENYA [1976 – 1982]	Certificate of Primary Education	

ACTIVITIES:

Games Captain and Secretary General
Young Christians Students both 'O' and 'A'
Level

POLICE TRAINING

<u>Institution</u>	<u>Course</u>	<u>Year</u>
(1) Kenya Police College Kiganjo	Direct Entry Inspector	1989-1990
(2) CID Training School	Advanced Investigations	1992
(3) Kenya Police College – Kiganjo	Higher Training Course for Superintendent	1997 - 1998
(4) FBI US Dept of Justice	Major Case Management	1999
(5) Kenya College of Communication Technology	Senior Management Skills	2001
(5) ICRC (Red Cross)	Police and Security Forces	2002
(6) Kenya Institute of Administration	Senior Management Course	2004
(7) F.B.I	Criminal Intelligence Development	2004
(8) IDLO	Intellectual Rights	2006

OTHER COURSES ATTENDED

Central Bank of Kenya	Computer Packages	2000
DANIDA	Administration of Justice	1999-2000
Kenya Institute of Administration	Women Executives	2001
Kenya Institute of Administration	TOT on Human Rights	2001
DFID	Human Rights Training of Trainers of Police	2001
CID	Curriculum Review Workshop	2001
African Mngt' Centre Tanzania	Managing the Training Function	2004
University of Nairobi	Intermediate Spanish Level	2004
Kenya Institute of Administration	Strategic Leadership & Development Programme	2010

EXPERIENCES

RANKS

IP DEPUTY OFFICER IN CHARGE OF POLICE STATION(Kabete/Central) 1990 - 1994	Investigation, Interrogation and Interviewing suspect and Witnesses prepared court documents and attended court. Administration and supervision of personnel.
CI - SP STAFF OFFICER PERSONNEL 1994 - 1998	I was in charge of Administration at Central Police Division, Kilimani Police Division and Central Province I was dealing with Human Resource Management.
SSP POLICE LECTURER (TRAINER) DEPUTY/STAFF OFFICER TRAINING 1999 - 2004	I was Chief Instructor CID Training School and Officer in charge of Training Department within the CID. I ensured the training function was managed by conducting training needs analysis, skills misplacement, preparing timetables, curriculums, course outlines and training.
SSP CONTINGENT COMMANDER PEACE KEEPING (UNMIL) 2004 - 2005	I worked with the United Nations as a Peace Keeper in Liberia. I was the Team Leader for inspections and Control and later the Area Commander in Charge of Five (5) counties. I carried out performance reviews, inspection of programs in units and stations, monitored compliance of all relevant rules and guidelines by U.N Police component for exemplary service I was awarded two letter of commendation.

ACP PROVINCIAL CRIMINAL
INVESTIGATION OFFICER
KENYA AIRPORT POLICE UNIT
2005 - 2007

I was in charge of all Investigations, Administration and Security within the precincts of all Airports in Kenya. With The help of other CID officers we controlled human trafficking and enforced all laws related to air and aerodromes and the penal code and other relevant laws. I ensured that there was smooth passage of V/VIPS. During my tenure as PCIO KAPU we nabbed the highest number of traffickers in Narcotics.

ACP CHIEF OF LEGAL AND CRIME
AFFAIRS SECTION
2007- 2010

As the internal Affairs Section of the Police I perused all inquiries of complaint against police and other general Inquiries that require advise from the State Law office. I also trained at the Police academies and any other organization that required training on police issues I also conducted evidence evaluation, inspection and advice on new statutes.

ACP REFORMS COMMITTEE
NOVEMBER 2010

I was a member of the Task force implementing Police Reforms.

ACP PROVINCIAL CRIMINAL
INVESTIGATIONS OFFICER
RAILWAYS
2010 TO DATE

I'm the Provincial Criminal Investigations Officer in charge of Railways Kenya. I'm in charge of all investigations and Management of staff. I also train on part time basis Conduct inspections and control.

REFEREES

1. **Justice Hellen Wasilwa,**
P.O. Box 47606 – 00100
Mobile Phone No. 0733712455
NAIROBI

2. **Mr. Jonathan K. Kosgei, S/DCP II**
Police Headquarters – Vigilance House
P.O. Box 30083 – 00100
Mobile Phone No. 0720105517
NAIROBI

3. **Tom Omani, OGW**
Assistant Commissioner of Police
Mazingira House
P.O. Box 30036-00100
Mobile Phone No. 0722872162
NAIROBI

CURRICULUM VITAE

A) PERSONAL DETAILS

Name : Jaspheer Nyauma Ombati
Gender : Male
D.O.B : 13th January 1968
Place of Birth : Nyamira District
Nationality : Kenyan
ID No : 9968076
Marital Status : Married.
Religion : Christian
Languages : English, Kiswahili & Ekegusii.
Contact Address : P.O.Box 44002, 00100, Nairobi.
Tel : 0725 313 737
E-mail : nyaumajo@gmail.com

B) CAREER OBJECTIVES.

- To be a top Chief Executive Officer who adores professionalism and encourages innovativeness to provide practical solutions to organizational challenges.
- To be an industrious, excellent, professional and prompt manager wherever assigned duty.
- To always develop a good working environment where teamwork and sharing of information and Knowledge are embraced.
- To uphold and embrace diversity at all times.
- To be Competitive and Strategic at all times.

C) PERSONAL VALUES.

- Honesty, Responsibility, Innovativeness, Teamwork, Respect, Accountability and Excellence.

D) EDUCATION BACKGROUND

Currently: Egerton University, Laikipia University College Pursuing an

- MBA in Strategic Management. I am through with course work and now embarking on my Research Project.

1998 - 1999: University of Nairobi

- Post Graduate Diploma in Mass Communication.

1990 - 1994: University of Nairobi

- Bachelor of arts (Hons) in Geography and Sociology.

1987 - 1989: Nyamagwa Boys' High School

- Kenya advanced Certificate of Education.

1983 - 1986: Nyakongo Mixed High School

- Kenya Certificate of Education

B) PROFESSIONAL BACKGROUND

2011 - PRESENT: Deployed to the United Nations Mission in South Sudan (UNMISS) for Peace Keeping Operations where I am serving as a Deputy State Advisor, Central Equatorial State.

Duties

- Responsible to the UN Police Commissioner for the efficient administration of the UN Police component in Central Equatorial State.
- Daily co-location with the State Police Commissioner to advise and mentor him on day-to-day police work.
- Assisting and advising the State Police Commissioner in implementing policies decisions and directions on police matters.
- Building the capacity of the South Sudan National Police Service through advice on policy developments, training, and mentoring.
- Planning training programmes in key policing areas for the South Sudan National Police Service.
- Liaising with INGOs operating in the Mission area to mobilize support for the SSNPS
- Overall Commander of the UN Police Component in Central Equatorial State.

2006 -2011: Officer Commanding Police Division; Kirinyaga, Kasarani and Nyandarua.

Duties:

- Responsible for the efficient administration of the Division.
- Daily briefings to the Provincial Police Officer on all occurrences within the Division.
- Planning and Co-ordination of all operations to counter outbreak of crime.
- Liaising with neighbouring Divisional Commanders during special operations.
- Visiting scenes of serious crime to advise and direct officers on

the appropriate course of action.

- Responsible for the proper, speedy and professional investigation of serious cases of crime.
- Establishment and sustenance of a good working relationship with other Government Departments.
- Responsible for the implementation of the Kenya Police Service Charter.
- Promotion of democratic policing through the observance of human rights.
- Embracing client- oriented service delivery that leads to high standards of customer satisfaction
- Providing Logistical support for officers under the Command in order to function properly i.e. transport, equipment and items of uniform.
- Coordination of the human Resource function in the Division.
- Carrying out inspections of all stations under the Command.
- Looking into the welfare of officers to ensure there is a work-life balance.
- Control and coordination of Community Policing activities within the Division.
- Management of Finances allocated to the Division for recurrent and non-recurrent expenditure.
- Responsible for the proper investigation of all complaints against police and providing feedback.
- Prudent Management of police projects within the Division.

2004 - 2006:

Police Spokesman

Duties:

- Taking measures to project and sustain a positive image for the Kenya Police Service through professional conduct.
- Assisting and giving professional guidance to the Commissioner of Police on matters to do with public information.
- Media monitoring.
- Organizing Press briefings for the Commissioner of Police.
- Conducting press briefings on topical issues.
- Preparation of press releases.
- Organizing and coordinating media events in relation to police matters.
- Responsible for organizing national police functions.
- Liaison officer with other Government Departments and nongovernmental entities.

- Publication of the Kenya Police Review Magazine.
- Writing speeches for the Commissioner of Police.

2000 - 2003: Officer Commanding Police Station Kehancha, Oyugis, Ahero and Kondele respectively.

Duties:

- Responsible to the Divisional Commander for the efficient administration of the station.
- Taking all necessary precautions to prevent the outbreak of crime within the area of jurisdiction.
- Planning and conducting operations to counter outbreak of crime.
- Visiting every scene of serious crime.
- Responsible for the good conduct and discipline of officers under the Command
- Ensuring that all reports made in the Daily Occurrence Book are properly investigated.
- Responsible for the implementation of the Kenya Police Service charter within the Station.
- Ensuring that gender and child protection issues are given due attention within the station area.
- Embracing customer satisfaction through provision of quality police service.
- Working with the community to promote Community Policing activities within the station area.

1998 - 1999: Staff Officer Public Relations, Police Headquarters.

Duties:

- Assistant to the Police Spokesman and responsible for carrying out all duties of the office when he is out of office.

1996 - 1997 Sub-Editor, Kenya Police Review Magazine, Police Headquarters.

Duties:

- Production of the Kenya Police Review Magazine.

COURSES ATTENDED

Dec 2011-7th Jan 2012 International Peace Operations Training Institute
COURSE: Peacekeeping and international Conflict Resolution

24TH-30TH JULY, 2011: Green Hills Hotel, Nyeri

COURSE; Disaster Risk Reduction (DRR)

22nd June- 2nd July, 2011: International Peace Support Operations Training Centre,
Nairobi

COURSE: Civil Military Co-Ordination (CIMIC) in Peace Support
Operations

OCTOBER, 2008: University of Nairobi
COURSE: Project Management

MAY- JULY, 2007: Kenya Institute of Administration
COURSE: Senior management Course.

NOVEMBER, 2006: Merica Hotel, Nakuru.
COURSE: Management and Professional Policing.

MAY-JUNE, 2006: Centre of Excellence for Stability Police Units (CoESPU),
Vicenza, Italy.
COURSE: Peace Support Operations.

MAY-AUGUST, 2002: Government Training Institute, Mombasa.
COURSE: Middle Management Course.

POLICE TRAINING

2003: Kenya Police College, Kiganjo.
COURSE: Higher Training Course (HTC).

1998: Kenya Police College, Kiganjo.
COURSE: Subordinate Officer to Inspectorate Course

1995: Kenya Police College, Kiganjo.
COURSE: Recruits Training Course.

PERSONAL SKILLS

Strategic Thinker
Good management skill
Good Communication Skills.
Initiative and Good Interpersonal Skills.
High Sense of Responsibility.

Ability to work under Pressure and Stress Management.

Ability to Mobilize People and Nurture Teamwork

I) PREFERRED FIELD OF WORK:

PUBLIC RELATIONS (PUBLIC INFORMATION)

COMMUNITY MOBILIZATION

STRATEGY DEVELOPMENT AND IMPLEMENTATION

J) REFEREES

i. Nicholas Mochoge,

Ministry of Lands,

P.O. Box 30089 - 00100,

NAIROBI.

Tel: 0710458354

ii. Zephania Maaka Akunga,

Kenya agricultural Productivity Board,

P.O. Box 7204 - 00100,

NAIROBI.

Tel: 0728306556

iii. Gideon Amala,

D/ Provincial Police Officer,

Central Province,

P.O. Box 34,

NYERI.

Tel: 0722411903

CURRICULUM VITAE

Personal Details.

Name : Samuel Mwongera Arachi
Date of Birth : 9th April, 1962
Sex : Male
Marital Status : Married
ID/No : 8964737
Contact Address : P.O. Box 5506-00506
Nairobi.
Tel No : 020 – 604250
Email Address : mwongerarachi@yahoo.com
Nationality : Kenyan
Languages : English, Swahili, Kimeru
Religion: : Christian
Home District : Imenti North

Educational Background.

2006 : Masters Degree (MA) in International Studies
University of Nairobi
1991 – 1992 : Postgraduate Diploma in International Relations
University of Nairobi
1985 – 1988 : Bachelor of Arts Degree
University of Nairobi
1982 – 1983 : Advance Certificate of Education (ACE)
Thika High School
1978 – 1981 : Kenya Certificate of Education (KCE)
Abothuguchi Secondary School
1970 – 1977 : Certificate of Primary Education (CPE)
Mwiteria Primary School

Professional Training.

- 1985 : National Youth Service Pre- University Training Programme
- 1989 : Administrative Officers' Induction Course
- 1992 : Leadership Development Course Mt. Kenya School of Adventure
- 1992 : Administrative Officers' Paramilitary Course
- 1995 : Administrative Officers' Examinations
- 1997 : Advanced Public Administration Course Kenya Institute of Administration (KIA)
- 1997 : TOT-DFRD & Social Dimensions of Development Programme Kenya Institute of Administration (KIA)
- 2003 : Police Role in Combating Terrorism Course International Law Enforcement Academy (GABORONE)
- 2005 : Operational (Silver) Commander's Course in Counter Terrorism Crisis Management Cranfield University/ UK Embassy Nairobi
- 2005 : Designing and Running Exercise Workshop in Counter Terrorism Crisis Management Cranfield University /UK Embassy Nairobi
- 2005 : Training of Trainers Commander's Course in Counter Terrorism Crisis Management Cranfield University
- 2005 : Course on Creating an Enabling Environment for Private Sector Growth Kenya Institute for Public Policy Research and Analysis
- 2005 : TOT Course for HIV Aids Programme Managers ESAMI - Arusha Tanzania
- 2005 : Attended Exercise "Atlantic Blue"
In London – This was a simulated terrorist attack of London and the Response capacity of City of London
- 2006 : National Defence College (NDC) Course 09/2006 from 5th January 2006 to 23rd November 2006.
- 2007 : African Senior Police Officers' Workshop – Chinese People's Public Security University - China
- 2008 : Senior Police Executive Seminar – Person Peace Keeping Centre
- 2008 : Management of Counter Terrorism and Large- Scale- Sudden-Disasters

- (LSSD) – Galilee College Israel
- 2009 : Training in security solutions for border security, special firearms, day and night vision technologies, doctrine and training methods and secure sites – Israel
- 2009 : Corner shot training seminar including operation and maintenance of the corner shot system
- 2010 : Seminar on Anti-Terrorism – State of Israel/ National Defense College Kenya
- 2012 : Training on Elections Security – Johnersberg South Africa

Work Experience.

- 1989 – 1991 : Assistant Secretary Ministry of Planning and National Development
- 1991 – 1991 : District Officer – PC's Office Kisumu.
- 1991 – 1992 : District Officer – Upper Nyakach Division
- 1992 – 1992 : District Officer – Muhoroni Division
- 1992 – 1995 : District Officer – Central Division Migori District
- 1995 – 1996 : District Officer - Rongo Division
- 1996 – 1997 : District Officer I Rachuonyo District
- 1997 – 2000 : District Officer – Central Division Machakos District
- 2000 - 2001 : District Officer I Mwingi District
- 2001 – 2003 : Senior District Officer I - PC's Office Embu
- 2003 – 2004 : District Commissioner
- 2004 – 2007 : Deputy Commandant of Administration Police
- 2007 – 2012 : Senior AP Deputy Commandant II
- 2012 – Todate Senior AP Deputy Commandant I

Hobbies.

Reading and Traveling.

Referees.

MR. Kinuthia Mbugua,
Tel 0728696969

Prof. Mwenda Mbatia,
University of Nairobi,
Nairobi. Tel 0724317117

CURRICULUM VITAE

PERSONAL INFORMATION.

NAME : GEDION MUOKI KIMILU.
TEL : 0722 794943 / 020 2389752
PERMANENT ADDRESS : P.O BOX 26471---00504
NAIROBI
E-mail gedionkimilu@yahoo.com

PERSONAL DETAILS

DATE OF BIRTH : 28th August 1963
PLACE OF BIRTH : MAKUENI
SEX : MALE
MARITAL STATUS : MARRIED
NATIONALITY : KENYAN
LANGUAGES SPOKEN : ENGLISH, KISWAHILI AND KIKAMBA.

CAREER ASPIRATIONS/ INTERESTS

POLICING, SECURITY, INVESTIGATIONS, RESEARCH ON CRIME AND SECURITY ISSUES, LECTURING.

ACADEMIC QUALIFICATIONS

- PHD (Organized crime and Security) in progress- Kenyatta University
- M. A (Criminology) 2004 - University of Nairobi
- B.A (Sociology) 19899 - University of Nairobi
- Advanced Diploma in Strategic Security Studies – 2011 European Centre for Security Studies.(GERMAN)
- A Levels (3 principles) 1984 - Kerugoya High School
- O Levels (Div II) 1982 - Miu Secondary School
- KCPE 1978 - Ngosini Primary School

PROFESSIONAL COURSES.

- Initial police course--- Kenya police college 1989--- 1990
- Prosecution course 1991: CID Training School
- Advanced Investigations Course 1994: CID Training School
- Higher Training Police Course 1996; Kenya Police College
- Introduction to MS DOS 1999: Mombasa Polytechnic
- Fraud detection and prevention course 2004: Kenya institute of Administration(KIA)
- Introduction to U.S Criminal Justice 1998: USA
- Human Rights Training (Raol Warren berg Institute- Lundi University, Sweden
- Disaster preparedness course, 2004: Kenya.
- U N security and peace keeping high level course - COEPSU [Centre of Excellency for Stability Police Units) 2005: Vinceza, ITALY.
- Administrative course for senior police officers from East Africa – 2007: Tokyo-Japan.
- Human trafficking course 2006: CID Training school.
- Border security and export control- 2007: Kenya.
- Strategic management and leadership course 2008-2009: Kenya Institute of Administration(KIA)
- Anti- Terrorism Course 2010: National Defence College.
- Executive Program for Advanced Security Studies 2011: College of International and Security Studies- German
- Computer Skills 2011: European Centre for Strategic Studies.
- English Skills 2011: European Centre for Strategic Studies.

WORKING EXPERIENCE

1989..... TO DATE

KENYA POLICE FORCE

STATIONS WORKED AND DUTIES PERFORMED

08-8-2012

TO DATE

DEPUTY DIRECTOR

DUTIES PERFORMED:

- Deputize the Director of the Directorate of Criminal Investigations
- Selection of personnel for the Department through police headquarters
- Training of both CID and General Duty officers at the CID Training School.
- Investigation of grave and serious crimes throughout the country
- Maintenance of Criminal Records
- Maintenance of statistical section
- Collection correlation and dissemination of criminal intelligence
- Advise on all matters related to crime and aid to crime investigations
- Liason with immigration, NACADA and other police services
- Take over any investigations or call for any investigations from any province or formation file for inspection

14.09.2010 - 8-08-2012 - CID TRAINING SCHOOL

POSITION HELD

- COMMANDANT

DUTIES PERFORMED:

- Efficient administration of the CID Training School.
- Proper Utilization of the finances and other resources allocated to the school.
- Teaching and instructing course participants.
- Developing people friendly, responsive and professionally oriented staff.

- To manage Human Resource function.
- To develop teaching curriculum aimed at prevention, detection and reduction of crime.
- Strengthen monitoring and evaluation system in the school.

2008---14.09.2010 - CID HEADQUARTERS

DEPUTY DIRECTOR INCHARGE INVESTIGATIONS.

DUTIES PERFORMED:

- Investigate all major cases reported to the police
- Supervise all investigations in the Kenya Police.
- Peruse all police criminal case files forwarded to the director of criminal investigations
- Administration of the investigation branch
- Advise the director criminal investigations on all criminal investigations.
- Liaise with the Attorney Generals office
- Liaise with other investigative agencies
- Lead investigator in the Goldenberg and Uchumi fraud.

2004----- 2008.

CID HEADQUARTERS

**OPERATIONS BRANCH
STAFF OFFICER OPERATIONS.**

DUTIES PERFORMED:

- Receive and investigate all complaints reported to CID Headquarters
- Investigate complaint against police
- Coordinate all CID operations in the country
- Organize and carry out operations as directed by the Director of Criminal Investigations.
- Organize and maintain security of the CID facilities
- Protection of senior staff of the Department.

- Vetting of all visitors to the CID headquarters premises.
- Peruse all criminal case files submitted to the Headquarters.
- Prepare monthly, quarterly and annual crime and security data.
- Organize and maintain a stand by unit for any emergency.
- Prepare daily crime briefs
- Preside over evidence analysis committee.
- Lead specialized investigations into Golden berg scandal.

2001.....2004

CID HEADQUARTERS

INVESTIGATION BRANCH:

- **Officer in charge Police Prosecutions – Kenya.**

DUTIES PERFORMED:

- Administration of the prosecution section Kenya police.
- Prosecution of serious criminal cases
- Liaison with the Judiciary and the Attorney General office
- Investigations of impropriety allegations against Judicial Officers and Public Prosecutors
- General investigations
- Review of the current legislations
- Review and analysis of evidence in criminal case files.
- Security of court premises in the country.
- Security of the chief justice, judges, Attorney Generals staff and magistrates.

1999.....2001

NAIROBI PROVINCE

NAIROBI LAW COURTS:

- **Officer in charge prosecution section
Nairobi Province**

DUTIES PERFORMED:

- Administration of the prosecution Section in Nairobi Province.
- Prosecution of serious criminal cases
- Liaison with the judiciary and the Attorney General's Chambers
- Perusing of police criminal case files and advising the investigating officers.
- Security of the chief justice, judges, magistrates and senior court staff.
- Security of the court premises and exhibits in the province.
- Custody and escort of prisoners.
- Care and custody of exhibits

1995.....1999

COAST PROVINCE

MOMBASA LAW COURTS:

- **Officer in charge Prosecution
section Coast Province**

DUTIES PERFORMED:

- Administration of the Prosecution Section in the Coast Province
- Prosecution of serious criminal cases
- Liaison with the judiciary and the Attorney Generals office
- Perusing police criminal case files and advising the investigating officers.
- Security of judges, magistrates and other court staff.
- Security of the court building sand exhibits
- Custody and escort of prisoners.
- Care and custody of exhibits.

1992.....1995:

BUNGOMA DISTRICT.

BUNGOMA LAW COURT:

Deputy Officer in charge of prosecutions.

DUTIES PERFORMED:

- Deputize the officer in charge of the Prosecution Section in the District
- Administration of the Prosecution Section
- Prosecution of Serious Criminal cases
- Security of judges and magistrates.
- Security of the court premises and exhibits
- Custody and escort of prisoners
- Liaison with other government Departments.
- Perusing police files and advising investigating officers

1990.....1992

GARISSA POLICE STATION.

POSITIONS HELD:

- Officer in Charge Crime Branch
- Officer in charge Traffic Section
- Deputy officer in Charge of the Police Station

DUTIES PERFORMED:

- General security
- Investigation of Criminal Cases.
- Investigations of Traffic Cases.
- Administration of the Police Station.
- Operational patrols and general security escorts.
- Supervision of personnel
- Screening and Protection of refugees.

OTHER DUTIES:

- Lecturer at Egerton University
- Research consultancy with KIPPRA
(Kenya institute of public policy,
research and analysis.)

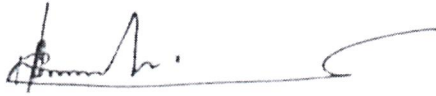
RECOGNITION

Recognized by the U.S government for the successful investigation of the biggest consignment of cocaine ever seized in Africa.

Recognized by Kenya Government and awarded **MBS** and **OGW**

HOBBIES

Reading, Discussions, Jogging, Game watching & watching TV.



GEDION M KIMILU, MBS,OGW

REFERENCES.

1. Rev Fr Munguti
P. O Box 35
WOTE,
0727422327
MAKUENI.

2. Francis Sang
P. O Box 7039-00200
L/Line - 3877456
NAIROBI.

CURRICULUM VITAE

David Karugu Ngondi

National Crime Research Centre,

P. O. Box 21180-00100,

NAIROBI.

Tel: +254-722615975

Bio-Data

Date of Birth : 1962
Home District : Mbeere North
County : Embu
Nationality : Kenyan
Gender : Male
Religion : Christian
Marital Status : Married with five children

SYNOPSIS

I am a trained police officer currently holding the rank of Superintendent of police and deployed to the National Crime Research Centre as a Researcher. My highest qualification in police work is a Masters' Degree in Security Studies. I have been comprehensively trained in safety and security management both in Kenya and in foreign countries. I am an experienced police officer in matters of policing spanning for a period over 29 years. I am bringing in institutional memory devoid of institutional baggage for the position of Deputy Inspector General of Administration police. My approach to safety and security issues is pegged on being proactive, professional, maintaining partnership with stakeholders and also responding to the current emerging crime trends.

MY VISION FOR THE KENYA POLICE SERVICE

To recast policing in the Kenya police service to a modern service with respect for human rights contributing to Kenya's safety and security and attainment of vision 2030.

The vision will be achieved through my adherence to the following principles and actions:

1. Respect for human rights,
2. Adherence and implementation of the law
3. Use of innovative technological approaches e.g. text messages system to report crime occurrence.
4. Use multi-sectoral approach in crime prevention e.g. conducting nationwide victimization surveys and engaging the media and the civil society positively.
5. Design a National Crime Prevention Policy e.g., Observatory committees.
6. Complete formulation of the community policing draft policy.

ACADEMIC, PROFESSIONAL AND TECHNICAL BACKGROUND

2012	:	Kenya school of Government-Lower Kabete Crime Prevention Training
2008	:	Kenya Police College Higher Training Promotion Course
2007	:	ADEX Cairo-Egypt Integrated Security Program (phase one)
2007	:	Government Training Institute- Mombasa Middle Level Management Certificate (Credit)

- 2006 : Bureau of Diplomatic Security, U. S. Department
of State
Executive Seminar on Cyber Terrorism
- 2005 : Joint Counter Terrorist Training Advisory Team
Command and Tactics MANPAD Mitigation Programme
- 2002-2003 : University of Hull (UK)
Master of Arts (Security Studies)
- 2000 : University of Nairobi
Certificate in Public Relations ('A' grade)
- 2000 : General Service Unit Training School
Platoon Commanders 1/2000 Course
- 1998-1999 : University of Nairobi
Diploma in Adult Education (Credit)
- 1990 : General Service Unit Training School
SOIP Promotion Course
- 1987 : General Service Unit Training School
PC-CPL Promotion course
- 1986 – 1990 : Kenya Police Armourers' Technical Training School
Armourer Class 1
- National Industrial Vocational Training Centre (NIVTC)
National Trade Test Certificate Armourer Grade 1

- 1986 : General Service Unit Headquarters - UP section
VIP Protection course
- 1983 : General Service Unit Training School
Initial Recruit Course
- 1978-1981 : Meru Technical School
Kenya Certificate of Education
'O' Level (Division II)

KEY COMPETENCIES

I was a supervisor in the national baseline survey on Organized Criminal Gangs in Kenya. And did interviews with District Commissioners, Officers Commanding Police Divisions, and Officers In-charge of Prisons, Faith based leaders, Community opinion leaders, business community and held Focus group discussions with members of the public. Among the criminal groups that I did research on are; *Mungiki, Al shabab, Sungusungu, Angola Musumbinji, Mombasa Republican Council and the 42 Brothers*. Currently I am developing Terms of Reference (TORs) for a National wide base line survey on Gender based Violence. I acquired research skills in Kenya and UK during my studies for the Masters' degree and Diploma in Adult Education. I have conducted research on the Horn of Africa Conflicts and an evaluative study on the teaching effectiveness of paramilitary training. Both of these reports are unpublished.

I have been leading a team of National Crime Research Centres' (NCRC) staff in preparation of Strategic plan for the 2013-2017 period. Also, I have been instrumental in negotiating and evaluation of the Performance Contract with the Performance Contracting Department in the Ministry of State for planning. I have been trained on Psychometric testing and Aptitude battery.

WORK EXPERIENCE

- 2011 to date : SUPERINTENDENT (SP) Researcher National Crime Research Centre (NCRC)
- Participate in making budgets for NCRC
 - Research development, draw terms of reference, supervise research
 - Organize research dissemination work shops
 - In-charge of the anti-corruption and tender committees at NCRC
 - Account signatory
 - Team leader Strategic planning
 - Team leader negotiation and evaluation of performance contract.
 - Coordinate and train research assistants
- 2008 – 2010: SP- (Unit Armourer), General Service Unit Headquarters
- Implement decisions from my superior officers
 - Carry out inspections for serviceability of all weapons held In GSU
 - Attend National Security Aviation meetings
 - Attend to National Operational Emergencies
- 2004 - 2008: CHIEF INSPECTOR (CI) -Officer Commanding Curriculum Development and Evaluation Faculty-GSU Training school Embakasi.
- Carry out Curriculum review and Evaluation
 - Give instructional training to recruits ,junior officers and senior officers
 - Prepare training programmes for external security providers/agencies

- Did set the current police Aptitude test
- Established a Certificate and Diploma Kenya National Examination Council ICT examination centre at GSU Embakasi
- Established the Institute of Security Studies at Kenyatta University

1991 - 2003: INSPECTOR (IP) - Platoon Commander

- Plan President's guard security
- Execute President's protection and security plans
- Coordinate President's crowd control procedures
- Collect and Collate operational situational reports

1988 - 1990: CORPORAL (CPL) - Section Commander

- Map out operational hotspots
- Plan security operations
- Command fighting patrols
- Maintain weapons and ammunition in a state of readiness

1983 - 1987: POLICE CONSTABLE (PC)-Security Operations

- Carry out security operations in North Eastern, Coast, Western and North Rift Valley regions
- Perform VIP protection duties

PUBLICATIONS

2011-2012 : National Crime Research Centre
A study on organized Criminal Gangs in Kenya
(unpublished)

2002 - 2003

: **University of Hull (UK)**

Security Situation in the Horn of Africa; The Sudan and Somali Conflicts, The Effects on Kenya. (unpublished)

1998-1999

: **University of Nairobi**

An Evaluative study to Determine the Teaching Effectiveness of the G.S.U. Training School in Nairobi at Embakasi. (unpublished)

PERSONAL ATTRIBUTES

1. Team player, able to work well with people from various backgrounds.
2. Able to work in challenging environments offering room for career progression.
3. Able to work within tight schedules and with minimum supervision.
4. An honest, smart, working and highly motivated self individual with good communication skills.

HOBBIES

- Diversified learning especially journals
- Business and current affairs
- Community development by helping the less fortunate

REFEREES

<p>Mr. Mathew Iteere EBS The Commissioner of Police Vigilance House Police Headquarters P. O. Box 30083-00100 NAIROBI.</p>	<p>Dr. Karatu Kiemo PhD Department of Sociology and Social Work University of Nairobi P.O. Box 30197 00100 NAIROBI.</p>	<p>Mr. Oriri Onyango, Director, National Crime Research Centre, P. O. Box 21180-00100, NAIROBI.</p>
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APPENDIX 4 : COMPETENCY FRAMEWORK

EXECUTIVE

COMPETENCY FACTORS

Serving the public

Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understands the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively engaging with different communities, agencies and strategic stakeholders, developing effective partnerships at a local and national level. Understands partners' perspectives and priorities, working co-operatively with them to develop future public services within budget constraints, and deliver the best possible overall service to the public.

Leading strategic change

Thinks in the long term, establishing a compelling vision based on the values of the Police Service, and clear direction for the force. Instigates and delivers structural and cultural change, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required. Identifies better ways to deliver value for money services that meet both local and national needs, encouraging creativity and innovation within the force and partner organizations.

Leading the workforce

Inspires people to meet challenging organizational goals, creating and maintaining the momentum for change. Gives direction and states expectations clearly. Talks positively about policing and what it can achieve, building pride and self-esteem. Creates enthusiasm and commitment throughout the force for rewarding good performance, and giving genuine recognition and praise. Promotes learning and development within the force, giving honest and constructive feedback to colleagues and investing time in coaching and mentoring staff.

Managing Performance

Translates the vision into action by establishing a clear strategy and ensuring appropriate structures are in place to deliver it. Sets ambitious but achievable timescales and deliverables, and monitors progress to ensure strategic objectives are met. Identifies and removes blockages to performance, managing the workforce and resources to deliver maximum value for money. Defines what good performance looks like, highlighting good practice. Confronts under performance and ensures it is addressed. Delegates responsibilities appropriately and empowers people to make decisions, holding them to account for delivery.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Delivers on promises, demonstrating personal commitment, energy and drive to get things done. Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility throughout the force. Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances. Takes responsibility for making tough or unpopular decisions, demonstrating courage and resilience in difficult situations. Remains calm and professional under pressure and in conditions of uncertainty. Openly acknowledges shortcomings in service and commits to putting them right.

Decision making

Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions. Gathers and considers all relevant and available information, seeking out and listening to advice from specialist. Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation. Identifies the key issues clearly, and the inter-relationship between different factors. Considers the wider impact and implications of different options at a local and national level, assessing the costs, risks and benefits of each. Prepared to make the ultimate decision, even in conditions of ambiguity and uncertainty. Makes clear, proportionate and justifiable decisions, reviewing these as necessary.

Working with others

Builds effective working relationships through clear communication and a collaborative approach. Maintains visibility and ensures communication processes work effectively throughout the force and with external bodies consults widely and involves people in decision-making, speaking in a way they understand and can engage equality and the elimination of discrimination. Treats people as individuals,

showing tact, empathy and compassion. Negotiates effectively with local and national bodies, representing the interests of the Police Service. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively. Fully commits to team decisions.

Policing Professional Framework Personal Qualities.

APPENDIX 5: SUMMARY OF SCORES

INTERVIEW SCORE SHEET SUMMARY FOR INSPECTOR GENERAL								
Candidate	Chairperson	Musengi	Mary	Muiu	Esther	Murshid	AVERAGE	Position
David Kimaiyo	81.3	95.0	85.0	92.5	93.8	71.3	86.48	1
John P Ochieng	67.5	81.3	80.0	86.3	72.5	86.3	78.98	2
Hassan Noor	83.8	82.5	78.8	73.8	63.80	65.00	74.62	3
Peter Mwangi	66.3	92.5	72.5	77.5	80.0	57.5	74.38	4
Erick Kibaara Kiraithe	70.0	77.5	61.3	66.3	87.5	60.0	70.43	5
Grace Kaindi	70.0	76.3	71.3	76.3	60.00	62.50	69.40	6
Swaleh Slim	75.0	73.8	72.5	61.3	57.50	75.00	69.18	7
Kaol Mary	61.3	66.3	75.0	72.5	75.0	63.8	68.98	8
Joseph Ashimala	52.5	50.0	51.3	55.0	35.0	43.8	47.93	9

INTERVIEW SCORE SHEET SUMMARY FOR ADMINISTRATION POLICE								
Panelist	Chairperson	Musengi	Mary	Muiu	Esther	Murshid	AVERAGE	Position
Candidate								
Samuel Mwongera Arachi	92.5	93.8	90.0	92.5	95.0	77.5	90.22	1
Gideon Muoki Kimilu	82.5	95.0	91.3	97.5	91.3	70.0	87.93	2
Omar Shurie Abdi	73.8	77.5	71.3	88.8	78.8	83.8	79.00	3
Fred Mwei Mbithi	58.8	72.5	75.0	78.8	67.5	61.3	68.98	4
David Karugu Ngondi	62.5	55.0	46.3	53.8	65.0	48.8	55.23	5
Eusebius Karuti Laibuta	40.0	43.8	36.3	52.2	50.0	37.5	43.30	6
Margaret Nyambura Karanja	31.3	42.5	42.5	50.0	50.0	33.8	41.68	7
Dalmas Otieno Nyakembo	45.0	48.8	33.8	33.8	43.8	36.3	40.25	8
Alexander Munyao	38.8	40.0	35.0	30.0	41.3	27.5	35.43	9

INTERVIEW SCORE SHEET SUMMARY FOR KENYA POLICE SERVICE

Panelist	Chairperson	Musengi	Mary	Muiu	Esther	Murshid	AVERAGE	Position
Candidate								
Francis Ndegwa Muhoro	96.3	90.0	77.5	92.5	97.5	81.3	89.18	1
Judy Jabet Ndeda	91.3	93.8	80.0	78.8	77.5	95.0	86.07	2
Jasper Nyauma Ombati	75.0	78.8	93.8	93.8	77.5	91.3	85.03	3
Dido Mamo Galgalo	72.5	82.5	75.0	73.8	82.5	87.5	78.97	4
Mohamed Ibrahim Amin	68.8	82.5	80.0	75.0	63.8	65.0	72.52	5
Zachary mwangi King'ori	68.8	75.0	66.3	61.3	71.3	70.0	68.78	6
Marcella W K Andanje	70.0	56.3	58.8	70.0	73.8	60.0	64.82	7
Stanley Cheuiyot	62.5	60.0	67.5	63.8	65.0	53.8	62.10	8
Zipporah Gatiria Mboroki	52.5	62.5	52.5	51.3	61.3	45.0	54.18	9