



RE-ADVERTISEMENT FOR THE POSITION OF SENIOR INVESTMENT OFFICER

KenGen Staff Retirement Benefits Scheme seeks to recruit a professional, a highly motivated and result oriented individual to fill the post of **Senior Investment Officer**.

Applications are therefore invited from qualified persons to fill the vacancy as per the matrix below:

No.	Job Title	No. of Vacancies
1.	Senior Investment Officer	1

JOB PURPOSE

The Senior Investment Officer is responsible for supporting the formulation and implementation of the Scheme's investment strategy, portfolio management, investment research, performance monitoring, manager oversight and investment reporting to ensure achievement of the Scheme's investment objectives.

The role provides technical leadership in investment management activities and supports compliance with applicable regulatory requirements, investment policies and governance frameworks.

KEY DUTIES AND RESPONSIBILITIES

Investment Strategy and Portfolio Management

1. Support development and implementation of the Scheme's investment strategy and annual investment plans.
2. Monitor portfolio performance against approved benchmarks and investment objectives.
3. Undertake asset allocation analysis and provide recommendations on portfolio optimization.
4. Conduct market research and analysis to support investment decision-making.
5. Evaluate investment opportunities and prepare investment appraisal reports.
6. Monitor investment risks and recommend appropriate mitigation measures.
7. Review performance of external fund managers, brokers, custodians and other service providers.
8. Participate in investment due diligence exercises and investment manager evaluations.

Investment Monitoring and Reporting

9. Prepare periodic investment performance reports for Management, Investment Committee and Board of Trustees.
10. Monitor compliance with approved investment policies, investment mandates and applicable regulations.
11. Analyze economic and market developments and assess their potential impact on the Scheme's portfolio.
12. Maintain investment performance databases and reporting systems.
13. Prepare investment dashboards and management information reports.

Governance, Risk and Compliance

14. Ensure compliance with Retirement Benefits Authority requirements and other applicable regulatory frameworks.
15. Support implementation of investment risk management frameworks.
16. Monitor adherence to approved investment limits and guidelines.
17. Assist in implementation of recommendations arising from audits, reviews and regulatory inspections.
18. Support maintenance of sound investment governance practices.

Stakeholder Management

19. Liaise with fund managers, custodians, brokers, consultants and other investment service providers.
20. Participate in meetings with investment stakeholders and prepare relevant documentation.
21. Support member education and stakeholder communication initiatives relating to investments.

Leadership and Supervision

22. Provide technical guidance and mentorship to the Investment Analyst and Investment Assistant.
23. Support performance management and development of staff within the Investments function.
24. Promote continuous improvement and knowledge sharing within the department.

Other Responsibilities

25. Perform any other duties as may be assigned from time to time by the Investment & Strategy Manager.

KEY PERFORMANCE INDICATORS

The position shall be evaluated against, among others, the following indicators:

Portfolio Performance

- Achievement of approved investment return targets.
- Performance relative to benchmarks.

Investment Research and Analysis

- Quality and timeliness of investment recommendations.
- Quality of investment appraisal reports.

Compliance

- Compliance with investment policy and regulatory requirements.
- Number and severity of compliance breaches.

Reporting

- Accuracy and timeliness of investment reports.
- Quality of management information provided.

Stakeholder Management

- Service provider performance monitoring effectiveness.
- Stakeholder satisfaction levels.

JOB SPECIFICATIONS

Academic Qualifications

Bachelor's degree in Finance, Economics, Actuarial Science or another closely related quantitative discipline from a recognized university.

Professional Qualifications

Must have completed at least one (1) recognized professional qualification applicable to the role: CIFA, CFA, CISI, CPA (K), ACCA or an equivalent qualification and maintain membership in good standing with the relevant professional body.

Experience

Minimum seven (7) years relevant experience in Investment management, Portfolio management, Fund management, Pension fund investments, Asset management or other related investment environment.

Knowledge and Competencies

Technical Competencies

- Investment analysis.
- Portfolio management.
- Asset allocation.
- Financial modelling.
- Investment risk management.
- Performance measurement and attribution.
- Capital markets knowledge.
- Pension fund investment management.
- Regulatory compliance.

Behavioral Competencies

- Strategic thinking.
- Analytical skills.
- Decision making.
- Communication and presentation skills.
- Leadership and mentoring skills.
- Stakeholder management.
- Integrity and professionalism.
- Results orientation.

How to Apply

Interested and qualified candidates are advised to visit the Scheme's website for detailed job description for the role at <https://kengensrbs.co.ke/about-us/careers>.

Interested candidates for the above opportunity should apply online by filling in the application form from the following link:

- [Senior Investment Officer Application Form](#)

The application form **MUST** be filled in full. In addition, applicants should upload the National ID, application letter, detailed curriculum vitae including addresses of **three referees**, copies of academic and professional certificates and relevant testimonials on the application form.

The deadline for submission of all applications is on or before **5th August 2026 by 5.00pm.**

Canvassing will lead to disqualification. Only shortlisted candidates will be contacted.

CEO & Trust Secretary
KenGen SRBS
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