



Independent Policing
Oversight Authority

VACANCY ANNOUNCEMENT

The Independent Policing Oversight Authority is established pursuant to the Independent Policing Oversight Authority Act Cap. 86 Laws of Kenya. Its primary mandate is to provide civilian oversight over the work of the National Police Service.

The Authority seeks to recruit results-oriented Kenyan citizens with drive, vision and creativity to fill the following vacant positions: -

No	Job Reference	Designation	Job Grade	Vacant Positions
11	IPOA/HR/22/2026	Counselling Officer II	IPOA 9	1 Post

How to apply:

Interested candidates who meet the required qualifications are invited to submit their application **ONLINE** through the Careers portal on IPOA website at <https://www.ipoa.go.ke/ipoa/careers> . No Physical applications will be accepted

Detailed job description and specification for these positions are available here: <https://www.ipoa.go.ke/ipoa/careers>.

All applications to reach the Authority on or before **10th November, 2026** at **5.00 p.m. East Africa time**.

**Director/Chief Executive Officer,
Independent Policing Oversight Authority,
1st Ngong Avenue, ACK Garden Annex, 2nd Floor,
P.O Box 23035 – 00100,
NAIROBI.**

Successful applicants must meet the requirements of Chapter Six of the Constitution of Kenya 2010 and provide the following documents; clearance certificate from HELB, EACC, CRB, KRA and DCI. Further to this, background checks and verification of academic certificates shall be undertaken before onboarding.

IPOA is an equal opportunity employer and shall not in its recruitment discriminate on the basis of race, religion, colour, ethnic origin, political affiliation, sex or sexual orientation, pregnancy, marital status, disability, health or social status. Kindly note that canvassing will lead to automatic disqualification.

IPOA does not engage any recruitment agencies and no medical examination is required before one attends an interview. IPOA does not charge a fee at any stage of the recruitment process (application, shortlisting or interview). Only shortlisted candidates will be contacted

**11.IPOA/HR/22/2026; COUNSELLING OFFICER II JOB GRADE IPOA 9 (1 POSITION)
(CONSOLIDATED SALARY KSH. 90,000 – 130,000)**

Job Title	Counselling Officer II
Grade	IPOA 9
Directorate	Complaints Management and Counselling Services
Department	Counselling Services
Location / Work Station	Headquarters/ Nairobi/ Regional Offices
Reporting Relationships	
Reports to	Senior Assistant Director, Counselling Services
Job Purpose	
This cadre is responsible for providing professional psychosocial support to external clients who are psychologically affected as a result of their victimization by the police as well as providing professional psychosocial support to staff members.	
Key Responsibilities/ Duties / Tasks	
An officer at this grade will undertake the following duties and responsibilities: i. Supporting the implementation of policies, strategies, guidelines, plans, standards, tools and procedures pertaining to Counselling Services; ii. Updating records in the counselling department; iii. Collecting and collating data for developing internal and external reports for counselling services; iv. Assessing clients' psychological status for appropriate action and recommendations; v. Providing psychosocial services to complainants and their families, witnesses and survivors following police action or inaction; vi. Providing psychosocial services to staff; and vii. Participating in the case intake committee.	
Knowledge, Experience and qualifications required	
For appointment to this grade, an officer must have the following Qualifications: i. Bachelor's Degree in Counselling, Psychology or equivalent qualifications from a recognized institution; ii. Membership to a relevant and recognized professional body; iii. Valid practicing license issued by the Counsellors and Psychologists Board; iv. Proficiency in computer applications.	