REPUBLIC OF KENYA

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
4	IPOA/HR/15/2026	Investigations Officer II	IPOA 9	4 Posts

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

4. IPOA/HR/15/2026; INVESTIGATIONS OFFICER II JOB GRADE IPOA 9 (4 POSITIONS) (CONSOLIDATED SALARY KSH. 90,000 – 130,000)

Job Title	**Investigations Officer II**
Grade	IPOA 9
Directorate	Investigations and Forensic Services
Department	Investigations / Forensics and Rapid Response
Section / Unit	Rapid Response/ General Investigations/ Homicide & Serious Offences / SGBV & Children
Location / Work Station	Headquarters, Nairobi / Regional Offices / County Offices
Reporting Relationships	
Reports to	Senior Assistant Director, Investigations/ Assistant Director, Regional Coordination
Job Purpose	
To conduct investigations into complaints related to offences committed by any member of the Service as provided and guided under Section 6, 7, 24 and 25 of the IPOA Act.	
Key Responsibilities/ Duties / Tasks	
An officer at this grade will undertake the following duties and responsibilities: i. Implementing strategies, policies, manuals, plans, standards and procedures pertaining to investigations; ii. Conducting investigations of any complaints on police misconduct; iii. Collecting and collating information and drafting reports to inform investigations; iv. Updating the internal case tracking system of all investigations; v. Supporting the prosecution process in court in liaison with the division head; vi. Supporting the implementation of quality assurance standards of investigations; vii. Participating in rapid responses; viii. Gathering evidence and analyzing information on investigations and Forensics; ix. Updating, maintaining and ensuring safe custody of all investigative records; and x. Implementing risk mitigation measures.	
Knowledge, Experience and qualifications required	
For appointment to this grade, an officer must have the following qualifications:	

i. Bachelor's Degree in any of the following disciplines: Forensic Science, Criminal Justice, Criminology, Law, Social Science or any other relevant field from a recognized institution; and ii. Proficiency in Computer Applications.