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
16	IPOA/HR/27/2026	Security Officer II	IPOA 9	2 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

16. IPOA/HR/27/2026; SECURITY OFFICER II JOB GRADE IPOA 9 (2 POSITIONS) (CONSOLIDATED SALARY KSH. 90,000 – 130,000)

Job Title	**Security Officer II**
Grade	IPOA 9
Directorate	Security Services
Department	Security
Location / Work Station	Headquarters
Section / Unit	Security
Reporting Relationships	
Reports to	Senior Assistant Director, Security
Job Purpose	
This cadre is responsible for the management and coordination of all security operations in the Authority.	
Key Responsibilities/ Duties / Tasks	
An officer at this grade will undertake the following duties and responsibilities: i. Supporting in implementation of policies, strategies, guidelines, systems, plans, standards and procedures that impact on security services while ensuring compliance to applicable laws and regulations; ii. Coordinating outsourced security services; iii. Conducting internal Investigations; iv. Gathering intelligence to enhance security in the Authority; v. Undertaking weapon handling and armed security operations; vi. Conducting surveillance and accessing control operations in the Authority; vii. Participating Security Risk Analysis (SRA) and surveys in the Authority; viii. Providing close protection and security escort services in the Authority ix. Providing security updates and advisories in the Authority; x. Supporting in the implementation of capacity building programs on security matters in the Authority; xi. Implementing disaster management programs in the Authority; xii. Updating records in the department; and xiii. Collecting and collating data for compiling internal and external reports in the department.	
Knowledge, Experience and qualifications required	
For appointment to this grade, an officer must have the following Qualifications: i. Bachelor's Degree in Criminology, Forensic Science, Criminal Justice, Security Management or any other equivalent qualification from a recognized institution; and ii. proficiency in computer application.	