



REPUBLIC OF KENYA


**KENYA REVENUE
AUTHORITY**
ISO 9001:2015 CERTIFIED

Career Opportunities in Revenue Administration

Our client, the Kenya Revenue Authority (KRA) is the principal revenue collector for the Government of Kenya, with the primary goal of delivering Kenya to financial self-sufficiency through effective tax revenue mobilization. KRA is seeking to recruit exceptional leaders who are discernible change catalysts, with impeccable integrity and ability to build a culture of ethical, results oriented and high performing teams to fill exciting and challenging roles of **Commissioner - Customs & Border Control** and **Commissioner - Investigations & Enforcement**.

Commissioner of Customs & Border Control

Reporting to the Commissioner General, the Commissioner - Customs & Border Control will be responsible for setting the overall direction of the department and providing leadership within the context of the Authority's overall strategic plan.

Key Duties and Responsibilities

- Provide strategic leadership in driving the overall performance, transformation and change agenda in the Customs & Border Control Department;
- Develop and implement strategies to effectively mobilise customs revenue due from cross border trading activities and counter tax evasion;
- Facilitate trade by promoting efficient cross border movement of goods in line with Kenya's stated international trade goals;
- Develop and implement effective border control and management strategies to secure cross border trade, and interdict trafficking in illicit and harmful products;
- Facilitate international trade by ensuring simplified and harmonized customs procedures to expedite clearance of goods;
- Drive custom's transactional risk management strategies, and enhance inter-agency collaboration;
- Protect society and environment through enforcement of prohibitions and restrictions on illegal trade; and
- Develop and manage departmental work plan and budgets, and oversee collection, collation and compilation of trade statistics on all imports and exports.

Person Specifications

- Be a holder of a university Degree in Business Administration, Economics, Law, or related fields, from a recognized institution;
- A Master's Degree in related fields, and professional qualification and membership to a professional body shall confer added advantage;
- Must have at least Fifteen (15) years' relevant experience in Customs or Security Management Operations, with not less than ten (10) years in a senior leadership role, within corporate management operations in a large public or private organisation;
- Possess strong appreciation of customs practice, operations and reform agenda;
- Have a high understanding of the dynamics of illicit trade and impact on both revenue and trade;

Commissioner - Investigations and Enforcement

Reporting to the Commissioner General, the Commissioner - Investigations and Enforcement will be responsible for setting the overall direction of the department and providing leadership within the context of the Authority's overall strategic plan.

Key Duties and Responsibilities

- Provide strategic leadership in driving the overall performance, transformation and change agenda in the Investigations and Enforcement Department;
- Develop and implement strategies and frameworks for revenue assurance and effective tax compliance;
- Formulate policies and procedures to optimize revenue collection and operational efficiency of the department;
- Establish systems to identify, investigate, prosecute and deter willful non-compliance, tax fraud and crimes in line with tax legislations;
- Investigate and identify non-compliant sectors or taxpayers and conduct taxpayer assessments and education; and develop appropriate mitigation strategies for non-compliance;
- Establish and maintain effective strategic and cross border business partnerships and networks; and
- Formulate, implement and monitor the department's budgets, and enhance controls to deter leakages.

Person Specifications

- Be a holder of a university Degree in Business Administration, Economics, Law or related field from a recognized institution;
- A Master's Degree in the relevant fields, and professional qualification and membership to a professional body shall be an added advantage;
- Have at least fifteen (15) years' work experience in fraud investigation, revenue assurance, commercial risk, tax administration or fiscal management with not less than ten (10) years in a senior leadership role, within corporate management operations in a large public or private organization;
- Have a high understanding of the dynamics of illicit trade and impact on both revenue and trade;

- procedures to expedite clearance of goods;
- Drive custom's transactional risk management strategies, and enhance inter-agency collaboration;
- Protect society and environment through enforcement of prohibitions and restrictions on illegal trade; and
- Develop and manage departmental work plan and budgets, and oversee collection, collation and compilation of trade statistics on all imports and exports.

Person Specifications

- Be a holder of a university Degree in Business Administration, Economics, Law, or related fields, from a recognized institution;
- A Master's Degree in related fields, and professional qualification and membership to a professional body shall confer added advantage;
- Must have at least Fifteen (15) years' relevant experience in Customs or Security Management Operations, with not less than ten (10) years in a senior leadership role, within corporate management operations in a large public or private organisation;
- Possess strong appreciation of customs practice, operations and reform agenda;
- Have a high understanding of the dynamics of illicit trade and impact on both revenue and trade;
- Must have demonstrable knowledge of the National Security management strategies and requirements; and
- Have strong leadership, team building and communication skills, with ability to persuade and influence stakeholders.

- assessments and education; and develop appropriate mitigation strategies for non-compliance;
- Establish and maintain effective strategic and cross border business partnerships and networks; and
- Formulate, implement and monitor the department's budgets, and enhance controls to deter leakages.

Person Specifications

- Be a holder of a university Degree in Business Administration, Economics, Law or related field from a recognized institution;
- A Master's Degree in the relevant fields, and professional qualification and membership to a professional body shall be an added advantage;
- Have at least fifteen (15) years' work experience in fraud investigation, revenue assurance, commercial risk, tax administration or fiscal management with not less than ten (10) years in a senior leadership role, within corporate management operations in a large public or private organization;
- Have a high understanding of the dynamics of illicit trade and impact on both revenue and trade;
- Must have demonstrable knowledge of the National Security management strategies and requirements; and
- Have strong leadership, team building and communication skills, with ability to persuade and influence stakeholders.

This appointment is on contractual terms for a period of five (5) years renewable for one (1) further term, subject to relevant public service regulations governing staff tenure. Successful applicants will be required to undergo corruption and security background vetting in accordance with KRA and Government procedures.

Applicants will be required to satisfy the requirements of Chapter Six of the Constitution of Kenya 2010 including: A Valid Certificate of Tax Clearance from Kenya Revenue Authority (KRA), Valid Certificate of Good Conduct from the Directorate of Criminal Investigations, clearance from the Ethics & Anti-Corruption Commission (EACC), i.e., Certified copy of duly completed First Schedule (S.13) Self Declaration form from EACC, clearance Certificate from Higher Education Loans Board (HELB), and a report from an approved Credit Reference Bureau (CRB).

For Kenya Revenue Authority internal candidates, any person who has served at the position of Senior Assistant Commissioner or Manager and above, and meets the criteria stipulated above is encouraged to apply.

If you believe you possess and can clearly demonstrate your ability in the required relevant criteria for any of the above roles, please submit your application, including copies of relevant academic and professional certificates and testimonials, your curriculum vitae, details of current position, current remuneration, as well as email and telephone contacts of three (3) referees who can speak of your competence, character and integrity.

For the full details about these two positions and how to apply, kindly log onto our e-recruitment platform via <https://www2.deloitte.com/ke/en/careers/executive-search-recruitment.html>.

Email or hard copy applications will NOT be accepted. All applications MUST be submitted through the e-recruitment portal to be considered. **ONLY shortlisted candidates will be contacted.**

To be considered, your application must be received by not later than **12th February 2021** addressed to:

**The Director,
Executive Selection Division
Deloitte Consulting Limited**

Deloitte Place Waiyaki Way Westlands, Nairobi, Kenya

The Kenya Revenue Authority is an Equal Opportunity Employer (EOE) and committed to diversity and gender equality. Canvassing will lead to automatic disqualification.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.