



PRIORITY POSITIONS FOR RECRUITMENT UNDER PHASE I

EAC SECRETARIAT

S/No.	Position	Grade	No. Of vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
SG OFFICE					
Legal					
1.	Counsel to the Community	D1	1	Now	Leadership- Principal Legal Adviser of the Community. To oversee and provide strategic leadership to the office of the CTC.
2.	Senior Principal Legal Officer	P4	1	Now	Expertise and Workload- To assist the office of the CTC in litigation before the EACJ and ensuring compliance with court judgments.
3.	Principal Legal Officer	P3	1	Now	Expertise and Workload – to assist in the work of the office of CTC in reviewing contracts, financing agreements and cooperation arrangements as well as providing legal support to all organs and institutions of the Community.
Audit					
4.	Principal Internal Auditor	P3	1		The position is for the Head of Internal Audit is essential because they provide independent assurance that an organization's resources are protected, risks are managed, and operations comply with laws and policies. By overseeing internal controls, preventing fraud, and reviewing processes, they strengthen governance, improve efficiency, and give leadership objective insights for better decision-making. In short, this role is the guardian of integrity and accountability, ensuring transparency, trust, and long-term sustainability.

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Risk Management						
Communication and Public Relations						
5.	Senior Public Relations Officer	P2	1	Now	Currently there is no established Staff under this docket. A Public Relations Officer (PRO) is important because they shape and protect an organization's image, ensuring clear, positive communication with the public, media, and stakeholders. They manage press releases, events, and crisis communication, helping the organization build trust and credibility.	
CORPORATE SERVICES						
6.	DG- Corporate Services	D1	1	Now	The role of the DG- Corporate Services is essential to oversee the coordination of corporate functions, including administration, facilities management, and support services. This position is critical for ensuring efficient and seamless corporate operations, reducing the current over-dependence on a single person in leadership, and improving the overall strategic direction and service delivery of corporate services.	
7.	Project Coordinating Officer	P3	1	Now	This position ensure that projects run smoothly by aligning tasks, timelines, and resources with EAC goals. By coordinating activities, tracking budgets, and ensuring compliance with standards, this person helps projects stay on schedule and within scope. We currently have a number of projects which run in silo and it is difficult to track their performance.	
8.	Senior Procurement Officer	P2	1	Now	The procurement unit currently has only one staff member, leading to significant overload. This overburden negatively affects procurement efficiency, compliance, and timely service delivery. Recruiting a Senior Procurement Officer will address this workload, enhance procurement processes, and ensure that all procurement activities adhere to proper regulatory guidelines.	

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HUMAN RESOURCE AND ADMINISTRATION					
9.	Principal Librarian	P3	1		There is only one person under Library (Principal Librarian even then the position will fall vacant in the next couple of months and there will be no one to man the Library. Currently they are also holding fort for the records office which is not manned because it is also vacant.
10.	Senior Records Officer	P2	1	Now	To manage the increasing volume of records and ensure proper document management, the Senior Records Officer role is essential. This position will enhance record-keeping efficiency, improve compliance with record management policies, and support audits and information retrieval processes.
11.	Protocol / Conference Officer	P1	1		There is no one for now to manage Protocol and Conferencing. A Protocol and Conferencing Officer is important because they ensure that official events, meetings, and conferences are organized smoothly, professionally, and in line with established protocol. They manage logistics, coordinate with stakeholders, and uphold diplomatic and organizational standards, which strengthens the institution's image and credibility.
12.	French Translator	P2	1	Now	A French Translator and Interpreter is highly important for the East African Community (EAC) because French is one of the official working languages of the region and is widely used across several Partner States and neighbouring countries. This role ensures smooth communication during meetings, conferences, and negotiations, allowing French-speaking delegates to fully participate in decision-making.
13.	Inventory Assistant	G5	1	Now	We currently do not have an Inventory Officer to maintain accurate stock records, managing supplies and deliveries, prevent stock shortages and support financial control.

DIRECTORATE OF FINANCE

14	Director Finance	P5	1	Now	Fast-tracking this role is critical because it provides strategic financial leadership and oversight . The Director Finance ensures alignment of financial management with organizational goals, safeguards financial sustainability, and strengthens donor confidence. Delays at this level can stall decision-making,
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					budget approvals, and high-level financial coordination across partner states and programs.
15	Principal Accountant	P3	1	Now	This position is essential for maintaining the integrity of financial reporting and compliance frameworks . A Principal Accountant supervises accounting functions, ensures adherence to international standards, and supports audits. Fast recruitment minimizes risks of misreporting, audit queries, and non-compliance with regulatory and donor requirements.
16	Accounts Assistant - Cash Management	G5	1	Now	This role is vital for ensuring liquidity and smooth transactional operations . The Accounts Assistant handles cash flows, payments, and receipts, directly impacting operational continuity. Fast-tracking recruitment prevents disruptions in payments, delays in project implementation, and potential reputational risks with suppliers and stakeholders.

DIRECTORATE OF INFRASTRUCTURE

S/No	Position	Grade	No. Of Vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
17	Principal Energy Officer	P3	1	Now	Heads the Energy Department and is responsible for facilitating cooperation on energy resources, infrastructure, products and services, in line with the provisions of Article 101 of the EAC Treaty. Since August 2025, this position has remained vacant, resulting in delays to several energy programmes and projects. Given the importance of this sector to the Community, prompt action is required to address this vacancy. Our efforts to get short term consultancy to fill the gaps have not been successful.
18	Principal Communications Officer	P3	1	Now	Heads Communication/Telecommunication Department and facilitates Partner States cooperation on Information and Communications Technology (ICT) and digital development through implementation of Articles 89, 98 and 99 of the EAC Treaty. This position has been vacant since 2018 and has been overseen by Senior Meteorology Officer who is set to leave in 5 months. As a result, several ICT programs and projects have been misaligned in the Community.

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DIRECTORATE OF PLANNING

S/No	Position	Grade	No. Of Vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
19.	Senior Principal Planning and Research Officer	P4	1	Now	This position is pivotal to the mandate of the Directorate of Planning as it anchors technical coordination across EAC-wide functions, including Planning, Policy Research, Monitoring & Evaluation, and the Quality Management System. It is directly responsible for coordinating the formulation and implementation of key frameworks and outputs, including EAC Development Strategies, Medium-Term Expenditure Frameworks (MTEFs), Annual Operational Plans, bi-annual EAC Calendars of Activities, and Annual Reports. The position requires and delivers high-level technical expertise to support all EAC Organs and Institutions in the development, alignment, and execution of Sectoral Strategic Plans and Annual Operational Plans. It plays a central advisory role in the preparation of various reports, ensuring consistency, quality, and compliance with agreed standards and timelines. In addition, the position is instrumental in operationalising and sustaining the EAC Quality Management System, promoting continuous improvement, performance monitoring, and evidence-based decision-making across the Community. The urgency of this position is underscored by the current staffing gap within the Planning and Research Department, where all established positions remain vacant. This has resulted in a significant workload

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S/No	Position	Grade	No. Of Vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
					burden, risking delays in critical planning cycles, reduced quality assurance, and weakened coordination of planning, monitoring and evaluation processes. This position strengthens accountability, alignment, and results-based management across all Organs and Institutions.

DIRECTORATE OF MONETARY AFFAIRS

S/No	Position	Grade	No. Of Vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
20.	Director of Monetary Affairs	P5	1	Now	This Directorate is newly established under the approved organisational structure, creating an immediate need for dedicated leadership to operationalise its mandate. The timely recruitment of a Director is critical to provide strategic and technical leadership for the effective and efficient implementation of the EAC Monetary Union Roadmap. Without this leadership, there is a significant risk of fragmented implementation, delays in achieving key milestones, and weakened coordination among Partner States and EAC Organs The role will be central in coordinating complex, multi-country processes, harmonising monetary and fiscal policies, and ensuring adherence to agreed convergence criteria and timelines. The Director will also spearhead the technical, institutional, and policy processes required for the implementation of the EAMU Roadmap. Filling this position is therefore imperative to strengthen the capacity of the EAC Secretariat to drive the implementation of the 3rd Pillar of EAC integration.

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21.	Principal Economist (Monetary Affairs)	P3	1	Now	Filling this position is both urgent and strategically critical. This role provides the high-level expertise required to advance the implementation of the East African Monetary Union Roadmap The position plays a pivotal coordinating role across key EAC structures. This includes leading and harmonising the work of the Sectoral Council on Finance and Economic Affairs(SCFEA), Committee on Fiscal Affairs(CFA), Monetary Affairs Committee(MAC) comprising Governors of Partner States' Central Banks as well as its Sub-Committees, notably the Economic Affairs and Coordination Sub-Committee and the Payment Systems Sub-Committee. Delayed recruitment risks weakening institutional capacity, slowing progress on critical milestones, and affecting the timelines in the EAMU Roadmap.
22.	Senior Capital Market Infrastructure Administrator	P2	1	Now	The Capital Market Infrastructure is currently supported only by an Expert appointed by the 45th Meeting of the Council held in July 2024 for one year. While this interim arrangement has provided limited continuity, it is not sufficient to sustain the day-to-day operational, technical, and coordination requirements of the infrastructure. The system requires dedicated, full-time expertise to ensure continuous functionality, manage emerging technical issues, and provide consistent support to stock exchanges across the Partner States. Given the critical role of this infrastructure in advancing regional capital market integration and supporting broader financial sector development objectives, the absence of permanent staffing poses risks to operational stability, service delivery, and stakeholder confidence. The increasing workload associated with maintaining, upgrading, and coordinating the infrastructure further underscores the need for a full-time position. Filling this role is therefore essential to ensure reliability, strengthen institutional support to stock exchanges, and safeguard progress toward an integrated and efficient regional capital market.

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DIRECTORATE OF TRADE

No	Position	Grade	No. of Vacancies	PRIORITY	Justification (Leadership, Expertise, Workload)
23.	Director Trade	P5	1	Now	Strategic leadership for regional trade policy, negotiations, and programme implementation. The Director Trade provides overall leadership for advancing the EAC trade agenda, including implementation of regional and continental trade agreements. The role is essential for coordinating policy, driving trade competitiveness, and ensuring alignment with regional integration goals under the EAC Development Strategy.
24.	Principal Trade Officer, International Trade	P3	1	Now	Knowledge in multilateral and bilateral trade frameworks (WTO, AfCFTA, EPA). Increased engagement in global and continental trade negotiations and compliance monitoring. This role strengthens the Secretariat's capacity to engage in international trade negotiations and ensure effective implementation of agreements. It supports Partner States in aligning national policies with regional commitments and enhances EAC's participation in global trade systems.
25.	Senior Trade Officer, Trade in Services	P2	1	Now	Technical knowledge in services sectors (e.g., finance, transport, ICT) and regulatory frameworks. Growing importance of services trade under the Common Market Protocol and AfCFTA. Trade in services is a key driver of economic growth within the EAC Common Market. This role supports policy development, liberalization schedules, and regulatory harmonization across Partner States, facilitating increased competitiveness and cross-border service provision.
26.	Senior Industrial Officer	P2	1	Now	Knowledge in industrial development, value chains, and manufacturing policy. Rising demand for industrialization initiatives, MSME support, and value addition programmes. Industrialization is central to EAC's structural transformation agenda. This role supports implementation of regional industrial policies, promotes value addition, and enhances competitiveness of local industries, contributing to job creation

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DIRECTORATE OF CUSTOMS

No	Position	Grade	No. of Vacancies	PRIORITY	Justification (Leadership, Expertise, Workload)
27.	Principal Customs Officer, Compliance & Enforcement	P3	1	Now	Specialized knowledge in customs enforcement, post-clearance audit, and risk management systems. This role is critical to strengthen enforcement of the EAC Customs Union protocols, including combating smuggling, fraud, and revenue leakage. With expanding trade volumes and implementation of risk-based compliance systems, the Secretariat requires a senior officer to harmonize enforcement practices, support Partner States, and ensure uniform application of customs laws.
28.	Principal Customs Officer, Procedures & Facilitation	P3	1	Now	To support ongoing reforms in harmonisation of procedures, system integration, and regional digital platforms demand dedicated technical leadership. The EAC is implementing digital initiatives such as the Single Customs Territory Centralised Platform and integrated customs management systems. This role ensures harmonization of procedures, supports ICT-driven reforms, and improves efficiency in clearance processes, thereby reducing trade costs and enhancing regional competitiveness.
29.	Principal Customs Officer, Tariff & Valuation	P3	1	Now	Frequent CET reviews, trade negotiations, and classification disputes require sustained technical input. This position supports the integrity and uniform application of the Common External Tariff and WTO-compliant valuation systems. With ongoing CET reforms and increased trade disputes, the Secretariat needs strong technical capacity to guide Partner States, resolve classification issues, and maintain a predictable tariff regime.

DIRECTORATE OF PRODUCTIVE SECTORS

S/No	Position	Grade	No. of Vacancy	PRIORITY	Justification (Criteria: Leadership, Expertise, Workload)
30.	Director of Productive Sectors	P5	1	Now	The position plays a critical managerial and coordination role by providing strategic leadership across key sectors. Under the new structure, the Director oversees three core departments i.e.

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					Agriculture and Food Security, Environment and Natural Resources, and Tourism and Wildlife Management - ensuring integrated planning, effective implementation, and alignment with overall institutional objectives.
31.	Principal Environment and Natural Resources Officer	P3	1	Now	The position has been vacant for nearly three years, despite the growing importance of Environment and Natural Resources management, particularly in addressing climate change challenges that are increasingly critical to the region. Climate change is a cross-cutting issue affecting multiple sectors, and this position is essential for effective coordination. The position will also play a key role in driving the implementation of existing regional frameworks in the sector and strengthening integrated, climate-responsive development efforts.
32.	Principal Agricultural Officer	P3	1	Now	The position has become vacant following the recent resignation of the Principal Agricultural Economist. Agriculture and Food Security is a major productive sector, a cornerstone to the EAC economies and central to integration hence the position requires filling to coordinate the programmes, projects and activities under the docket.

DIRECTORATE OF POLITICAL AFFAIRS

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
33.	Director Political Affairs	P5	1	Now	The functions of Political Affairs, International Affairs, Peace and Security do not have a coordinator at the level of Director. Given the importance of these functions and the need for effective coordination, particularly in view of the increasing level of engagement and consultations on matters related to the Confederation.
34.	Police Liaison Officer	P5	1	Now	This is a one-man office Coordinating all Police matters in the Region on law enforcement which promotes integration in the EAC region.
35.	Principal International Relations Officer	P3	1	Now	The post is currently vacant and needs someone to man it. A Principal International Relations Officer is important in the East African Community (EAC) because they serve as the key link between the organization and its regional and global partners. They manage diplomatic

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
					engagements, coordinate international cooperation, and ensure that EAC's policies and initiatives are effectively communicated and aligned with external stakeholders. By fostering partnerships, negotiating agreements, and representing the Community in international forums, the role strengthens regional integration, enhances EAC's global visibility, and supports the achievement of its strategic objectives. In essence, this officer safeguards the EAC's interests abroad while promoting collaboration and mutual understanding across borders.

DIRECTORATE OF SOCIAL SECTORS

S/No	POSITION	GRADE	NO. OF VACANCY	PRIORITY	JUSTIFICATION (CRITERIA: LEADERSHIP, EXPERTISE, WORKLOAD)
36.	Director (Social Sectors)	P5	1	Now	The Job holder will offer strategic leadership and coordination of all the Sectors within the Directorate and present sectoral reports to Policy /Statutory Meetings.
37.	Principal Gender and Community Development Officer	P3	1	Now	The Position coordinates critical areas envisaged in the Treaty, including participation of women in the integration process and the statutory Annual SG's Forum
38.	Principal Labour and Employment Officer	P3	1	Now	The position coordinated critical aspects of the EAC Common Market Protocol on Free Movement of Workers, and the Regulations thereto.

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EAST AFRICAN COURT OF JUSTICE

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
39.	Registrar	D1	1	Now	To provide strategic leadership and to perform the judicial and administrative functions of the Office of the Registrar.
40.	Legal Research Officer	P1	1	Now	The Court currently has no legal research officers. As a result, judges must carry out all research themselves, which slows down the delivery of judgments. This also adds to the backlog of cases, since judges are responsible for both research and judgment writing. To address this urgent challenge and ensure timely justice, the Court requests the immediate recruitment of three legal research officers to support the judges in their work.
41.	Senior Legal Research Officer.	P2	1	Now	
42.	Librarian	P1	1	Now	The Court urgently needs to fill the Librarian position. The previous staff exited in December 2025, and no alternative arrangements are possible to fill the gap. As a result, the library is closed, depriving judges and staff of essential resources for research and case preparation. Filling this position is critical to reopen the library and support the Court's core mandate of delivering justice efficiently.

EAST AFRICAN SCIENCE AND TECHNOLOGY COMMISSION (EASTECO)

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
43.	Principal Officer, Scientific Research and Development (POSRD)	P4	1	Now	This is one-man Head of Technical department at EASTECO that has been vacant for two years now. Core activities in this department that contribute to mandate of EASTECO are performed by this office and filling this position is critical and urgent.
44.	Principal Administrative Officer (PAO)	P3	1	Now	This position is so critical to Operations of the Commission being Head of Administration and Human Resources and is one person department. This Position will fall vacant next year in September due to end of duty.
45.	Accounts Assistant	G5	1	Now	The position of Accounts Assistant is necessary to strengthen the finance department and maintain separation or segregation of duties which is a crucial internal control tool. Currently, the department has only one staff which contravenes the requirement of standards and best practices in accounting which advocate that no one person is allowed to generate payments, check the payments, print cheques, sign the cheques, approve vouchers, undertake banking duties, prepare bank reconciliations, sign-off the reconciliations and prepare financial reports and present them for audit. Lack of segregation may encourage fraud, and will always attract audit queries.

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)

EAST AFRICAN LEGISLATIVE ASSEMBLY - EALA

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
46.	Principal Clerk Assistant	P3	1	Now	The Position is critical for coordinating the work of Standing Committees of the Assembly and providing quality-assurance of the technical support of the Clerk Assistants who serve the various Committees.
47.	Senior Clerk Assistant	P2	1	Now	The position is critical for the functioning of the Standing Committees of the Assembly. Clerk Assistants directly provide technical and procedural support to the various Committees they are assigned to. Currently, three of the six Standing Committees have no substantive officer to support their work.

EAST AFRICAN HEALTH RESEARCH COMMISSION

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
48.	Executive Secretary	D1	1	Now	Leadership: The EAHRC does not have the Substantive Executive Secretary
49.	Accountant	P1	1	Now	The Commission currently have no Accountant which is a critical technical position. Therefore, the accounts operations for the commission cannot be held.
50.	Principal Innovation Research and Innovation Development Officer	P3	1	Now	To replace a PHO who will exit the commission in November 2026 following the age limitation while other two PHO positions are still vacant.
51.	Receptionist/Office Attendant	G3	1	Now	Workload: There is no staff to handle the tasks of the Office Attendant, Any Institution needs an Office Attendant.

EAST AFRICAN KISWAHILI COMMISSION

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
Phase 1 (Immediate)					
52.	Principal Research & Development Officer	P3	1	Now	The position of Principal Research & Development Officer has been vacant since the inception of the Commission. Previous recruitment for this position was not successful as the appointed person could not take up the offer and 43 rd ordinary meeting of the Council directed that the position be re-advertised which has not taken place up to date. The absence of Principal Research & Development Officer has affected research activities of the Commission. This position should be urgently filled to facilitate collaborations in regional Kiswahili research to inform policy and action. The popularisation of Kiswahili in EAC require deliberate actions for its promotion and development that cannot be effectively undertaken without research based policy actions. The recruitment of the Principal Research & Development Officer will help in coordination of all efforts in promoting regional Kiswahili research to facilitate different undertakings towards Kiswahili development.
53.	Principal Curriculum Development Officer	P3	1	Now	The position of the Principal Curriculum Development Officer became vacant when the jobholder took up the position of the Executive Secretary and has not been replaced since then. The jobholder will take lead in the promotion of curriculum development and harmonisation to equip citizens with Kiswahili literary and linguistic skills that meet the needs and conforms to the development plans of the Community. Kiswahili having been adopted by most Partner States as a subject to be taught in schools require development of harmonised curriculums for the purposes of uniformity in teaching and learning of Kiswahili across EAC. The officer will further initiate the development of strategies, policies and projects for curriculum development and harmonisation of Kiswahili in Partner States.
54.	Assistant ICT Officer	G5	1	Now	The position of the Assistant Information and Communication Technology Officer was a downgrade of the Position of the Senior ICT officer by Adhoc Service Commission and approved by 40 th Extra-ordinary Council of Minister in October, 2019. The position require urgent filling to coordinate the planning and implementation of ICT Strategies to create an enabling environment necessary for efficient and effective implementation of EAKC programs. For the Commission to easily communicate

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
					to its stakeholders, ICT systems need to be properly developed and coordinated. The uptake of online learning and the development of online Kiswahili learning materials will be effectively delivered by recruitment of an ICT officer to ensure that adequate preparations are made and platforms for online learning established.
55.	Personal Secretary	G4	1	Now	The Personal Secretary will manage the office and provide efficient secretarial services to the Commission. As the Commission expands, the need for a Personal Secretary to manage the office of the Deputy Executive Secretary projects and programs becomes more of a necessity. The Personal Secretary will not only manage the office of the Deputy Executive Secretary but will also be responsible for providing secretarial services to other offices and ensure security of office and information. This will be in addition to ensuring provision of administrative support services to the Commission.
56.	Senior Administrative Officer	P2	1	Now	The Senior Administrative Officer will coordinate all matters regarding Office Administration, Human Resource, Procurement, Information Technology and Library and Documentation. Aware that the Senior Human Resource Officer who has been undertaking these functions will end his tour of duty on the 7 th July 2025, it is important that the Senior Administrative Officer is urgently recruited for smooth operations at the Commission.
57.	Accountant	P1	1	Now	The Accountant will coordinate efficient financial resource utilization and ensure that all payments are made in compliance with EAC financial rules and regulations. Aware that the current Principal Accountant who has been handling this function will end his tour of duty on the 30 th July 2025, it is important that the Accountant is urgently recruited for smooth operations at the Commission. The position of Principal Accountant was downgraded and therefore will have to be filled at lower level (Accountant P1)

INTER-UNIVERSITY COUNCIL FOR EAST AFRICA

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
58.	Executive Secretary (ES)	D1	1	Now	The Executive Secretary is the Chief Executive Officer and Accounting Officer of IUCEA. Will provide overall leadership and policy guidance, establish and coordinate practical working

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
					relationships between IUCEA, EAC Secretariat, Partner States and all key IUCEA stakeholders that would contribute to the achievements of IUCEA's objectives as provided in the IUCEA constitutive legal instruments.
59.	Principal Information and Technology Officer (PITO)	P3	1	Now	The position is new and it is critical in Planning and coordinating implementation of information communication Technology (ICT) Strategies to support and enhance procedures and process at IUCEA. Currently the department is one-person whose contract ends on July 31 st 2026.
60.	Senior Systems Analyst (SSA)	P2	1	Now	The Senior Systems Analyst is one of the critical positions in the ICT unit. It is a new position established in 2019. As per approved establishment, there are three officers in the ICT department. Currently there is only officer whose contract expires on July 31 st 2026. This person is key in managing servers, IT and network infrastructure for IUCEA.
61.	Procurement Officer (PO)	P1	1	Now	The Procurement Officer is one of the critical positions within IUCEA. As per approved establishment, Procurement unit is one-person unit. This position is critical in managing and coordinating all aspects of procurement within the institution, ensuring, ensuring cost effective and efficient procurement of goods, works and services in accordance with IUCEA Financial Rules and Regulations, procurement manual and donor procurement procedures.

EAST AFRICA COMPETITION COMMISSION AUTHORITY

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
62.	Registrar	D1	1	Now	The Registrar serves as the Chief Executive Officer and Accounting Officer responsible for management of the Authority under the policy guidance of the Board of Commissioners. Registrar provides advice to the Board of Commissioners on key strategic, legal and economic matters, strategic direction to the EAC Competition Authority and oversee the preparation of proposals, reports and other submissions for consideration by the Board of Commissioners. A substantive Registrar is required to provide administrative, strategic and professional leadership to staff necessary for executing the Authority's mandate.
63.	Accountant	P1	1	Now	The position of an Accountant is critical to the Authority and is needed to take oversight duties on Finance and Budget matters.

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
					The Authority has not opened a bank account because it requires two signatories. The Authority has only Panel A. There is need for an Accountant (who is designated as Panel B signatory). The accountant shall manage fees collected from merger filing fees and penalties to be imposed by the Authority, prepare financial statements as required by law, ensure transparency and accountability by separation of duties and ensure that checks and balances are in place.
64.	Senior Analyst, Mergers and Acquisitions	P2	1	Now	Mergers and acquisitions notifications have statutory timelines and the process entails a thorough assessment and preparation of reports with recommendations for determination by the Authority. Currently, the Mergers and acquisitions is a one man department. However, investigations and assessment of mergers and acquisitions notifications requires to be handled by teams for quality checks, mitigating on risks, to enhance transparency and accountability among stakeholders. A Senior Analyst, Mergers and Acquisitions is required immediately to support the Deputy Registrar, complement and enhance the department's capabilities and capacity to conduct substantive assessment.
65.	Senior Analyst, Monopolies and Cartels	P2	1	Now	The Authority commenced implementation of Part II (on restraints by enterprises or anti-competitive practices) and Part III (Abuse of market dominance) of the Act. Investigations and analysis of such cross border anti-competitive practices or concerted practices constitute a major proportion of the Authority's work and requires a team to work on a case because of the complex nature of anti-competitive practices investigations. A Senior Analyst is required immediately to support the Deputy Registrar, Monopolies and Cartels, who is currently a one-person department. Investigations and assessment require a team for quality checks, mitigating on risks, and also for transparency and accountability purposes.

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LAKE VICTORIA BASIN COMMISSION

S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
66.	Principal Environmental Natural Resources Officer	P3	1	Now	The Principal Environment and Natural Resources Management Officer will provide overall leadership and technical expertise in environment and natural resources management matters and further supervise and coordinate the implementation of LVBC's regional programs and projects on Environment, Ecosystems and Natural Resources management including Climate Change with a view to promoting resilient ecosystems. The Basin is highly affected by climate change, and such necessitate coordinated interventions to support the development and implementation of climate change adaptation and mitigation strategies in the Lake Victoria Basin.
67.	Senior Procurement Officer	P2	1	Now	The absence of a Senior Procurement Officer cripples LVBC's procurement system, delaying tenders, violating compliance timelines, stalling project delivery, and eroding donor confidence. Filling this position is essential for operational continuity and regulatory adherence.
68.	Principal Resources Mobilization Officer	P3	1	Now	Following the resignation of the Principal Resource Mobilization Officer, the Commission's ability to Secure and diversify funding from donors, development banks, and private investors has been weakened. Without this role, the LVBC risks project shrinkage, unfilled co-financing obligations, and reduced stakeholder confidence. Recruiting for this position would restore strategic funding, ensure continuity of the project and program pipelines, and re-establish critical partnerships needed for long-term financial sustainability.
69.	Accounts Assistant	G5	1	Now	Accounts Assistant position is critical to strengthening LVBC's internal control. Without this role, key financial functions such as maintaining segregation of duties, updating ledger accounts, conducting timely bank reconciliations, processing payment vouchers, and generating periodic functional reports are either delayed, compromised, or performed by higher-level staff, increasing the risk of errors and fraud. Recruiting an Accounts Assistant will restore proper checks and balances, ensure

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S/No	Position	Grade	No. of Vacancy	Priority	Justification (Criteria: Leadership, Expertise, Workload)
					accurate and up-to-date financial records, enhance transaction processing efficiency, and support informed decision-making through regular financial reporting. This foundational role is essential for safeguarding Commission resources and maintaining donor and stakeholder confidence.

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