



OFFICE OF THE DEPUTY PRESIDENT
STATE DEPARTMENT FOR DEVOLUTION

**GUIDELINES FOR ESTABLISHMENT OF A COUNTY SINGLE PROJECT
MANAGEMENT UNIT (CSPMU)**

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EXECUTIVE SUMMARY

The establishment of a County Single Project Management Unit (CSPMU) in Kenya represents a pivotal shift in managing development projects at the county level. This initiative aims to consolidate fragmented Project Implementation Units (PIUs), which have historically led to inefficiencies and duplication, particularly in development partners'-funded programs.

The CSPMU model promotes an integrated, professional, and sustainable participatory project management system, aligning with a "One County Government" approach to service delivery. It provides a unified mechanism for coordinating planning, budgeting, implementation, monitoring, and reporting of development partners' projects, ensuring transparency, operational efficiency, and fiscal accountability.

The proposal draws on global best practices from countries like Rwanda, Ethiopia, India, and Uganda, where similar units have enhanced development effectiveness. The framework emphasizes a phased roll-out, starting with a pilot in selected counties, supported by detailed operational guidelines and a resource mobilization plan. A key objective is to institutionalize participatory development, ensuring community involvement throughout the project cycle.

The CSPMU is presented not merely as an administrative reform but as a strategic enabler for inclusive, high-quality, and results-driven development, addressing systemic bottlenecks and strengthening intergovernmental coordination and resource efficiency.

ACRONYMS AND ABBREVIATIONS

ADPs	Annual Development Plans
AWPB	Annual Work Plan and Budget
CECM	County Executive Committee Member
CIDPs	County Integrated Development Plans
CIMES	County Integrated Monitoring and Evaluation System
CO	Chief Officer
CRF	County Revenue Fund
CSPMU	County Single Project Management Unit
CPA(K)	Certified Public Accountant- Kenya
CPSB	County Public Service Board
DSWG	Devolution Sector Working Group
EMCA	Environmental Management and Coordination Act
ESS	Environmental and Social Safeguards
FM	Financial Management
GoK	Government of Kenya
ICT	Information and Communication Technology
M&E	Monitoring and Evaluation
NSPMU	National Single Project Management Unit
OSH	Occupational Safety and Health
PFM	Public Finance Management
PIUs	Project Implementation Units
PMCs	Project Management Committees
PMU	Project Management Unit
PPPs	Project Procurement Plans
SPA	Special Purpose Account
SPIUs	Single Project Implementation Units
TA	Technical Assistance
TNT	The National Treasury
WDCs	Ward Development Committee

DEFINITION OF TERMS

This section provides clear definitions of key terms as used in the context of the County Single Project Management Unit (CSPMU) guidelines. The definitions are tailored for clarity and relevance to County government project management in Kenya.

Term	Definition
Accounting Officer	A public official designated to oversee financial management and accountability in a County Government.
Annual Development Plans (ADPs)	Yearly plans outlining development priorities, activities, and budgets for the County.
Annual Work Plan and Budget (AWPB)	A detailed document specifying planned activities, timelines, and associated budgets for a given fiscal year.
Chief Officer (CO)	Accounting officer in the County Government, responsible for administrative and financial oversight.
County Executive Committee Member (CECM)	An official appointed by the Governor with the approval of the County Assembly, heading a county department and is responsible for developing and implementing county policies, managing resources and delivering services within their respective sector
County Integrated Development Plans (CIDPs)	Plans guiding County development priorities and resource allocation for a period of 5 years.
County Integrated Monitoring and Evaluation System (CIMES)	A framework for tracking, assessing, and reporting on County projects and programs.
County Public Service Board (CPSB)	The body responsible for human resource management and appointments within the County government.
County Revenue Fund (CRF)	The main account into which all County revenues are deposited and from which expenditures are made.
County Single Project Management Unit (CSPMU)	A unified County-level structure established to coordinate, oversee, and manage all development partners funded projects within the County

Development Partner	An external agency or organization providing financial or technical support for County projects.
Environmental and Social Safeguards (ESS)	Policies and procedures to ensure projects comply with environmental and social standards.
Financial Management (FM)	The processes and systems for planning, organizing, controlling, and monitoring financial resources.
Information and Communication Technology (ICT)	Technologies used to manage information and facilitate communication within projects.
Monitoring and Evaluation (M&E)	Systematic processes for tracking project progress, measuring outcomes, and assessing impact.
Occupational Safety and Health (OSH)	Standards and practices to ensure the safety and well-being of workers involved in project activities.
Participatory Development	An approach that involves communities and stakeholders in all phases of the project cycle.
Performance Monitoring System	Tools and procedures for tracking project implementation, outputs, and outcomes.
Project Implementation Units (PIUs)	Specialized teams established to implement specific projects, often funded by development partners.
Project Management Committees (PMCs)	Committees established to oversee the management and execution of specific projects at the community or ward level.
Project Procurement Plans (PPPs)	Documents outlining the procurement needs, strategies, and timelines for project goods and services.
Public Finance Management (PFM)	The legal and regulatory framework guiding the management of public funds in Kenya.
Special Purpose Account (SPA)	A dedicated bank account established for managing funds related to specific projects or programs.

National Single Project Management Unit (NSPMU)	A national government coordinating unit responsible for the integrated management of multiple projects within a state department.
Technical Assistance (TA)	Support provided by experts or consultants to build capacity and enhance project implementation.
Ward Development Committee (WDCs)	Committees at the ward level responsible for identifying, planning, and monitoring local development projects.
Project Cycle	The sequence of phases from project identification, planning, implementation, monitoring, evaluation to closure.
Project Appraisal	The process of analyzing a project to determine its viability, benefits, and associated risks.
CSPMU Coordinator	Officer responsible for the overall coordination and management of the CSPMU activities, including provision of strategic guidance on the day-to-day implementation of activities at the county level.
Project Technical Lead	The individual appointed to oversee the planning, execution, and completion of a project or program. The officer responsible for providing expertise, technical oversight and strategic guidance in a specific program/project.

1.0 INTRODUCTION

The establishment of a **County Single Project Management Unit (CSPMU)** represents a transformative shift in the management of development projects at the County level in Kenya.

This strategic intervention seeks to resolve the fragmentation, inefficiency, and duplication caused by multiple, siloed Project Implementation Units (PIUs), particularly those tied to programs funded by Development Partners. The CSPMU model champions an integrated, professionalized, and sustainable participatory project management system that reflects a “One County Government” approach to devolved service delivery.

The CSPMU offers Counties a unified institutional mechanism to coordinate planning, budgeting, implementation, monitoring, and reporting of development projects across sectors, whether financed through domestic resources or external grants. This harmonized structure promotes transparency, operational efficiency, and fiscal accountability while enhancing alignment to national priorities and compliance with legal and fiduciary frameworks, including the Public Finance Management (PFM) Act, 2012 and the County Governments Act, 2012.

This proposal builds on global best practices, including Rwanda, Ethiopia, India, and Uganda, where Single Project Implementation Units (SPIUs/PMUs) have demonstrably improved development effectiveness by consolidating resources, retaining institutional memory, and enabling development partner’s alignment with national systems. Drawing on such lessons, the Kenyan CSPMU model integrates legal, institutional, financial, and participatory dimensions to ensure adaptability to local governance contexts.

Further, recognizing the reality of constrained fiscal space, this framework proposes a **phased roll-out**, beginning with a pilot in selected counties, supported by detailed operational guidelines, a performance monitoring system, and a resource mobilization plan. The proposal also includes an Addendum that strengthens implementation through legal anchoring strategies, human resource deployment mechanisms, capacity building, and standardized toolkits. It responds directly to recommendations made by stakeholders, including county governments, development partners, and oversight institutions, during the consultative process.

Importantly, the CSPMU aims to **institutionalize participatory development**, ensuring that communities are at the heart of the project cycle, from planning to execution and sustainability. This is critical to restoring citizen confidence in public investments, enhancing citizen driven development and enhancing the credibility of county governments as capable agents of development.

In summary, the establishment of the CSPMU is not just an administrative reform but a strategic lever for delivering inclusive, high-quality, and results-driven development at the County level. It addresses systemic implementation bottlenecks while strengthening

intergovernmental coordination, enhancing resource efficiency, and preparing counties for greater fiduciary responsibility and investment attractiveness in a rapidly evolving governance and financing landscape.

2.0 PREPARATION OF THE GUIDELINES

The development of these guidelines has been a concerted effort between the National and County Governments. This was made possible through a multi-agency technical working group comprising of teams representing the two levels of government (Annex 1), who for over a period, drew on knowledge from relevant policies, examined the nature of the current PIUs in Kenyan Counties and good practices in regional PIUs. Special attention was given in examining PIUs established under the World Bank and other development partners'- driven country programs, in addition to best practices in project management for devolved service delivery.

Additionally, the draft guidelines were enhanced through a consultative process that brought on board the following stakeholders.

- County Governors.
- State Department of Devolution (SDD).
- The National Treasury (TNT).
- University of Nairobi (UON).
- State Department for Roads.
- State Department for Basic Education.
- The Council of Governors (CoG).
- World Bank.
- County Executive Committee Members (CECMs in charge of Devolution and Finance).
- Chief Officers in charge of Finance & Devolution.
- County Public Service Boards (CPSBs).
- KDSP II County Program Coordinators.
- County Directors in charge of (Economic Planning, Procurement Services, Accounts, Finance, Internal Audit, Resource Mobilization, M&E, Social Services, Environment and Communication).

3.0 RATIONALE FOR THE GUIDELINES

The establishment of a **County Single Project Management Unit (CSPMU)** is a timely and necessary response to systemic implementation challenges within County Governments. The

following justifications underscore the strategic, technical, fiscal, and legal rationale for institutionalizing the CSPMU model as a permanent county structure:

a. Enhanced Coordination and Oversight in Development Partners funded projects

Current Challenge: County Governments are often required to implement development programs through stand-alone Project Implementation Units (PIUs). This approach has increased duplication, siloed operations, and poor project alignment with county plans and budgets.

CSPMU Solution: The CSPMU provides an integrated coordination mechanism to manage development partners' funded projects under a unified structure. It strengthens inter-departmental synergy, enhances policy coherence, reduces institutional fragmentation, and improves oversight and accountability in line with County Integrated Development Plans (CIDPs) and Annual Development Plans (ADPs).

b. Cost Efficiency and Resource Optimization

Current Challenge: Standalone PIUs increase overheads through redundant staffing, separate procurement systems, and isolated support functions that strain County's limited resources.

CSPMU Solution: The CSPMU leverages shared services—finance, procurement, M&E and Environmental & Social safeguards across multiple projects while leveraging on the existing structures of the county government. This improves the economies of scale and reduces operational costs. As a result, the establishment of CSPMU ensures optimal utilization of technical expertise and infrastructure.

c. Sustainable Capacity Building and Retention of Institutional Memory

Current Challenge: Frequent establishment and disbandment of PIUs lead to high staff turnover and loss of project knowledge weakening long-term institutional capacity.

CSPMU Solution: The CSPMU institutionalizes project management functions, enabling the retention of experienced staff, cross-project learning, and continuous professional development. It facilitates a shift from ad hoc project staffing to structured talent development aligned with the County Human Resource Policy Framework and overseen by the County Public Service Board (CPSB).

d. Flexibility in Technical Staff Deployment

Current Challenge: Technical personnel are often tied to specific development partners-funded PIUs, reducing their utility across broader county functions.

CSPMU Solution: The CSPMU allows for pooled deployment of some technical staff, including sector-specific leads, to serve multiple projects. It supports a dynamic structure where specialized personnel can be deployed/seconded from line departments improving responsiveness and outcomes.

e. Improved Compliance with Fiduciary, E&S Safeguard and Reporting Requirements

Current Challenge: Weak financial and procurement management, non-compliance with environmental and social safeguards as well as reporting have compromised the effectiveness of development partners funded projects.

CSPMU Solution: The CSPMU centralizes fiduciary, reporting and E&S safeguards oversight mechanisms which standardizes compliance with development partners and GoK policies. These policies include the Public Procurement and Asset Disposal Act (2015), Environmental Management and Coordination Act (EMCA), and PFM regulations. It also improves audit readiness and risk mitigation. Tools such as Results Frameworks, Scorecards, and Quarterly Review Platforms will be standardized under the CSPMU.

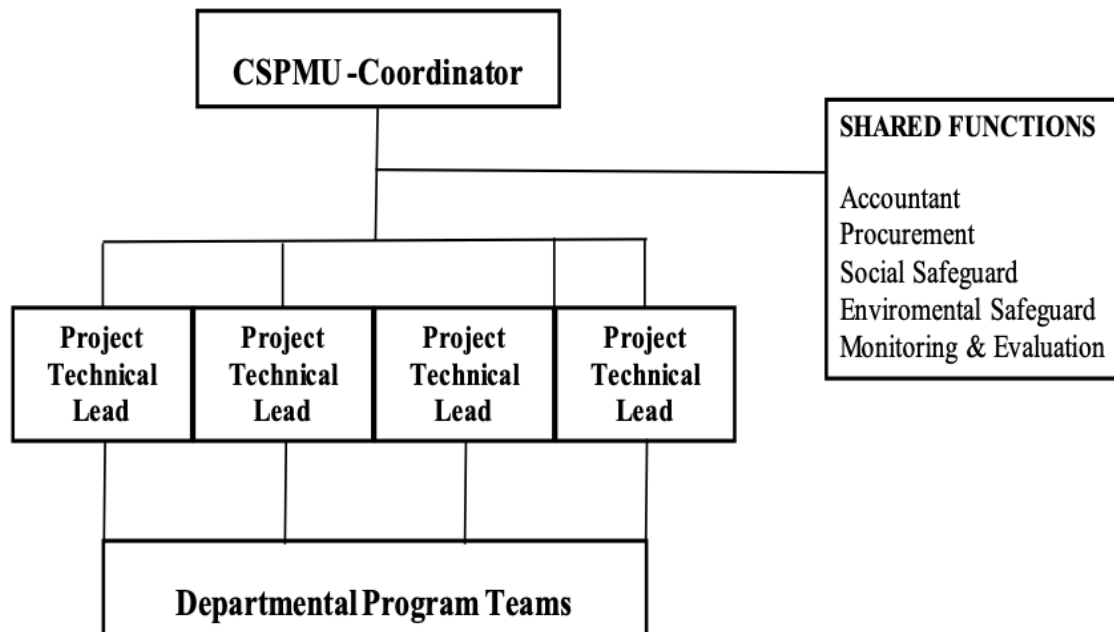
4.0 OBJECTIVES

The main objectives of these guidelines are-

1. To provide a framework for establishment and operationalization of CSPMUs.
2. To advance coordination of development partners funded projects management in the counties.
3. To enhance a mechanism for promoting project management best practices for the posterity of devolved service delivery.

4.1 STRUCTURE FOR COUNTY SINGLE PROJECT MANAGEMENT UNITS

The structure provides a mechanism that combines technical, administrative and financial functions for seamless coordination of development partners funded projects at the County level.



Note:

The CSPMU should leverage on the existing structures of the County Governments including ICT, Economic Planning, Communications, Internal Audit, Gender, Knowledge Management, Public Participation and GRM functions.

Below are the structures for the CSPMU:

a) Membership and Functions of the CSPMU

1. Membership

1. County SPMU Coordinator (Director level).
2. County Program Technical Leads.
3. CSPMU Fiducial Team (on accounting and procurement).
4. CSPMU Environmental safeguards officer.
5. CSPMU social safeguards officer.
6. Monitoring, Evaluation, Learning and Reporting.

2. Functions

1. Coordinate, rationalize and harmonize the development of sector-led proposals, concept papers, work plans, budgets for CSPMU.
2. Coordinate the provision of capacity-building programs for the sectors.
3. Lead M&E and reporting activities at the county.
4. Coordinate the County assessment processes for sector programs.
5. Coordinate the preparation of CSPMU accounting and financial report.
6. Coordinate and Report on Program performance for CSPMU Projects
7. Develop and implement CSPMU Programs' communication action plan.
8. Coordinate and facilitate CSPMU programs' communications and outreach activities at the county including to the public.
9. Ensure adherence to and implementation of ESS.
10. Oversee and coordinate procurement for the CSPMU programs.
11. Mediate on disputes between implementing departments, not involving the CSPMU.
12. Manage the complaints handling mechanism for the CSPMU programs.
13. Act as a linkage between the County/National government, agencies and Development partners on CSPMU programs through the Devolution Sector Working Group (DSWG).
14. Generate knowledge products for dissemination in quarterly knowledge sharing forums.

b) Staffing of the CSPMU.

1. The CSPMU is not a new office creation for Counties.
2. The CSPMU coordinator and staff for the shared function will be deployed from the Counties' relevant departments/units.
3. Program Technical leads will be assigned to CSPMU.

c) CSPMU Host Department.

1. CSPMU to be hosted at the County Department in charge of Coordination of development partners.
2. The CECM in charge of Coordination of development partners shall be the CSPMU Lead and is responsible for the overall oversight, accountability, and achievement of results for the Program.
3. The Chief Officers from the implementing departments shall be the Accounting officer for the various development partner programs.
4. The relevant Accounting Officer in consultation with the CECMs Finance shall be responsible for:

5. Ensuring that funds disbursed from The National Treasury (TNT) to the County Revenue Fund (CRF) are transferred to the Special Purpose Account (SPA) without delay.
6. Maintaining proper books of accounts and financial reporting
7. Ensuring compliance with the Public Finance Management Act (2012) and PFM Regulations (2015) in the conduct of their work.
8. The Chief Officer in Charge of development partners' coordination will ensure adequate staffing, financing and operationalization of the CSPMU structures.

5.0 TERMS OF REFERENCE FOR SPECIFIC CSPMU STAFF.

1. Terms of Reference for the CSPMU Coordinator.

This is a director level position, reporting to the County Chief Officer responsible for Coordination of development partners. The CSPMU coordinator is the head of the CSPMU and shall be responsible for the overall coordination and management of the CSPMU

activities, including provision of strategic guidance on the day-to-day implementation of activities at the county level.

I. Responsibilities

- Provide effective leadership to the CSPMU.
- Act as a liaison between the county government, the National Government, Development partners and other national- level project executing agencies on matters related to implementation of the CSPMU programs within the county.
- With the NSPMU, coordinate and facilitate the Technical Assistance (TA) and capacity-building program to be delivered to counties.
- Coordinate and facilitate the TA and capacity-building program to be delivered by the CSPMU and related sector leads.
- Coordinate the preparation of county-level project Annual Work plans, Proposals, Budgets and associated Project Procurement Plans (PPPs) for timely submission.
- Ensure the effective utilization of project funds and other resources within the county according to the approved Annual Work Plan and Budget (AWPB) and PPPs through supervision and monitoring. This will include supervision of staff of the CSPMU, including conducting annual performance reviews.
- Coordinate timely preparation and submission of CSPMU projects progress, financial, and other non- financial reports.
- Ensure compliance of the CSPMU Projects/Programs within the county to all laid-down Development partners/GoK guidelines including fiduciary (procurement and Financial Management (FM)), environmental, and social safeguards (environmental assessment, natural habitat, pest management, resettlement policy, and indigenous peoples).
- Ensure adequate public participation for CSPMU Programs and policies.
- Ensure the timely dissemination of Program experience and results to relevant stakeholders.
- Ensure adequate liaison, synergies, and networking with other agencies either working in the project area or potentially concerned with project activities within the county.
- Ensure that an effective communication channel with the National Government, other participating counties (where such coordination/collaboration is applicable), county stakeholders, and participating beneficiary communities is established.
- Represent the CSPMU at relevant functions and meetings.

- Undertake project completion and financing closing activities when due.
- Perform any other duties relevant to the CPSMU.

II. Qualifications and Experience

The Officer will have the following qualifications:

1. Master's degree in public policy/administration, business administration, project management, education, communication, leadership, governance, or other relevant fields.
2. At least ten (10) years' working experience in the Public Sector in a relevant field
3. Must be a serving officer at the grade of a Director or a comparable position
4. Professional certification in a relevant field
5. Membership to a relevant professional body where applicable
6. Demonstrated ability in working in projects
7. Good understanding of devolved sector policies, strategies, and regulatory framework
8. Proficiency in computer application
9. Good Communications skills
10. Strong interpersonal skills

2. Program Technical Lead

Reporting to the CSPMU Coordinator, the program technical lead will be responsible for the operational and technical coordination of the activities and results for the respective program/project in the CSPMU.

I. Responsibilities

- Provide effective technical leadership and guidance to the respective program/ project implementation teams.
- Take a lead in the planning and preparation of AWPBs for activities under their program and assist the CSPMU unit in formulating its AWPBs.
- In collaboration with the CSPMU, oversee the coordination and delivery of capacity-building activities under their respective programs.
- Coordinate the departmental program teams under their respective programs
- Ensuring timely preparation and submission of program level progress reports and other relevant reports to the CSPMU coordinator

- Ensure compliance of the project with the internal control procedures guidelines and that of the development partner
- Ensure adequate synergies for activities under their respective programs and activities in the rest of the Unit.
- Contribute to the preparation of periodic progress reports.
- Support the CSPMU coordinator in the overall management and coordination of the unit
- Undertake any other duties assigned by the CSPMU coordinator.

II. Qualifications and Experience

The officer shall have the following qualifications:

- Bachelor's degree or its equivalent in related field.
- At least Five (5) years' experience working in the relevant technical area.
- Must be a serving officer at a minimum grade of an Assistant Director or a comparable position.
- Good understanding of the specific implementation program policies, strategies, and regulatory framework.
- Proficiency in computer application.
- Good Communications skills.
- Strong interpersonal skills.

3. CSPMU Accountant

Reporting to the County Single Project Management Coordinator, the CSPMU accountant will be responsible for managing county project finances in accordance with the requirements of the Government procedures, Financial Agreement, and any other related documents.

I. Responsibilities

The roles and responsibilities of the accountant include, but are not limited to, the following:

- In close liaison with the relevant Department Accounting officer and County Finance Departments develop and put into operation the project financial and procurement system within the county.
- Contribute to the planning and preparation of county AWPBs as well as monitoring of the budgeted expenses.

- Coordinate the processing of CSPMU accounting transactions accurately and promptly including project payments for planned activities, operating expenses, travel, consultant/vendor payments, and other office running expenses.
- Coordinate timely preparation of periodic CSPMU financial reports in agreed formats.
- Coordinate the preparation, implementation, and review CSPMU funded projects as budgeted and actual annual cash flows and ensure adequate follow-up on matters needing clarification.
- Maintain program accounts reconciled at any given point in the project period and avail them including supporting documentation for auditing.
- Facilitate external financial audits for CSPMU program/projects
- Ensure that internal control procedures are adhered to in management of the project in the county.
- Perform other duties as may be assigned by the CSPMU Coordinator.

II. Qualifications and Experience

- Bachelor's degree in accounting, finance, business administration, economics, or related field from a recognized university
- Holder of a professional accounting qualification CPA (K)).
- Must be registered by a recognized professional body
- 5 years of working experience in accounting and finance.
- Familiarity with FM/accounting in a government ministry/department and development partners-funded projects.
- Good working knowledge of accounting, financial control, banking, procurement, and personnel policies and procedures.
- Proficiency in computer application.
- Good Communication skills.
- Strong interpersonal skills.

4. CSMPU Procurement Officer

Reporting to the CSPMU Coordinator, the Procurement Officer will be a member of the CSPMU finance team responsible for overseeing the preparation and execution of the project county Procurement Plans.

I. Responsibilities

- Coordinate preparation of annual county project PPs in collaboration with other members of the CSPMU and other partners within the county.
- Support in guidance and capacity building of partner institutions within the county on procurement policies and procedures of the Program.
- Coordinate the procurement of project works, goods and services at the county level.
- Participation in relevant CSPMU projects tender committee meetings and assisting with the preparation of committee reports.
- Ensure maintenance of high-quality CSPMU procurement files and contract registers for review by supervision missions and auditors.
- Coordinate preparation of regular CSPMU procurement progress and contracts management reports.
- Undertake any other duties assigned by the CSPMU Coordinator.

II. Qualifications and Experience

1. Bachelor's degree in supplies management or any other procurement-related field from a recognized learning institution.
2. Professional qualification/accreditation in procurement/supplies management (Institute of Supplies Management).
3. 5 years' experience with procurement of goods and services in the public sector.
4. Comprehensive knowledge of Public Procurement Laws and Regulations.
5. Proficiency in computer application.
6. Good Communications skills.
7. Strong interpersonal skills.

5. CPSMU Monitoring and Evaluation Officer

Reporting to the CSPMU Coordinator.

I. Responsibilities

- Coordinate establishment and operation of an effective M&E system in the CSPMU

- Organize and supervise baseline, impact, and other surveys at the county level as set out in the project M&E framework.
- Coordinate the preparation of the CSPMU annual work plan and Budget and its inclusion to the county development plans.
- Prepare regular CSPMU reports on implementation progress, performance, and impact of operations and ensure they are integrated into the county M&E system.
- Undertake any other duties assigned by the CSPMU Coordinator.

II. Qualifications and Experience

1. Bachelor's degree in statistics, economics, project planning/ management, or a related field from a recognized university
2. Professional training in M&E
3. Five years of relevant working experience, at least three (3) year of which must be in M&E
4. Strong analytical skills
5. Good Communications skills
6. Strong interpersonal skills

6. CSPMU County Social Safeguards Officer

Reporting to the CSPMU Coordinator.

I. Responsibilities

- Ensure quality and timely implementation of Program safeguard plans and ensure compliance to environmental and social safeguards standards at all times.
- Follow up and resolve social safeguard incidents at the county
- Implement the Program's strategy and process for community consultations, community mobilization, ensuring inclusion and transparency and that elite capture is mitigated.
- Lead the setup of a functional social risk management system that is appropriate for their individual county.
- With the guidance of the county public participation lead teams, develop a stakeholder engagement plan for the CSPMU Programs that includes all the vulnerable groups as well as the vulnerable and marginalized groups and that is adequately financed.
- Prepare and submit quarterly and annual reports on social safeguards to the CSPMU.
- Undertake any other duties assigned by the CSPMU Coordinator.

II. Qualifications and Experience

1. Bachelor's degree in relevant social sciences field from a recognized university.
2. At least five (5) years of working experience in social safeguards management
3. Be a registered member of a relevant professional body where applicable
4. Good understanding social safeguards guidelines of the GoK and development partners
5. Experience in development and implementation of Vulnerable and Marginalized Groups Plans
6. Have experience with designing and delivering capacity-building programs on gender and social safeguards
7. Proficiency in computer application
8. Good Communications skills
9. Strong interpersonal skills

7. CPSMU Environmental Safeguards Officer

Reporting to the CPSMU Coordinator.

I. Responsibilities

- Put in place effective environmental management systems and fully integrate environmental risk assessment, management, and mitigation measures into the technical preparation of CPSMU activities and projects in line with relevant Kenyan laws, regulations, and development partner's safeguards policies.
- Coordinate environmental impact assessments at the county level and make appropriate recommendations.
- Prepare periodic environment reports for CPSMU programs.
- Undertake any other duties assigned by the CPSMU Coordinator.

II. Qualifications and Experience

1. Bachelor's degree in environmental sciences, environmental engineering, natural sciences, natural resources management, or environmental science or any other related course from a recognized university.
2. At least 5 years of working experience in environmental safeguards management.
3. Be a registered member of a relevant professional body.
4. Good understanding of environmental safeguards guidelines

5. Proficiency in computer application.
6. Good Communication skills.
7. Strong interpersonal skills.

6.0 CPSMU IMPLEMENTATION PLAN

The role out of County's establishment and operationalization of CSPMUs is progressive and informed by subsequent activities as demonstrated below:

S/No	Activity	Timelines
1.	Approval of CSPMU guidelines by the County Executive Committee	August -FY 2025-2026
2.	Establishment of CSPMU	FY2026-2027
3.	Operationalization of CSPMU, Single County technical and steering committees	FY 2027/28

ANNEX 1

Below is the team of experts involved in the formulation of the framework:

NO	Name	County /Institution
1.	Jelle A. Ibrahim	Chairman County Public Service Board- Wajir County
2.	Farida Abdalla	Chair Person County Public Service Board- Mombasa County
3.	John Maratakou	Chairman County Public Service Board- West Pokot
4.	Peninah Bartuin	CECM Devolution, Public Service and Administration – Baringo County
5.	Muhamed Guleid	North Eastern Economic Bloc Coordinator
6.	Dr. Zipporah Wambua	KDSP II Coordinator –Makueni County
7.	Sharon Adhiambo	KDSPII Coordinator – Kilifi County
8.	Joseph Ngugi	KDSPII Coordinator – Muranga County
9.	Dr. Jotham Kirimi	KDSPII Coordinator – Meru County
10.	James Wamugo	KDSPII Coordinator –Narok County
11.	George Gichingiri	KDSPII Coordinator- Laikipia County
12.	Nyamu Silas	Meru County
13.	Robert Kiteme	Council of Governors
14.	Stephen Momanyi	Council of Governors
15.	Kizito Wangalwa	Council of Governors

16.	Dr. Herbert Wamalwa	University of Nairobi
17.	Dr. Johnbosco Kisimbii	University of Nairobi
18.	Leonard Musyoka	University of Nairobi
19.	Kizito Kiguta	The National Treasury
20.	Monica Asuna	The National Treasury
21.	Eliud Munyao	The National Treasury
22.	Naomi Matheri	The National Treasury
23.	Peninah Mukami	The National Treasury
24.	Timothy Odipo	The National Treasury
25.	Jeremiah Kagwe	Public Service Commission
26.	Zahra Ibrahim	National Program Coordinating Unit (NPCU)
27.	Dr Margaret Githinji	National Program Coordinating Unit (NPCU) M&E Lead
28.	Peris Nyawira	National Program Coordinating Unit (NPCU) M&E Officer
29.	Peter Akwalu	National Program Coordinating Unit (NPCU)
30.	Diana Wairimu	National Program Coordinating Unit (NPCU)
31.	Dr. Samuel Nyaga	National Program Coordinating Unit (NPCU)
32.	Ruth Musau	National Program Coordinating Unit (NPCU)
33.	Margaret Osilli	National Program Coordinating Unit (NPCU)