



# National Police Service Commission



---

## REQUIREMENTS FOR APPOINTMENTS

---

### KENYA POLICE SERVICE

#### SENIOR ASSISTANT INSPECTOR GENERAL, PG 12 – SIX (6) POSITIONS V/NO: POL.01/2023

For appointment to this rank, an officer must have: -

- I. Served in the rank of an Assistant Inspector General of Kenya Police for a minimum period of three (3) years;
- II. Master's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;  

**Or**

Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- V. No disciplinary convictions or adverse report in the last six (6) months;
- VI. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service;
- VII. Demonstrated high degree of professional competence and administrative capability required for effective planning, direction, control and coordination of National Police Service functions; and
- VIII. Thorough understanding of national goals, policies and objectives and ability to relate to the National Police Service functions and aspirations of Vision 2030.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**ASSISTANT INSPECTOR GENERAL, PG 11 – TWENTY-TWO (22) POSITIONS  
V/NO: POL.02/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Commissioner of Kenya Police for a minimum period of three (3) years;
- II. Master's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;  
**Or**  
Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- V. No disciplinary conviction or adverse report in the last six (6) months;
- VI. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- VII. Demonstrated high degree of professional competence and administrative capability required for effective planning, direction, control and coordination of the National Police function.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**COMMISSIONER OF POLICE, PG 10 – FOUTY THREE (43) POSITIONS  
V/NO: POL.03/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Senior Superintendent of Kenya Police for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;
- III. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;  
**Or**  
Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- IV. No disciplinary conviction for the last six (6) months;

- V. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and;
- VI. Shown proven merit and ability in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**SENIOR SUPERINTENDENT OF POLICE, PG 9 – ONE HUNDRED AND SIXTY (160) POSITIONS  
V/NO: POL.04/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Superintendent of Kenya Police for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management, or any other course related to police work/security or an equivalent qualification from a recognized institution;  
**Or**  
Diploma in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;
- III. Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution  
**Or**  
Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months from recognized institution;
- IV. No disciplinary conviction or adverse report in the last six (6) months;
- V. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- VI. Shown proven merit and ability in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**SUPERINTENDENT OF POLICE, PG 8 – NINETY-SEVEN (97) POSITIONS  
V/NO: POL.05/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Assistant Superintendent of Kenya Police for a minimum period of three (3) years;
- II. Passed the Gazetted Officers Examination;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and

Public Relations, Sociology, Risk and Disaster Management, or an equivalent qualification from a recognized institution;

**Or**

Diploma in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building and Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;

- IV. No disciplinary conviction or adverse report in the last six (6) months;
- V. Certificate in Senior Management Course/Senior Police officers management Course lasting four (4) weeks or its equivalent from recognized institution;
- VI. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- VII. Shown proven merit and ability in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

## **ADMINISTRATION POLICE SERVICE**

**SENIOR ASSISTANT INSPECTOR GENERAL OF POLICE, PG 12 – THREE (3) POSITIONS  
V/NO: POL.06/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Assistant Inspector General of Administration Police for a minimum period of three (3) years;
- II. Master's degree any of the following fields: - Criminology, Law, Education, Security Management and Police Work, Police Science, Peace Building, Conflict Management, Media and Public Relations, Physical Education, Music, Education, Public Administration, Strategic Management, Risk and Disaster Management Human Resource Management or an equivalent qualification from a recognized institution;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;

**Or**

Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;

- V. No disciplinary conviction or adverse report in the last six (6) months;

- VI. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- VII. Thorough understanding of National Police goals, policies and objectives and ability to relate them to the Administration Police Function and aspirations of Vision 2030.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**ASSISTANT INSPECTOR-GENERAL OF POLICE, PG 11 – FIVE (5) POSITIONS  
V/NO: POL.07/2023**

For appointment to this rank, an officer must have: ~

- I. Served in the rank of Commissioner of Administration Police for a minimum period of three (3) years;
- II. Master's Degree any of the following fields: - Criminology, Law, Education, Security Management and Police Work, Police Science, Peace Building, Conflict Management, Media and Public Relations, Physical Education, Music, Education, Public Administration, Strategic Management, Leadership and Security Management, Risk and Disaster Management Human Resource Management or an equivalent qualification from a recognized institution;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;

**Or**

- Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- V. No disciplinary conviction or adverse report in the last six (6) months;
  - VI. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
  - VII. Demonstrated high degree of professional competence and administrative capability required for effective planning, direction, control and coordination of the Administration Police.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

## COMMISSIONER OF POLICE, PG 10 – THIRTEEN (13) POSITIONS

V/NO: POL.08/2023

For appointment to this rank, an officer must have: -

- I. Served in the rank of Senior Superintendent of Administration Police for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;
- III. Certificate in Strategic Command and Leadership Programme lasting not less than three (3) months from a recognized institution);

**Or**

- Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks;
- IV. No disciplinary conviction or adverse report in the last six (6) months;
  - V. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
  - VI. Shown merit and ability as reflected in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

## SENIOR SUPERINTENDENT OF POLICE, PG 9 – TWENTY-ONE (21) POSITIONS

V/NO: POL.09/2023

For appointment to this rank, an officer must have: -

- I. Served in the rank of Superintendent of Administration Police for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;

**Or**

Diploma in any of the following fields: - Criminology, Law, Education, Security Management and Police Work, Police Science, Peace Building, Conflict Management, Media and Public Relations, Physical Education, Music, Education, Public Administration, Risk and Disaster Management Human Resource Management or any

- other field related to police work/security or an equivalent qualification from a recognized institution lasting not less than nine (9) months;
- III. Certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution;
  - IV. Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;

**Or**

- Certificate in Strategic Command Leadership Programme lasting not less than three (3) months from a recognized institution;
- V. No disciplinary conviction or adverse report in the last six (6) months;
  - VI. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
  - VII. Shown merit and ability as reflected in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

#### **SUPERINTENDENT OF POLICE, PG 8 – SIXTY-SEVEN (67) POSITIONS**

**V/NO: POL.10/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Assistant Superintendent of Administration Police for a minimum period of three (3) years;
- II. Passed all Gazetted Officers Examination Papers;
- III. Bachelor's degree in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Leadership and Management, Conflict Management, Physical Education, Music, Media and Public Relations, Sociology, Risk and Disaster Management or an equivalent qualification from a recognized institution;

**Or**

- Diploma in any of the following fields: - Criminology, Law, Education, Security Management and Police Work, Police Science, Peace Building, Conflict Management, Media and Public Relations, Physical Education, Music, Education, Public Administration, Risk and Disaster Management Human Resource Management or an equivalent qualification from a recognized institution lasting not less than nine (9) months;
- IV. No disciplinary conviction or adverse report in the last six (6) months;
  - V. Certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution;
  - VI. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service.; and
  - VII. Shown merit and ability as reflected in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

## DIRECTORATE OF CRIMINAL INVESTIGATIONS

### SENIOR ASSISTANT INSPECTOR GENERAL, PG 12 – THREE (3) POSITIONS V/NO: POL. 11/2023

For appointment to this rank an officer must have: -

- I. Served in the rank of Detective Assistant Inspector-General or its equivalent rank of Criminal Investigations for a minimum period of three (3) years;
- II. Master's degree in any of the following fields:- Science, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or any other course related to police work/security or an equivalent qualification from a recognized institution;
- III. Bachelor's degree in any of the following fields:- Science, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or any other course related to police work/security or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;

Or

- Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- V. No disciplinary conviction or adverse report recorded against him/her for the last six (6) months;
  - VI. Demonstrated high degree of professional competence and administrative capability required for effective planning, direction, control and coordination of Directorate of Criminal Investigations Kenya Police Service function;
  - VII. Meet the requirements of Chapter Six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
  - VIII. Thorough understanding of national goals, policies and objectives and ability to relate to the Directorate of Criminal Investigations Kenya Police Service function and aspiration of Vision 2030.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***



**ASSISTANT INSPECTOR GENERAL, PG 11 – FIVE (5) POSITIONS**  
**V/NO: POL. 12/2023**

For appointment to this rank an officer must have: -

- I. Served in the rank of Detective Commissioner of Criminal Investigations or its equivalent rank for a minimum period of three (3) years;
- II. Master's degree in any of the following fields:- Science, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Leadership and Security Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information
- III. Bachelor's degree in any of the following fields:- Physical and Biological Sciences, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or an equivalent qualification from a recognized institution;
- IV. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;

**Or**

- Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;
- V. No disciplinary conviction or adverse report recorded against him/her for the last six (6) months;
  - VI. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
  - VII. Demonstrated high degree of professional competence and administrative capability required for effective planning, direction, control and coordination of Kenya Police (Directorate of criminal investigations) functions.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**COMMISSIONER OF POLICE, PG 10 – TWENTY-ONE (21) POSITIONS**  
**V/NO: POL. 13/2023**

For appointment to this rank an officer must have: -

- I. Served in the rank of Detective Senior Superintendent or its equivalent rank for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields:- Physical and Biological Sciences, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or an equivalent qualification from a recognized institution;

- III. Certificate in Strategic Leadership and Command Programme lasting not less than three (3) months or its equivalent from recognized institution;

**Or**

Certificate in Strategic Leadership and Development Programme lasting not less than six (6) weeks;

- IV. Met the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- V. No disciplinary conviction or adverse report recorded against him/her for the last six (6) months.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**SENIOR SUPERINTENDENT OF POLICE, PG 9 – THIRTY-NINE (39) POSITIONS  
V/NO: POL. 14/2023**

For appointment to this rank an officer must have: -

- I. Served in the rank of Detective Superintendent or its equivalent rank for a minimum period of three (3) years;
- II. Bachelor's degree in any of the following fields:- Physical and Biological Sciences, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or an equivalent qualification from a recognized institution;

**Or**

Diploma in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Security Studies, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Studies, Accounting, Counseling or an equivalent qualification from a recognized;

- III. Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks;

**Or**

Certificate in Strategic Leadership and Command Programme lasting not less three (3) months;

- IV. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service; and
- V. No disciplinary conviction or adverse report recorded against him/her for the last six (6) months.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**SUPERINTENDENT OF POLICE, PG 8 – NINE (9) POSITIONS  
V/NO: POL. 15/2023**

For appointment to this rank, an officer must have: -

- I. Served in the rank of Detective Assistant Superintendent or its equivalent rank for a minimum period of three (3) years;
- II. Passed all Gazetted Officers Examination Papers;
- III. Bachelor's degree in any of the following fields:- Physical and Biological Sciences, Criminology, Law, Police Science, Education, Security Studies, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Science, Commerce, Counseling or an equivalent qualification from a recognized institution;

**Or**

- Diploma in any of the following fields: - Criminology, Law, Police Science, Education, Security Management and Police Work, Public Administration, Strategic Management, Human Resource Management, Peace Building, Conflict Management, Physical Education, Media and Public Relations, Security Studies, Sociology, Risk and Disaster Management, Information Communication Technology, Computer Studies, Accounting, Counseling or an equivalent qualification from a recognized institution;
- IV. Certificate in Senior Management Course lasting not less than one (1) months/Senior Police Officer Management Course lasting not less than one (1) months;
  - V. Meet the requirements of Chapter six of the Constitution of Kenya, 2010 on Leadership and Integrity and Article 232 on Values and Principles of Public Service;
  - VI. No disciplinary conviction or adverse report recorded against him/her for the last six (6) months; and
  - VII. Shown merit and ability as reflected in work performance and results.

***Note: Any necessary exceptions on requirements should be clearly stated and equivalent qualifications and experience evidence provided.***

**PETER LELEY  
COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER  
NATIONAL POLICE SERVICE COMMISSION**