IEBC SHORTLISTS ONLY KENYAN CITIZENS FOR CEO POSITION

The Independent Electoral and Boundaries Commission (IEBC) has noted the discussion following the publication of applicants for the position of Commission Secretary/Chief Executive Officer.

To ensure professionalism and independence in this critical recruitment, **the Commission contracted KPMG Kenya to manage the end-to-end recruitment process,** including advertisement, receipt of applications, long-listing, verification and shortlisting.

1. **Why we published all names**: In compliance with Article 35 and Article 232 of the Constitution on transparency and fair competition, the Commission published the full list of all the 304 applicants.

2. **We cannot control who applies:** The vacancy was advertised openly in the newspapers, IEBC website and all social media platforms. Some applicants were of foreign nationalities. This is normal for any open advertisement and does not constitute an anomaly. Any person can apply, but not everyone qualifies.

3. **Shortlisting strictly based upon Kenyan citizenship and merit:** The mandatory requirement in the advertisement was that the applicant must be a Kenyan citizen, hold a degree recognised in Kenya, have at least 5years' senior management experience and meet the requirements of Chapter six of the Constitution of Kenya 2010 and of the IEBC Act.

Upon verification of national ID, citizenship and academic credentials, **the final shortlist contains ONLY Kenyan citizens.** All foreign applicants were disqualified at the preliminary stage for not meeting the citizenship requirement.

The Commission assures the public that the process remains transparent, competitive and merit-based.

We urge Kenyans to disregard attempts to politicize a standard recruitment process.

IEBC Communications Office

Nairobi