

TEACHERS SERVICE COMMISSION



VACANCIES FOR DEPUTY PRINCIPAL, SENIOR LECTURER, SENIOR MASTER, CURRICULUM SUPPORT OFFICER, HEAD TEACHER AND DEPUTY HEAD TEACHER IN LINE WITH THE CAREER PROGRESSION GUIDELINES FOR TEACHERS

The Teachers Service Commission is a Constitutional Commission established under Article 237 of the Constitution.

Pursuant to its mandate, the Commission is inviting applications from suitably qualified candidates to fill the posts shown below in line with the **CAREER PROGRESSION GUIDELINES FOR TEACHERS**.

Interested candidates, who meet the required qualifications, should make their applications online through the TSC website– <https://teachersonline.tsc.go.ke> so as to be received on or before 13th January, 2021.

Please note that manual applications will not be considered;

Teachers Service Commission is an equal opportunity employer and persons living with disabilities (PWDs) are encouraged to apply.

ADVERT NO. 5/2020: APPOINTMENT OF DEPUTY PRINCIPAL 1 - (GRADE D3/TSC SCALE 13) – 1,341 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have served in the grade of **Deputy Principal II or Senior Master I (Grade D2/TSC Scale 12)** for a minimum period of three (3) years;
- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal and performance contracting process; and
- v. meet the requirements of Chapter six (6) of the Constitution.

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 6/2020: APPOINTMENT OF DEPUTY PRINCIPAL 11 - (GRADE D2/TSC SCALE 12) – 1,096 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have served in the grade of **Deputy Principal III or Senior Master II (Grade D1/TSC Scale 11)** for a minimum period of three (3) years;
- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal and performance contracting process; and
- v. meet the requirements of Chapter six (6) of the Constitution.

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 7/2020: APPOINTMENT OF SENIOR LECTURER I - (GRADE D2/TSC SCALE 12) – 39 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have served in the grade of **Senior Lecturer II (Grade D1/TSC Scale 11)** for a minimum period of three (3) years;

- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal and performance contracting process; and
- v. meet the requirements of Chapter six (6) of the Constitution.

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 8/2020: APPOINTMENT OF DEPUTY PRINCIPAL III - (GRADE D1/TSC SCALE 11) – 1,590 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have served in the grade of **Senior Master III (Grade C5/TSC Scale 10)** for a minimum period of three (3) years;
- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal and performance contracting process; and
- v. meet the requirements of Chapter six (6) of the Constitution.

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 9/2020: APPOINTMENT OF CURRICULUM SUPPORT OFFICER II - (GRADE C5/TSC SCALE 10) – 209 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have six (6) years' experience in the teaching service;
- iii. have served satisfactorily in **Grade C4/TSC Scale 9** for a minimum period of three (3) years;
- iv. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- v. have satisfactory rating in the performance appraisal and performance contracting process; and
- vi. meet the requirements of Chapter six (6) of the Constitution.

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 10/2020: APPOINTMENT OF HEAD TEACHER - (GRADE C5/TSC SCALE 10) – 2,111 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under career progression guidelines;
- ii. have served in the grade of **Deputy Head Teacher II (Grade C4/T- Scale 9)** for a minimum period of **three (3)** years;
- iii. have served as **Deputy Head Teacher** for a minimum period of **three (3)** years;
- iv. have satisfactory rating in the performance appraisal; and
- v. meet the requirement of Chapter six (6) of the constitution;

NB: Bachelors Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*

- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 11/2020: APPOINTMENT OF SENIOR MASTER IV - (GRADE C4/TSC SCALE 9) – 6,680 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under career progression guidelines;
- ii. have served in the grade of **Secondary Teacher I (Grade C3/T- Scale 8)** for a minimum period of **three (3)** years;
- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal; and
- v. meet the requirement of Chapter six (6) of the constitution;

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 12/2020: APPOINTMENT OF DEPUTY HEAD TEACHER II - (GRADE C4/TSC SCALE 9) – 1,765 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under career progression guidelines;
- ii. have served in the grade of **Senior Teacher I (Grade C3/T- Scale 8)** for a minimum period of **three (3)** years;
- iii. be currently serving as **Senior Teacher**;
- iv. have satisfactory rating in the performance appraisal; and
- v. meet the requirement of chapter six (6) of the constitution;

NB: Bachelors Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 13/2020: APPOINTMENT OF SENIOR LECTURER IV - (GRADE C4/TSC SCALE 9) – 45 POSTS

REQUIREMENTS FOR APPOINTMENT

For appointment to this grade, a teacher must: -

- i. be serving under career progression guidelines;
- ii. have served in the grade of **Lecturer I (Grade C3/T- Scale 8)** for a minimum period of **three (3) years**;
- iii. be a holder of Bachelor of Education or Bachelor of Science or Arts Degree plus a Post Graduate Diploma in Education (PGDE);
- iv. have satisfactory rating in the performance appraisal; and
- v. meet the requirement of chapter six (6) of the constitution;

NB: Masters Degree in a relevant area will be an added advantage

Applicants shall be required to upload the following documents during applications:

- a. *Letter of appointment to the current grade.*
- b. *Letter of appointment/deployment to the current responsibility.*
- c. *Certificate of Good Conduct from Director of Criminal Investigations.*
- d. *Clearance Certificate by Higher Education Loans Board (HELB).*
- e. *Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- f. *Clearance Certificate from a Credit Reference Bureau.*
- g. *Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

ADVERT NO. 14/2020: APPOINTMENT OF SENIOR MASTER IV (C4/T-SCALE 9) – 350 POSTS

REQUIREMENTS FOR APPOINTMENT

To qualify for appointment to this grade, a teacher must: -

- i. be serving under Career Progression Guidelines;
- ii. have been assigned to perform the duties of **Deputy Principal** before 30th June, 2017 and was converted to **T-Scale 8 (C3)** with effect from **1st July, 2017**;
- iii. have obtained a satisfactory rating in the performance appraisal process;

- iv. meet the requirements of Chapter six (6) of the Constitution

Applicants shall be required to upload the following documents during applications:

- a. Letter of appointment to the current grade.*
- b. Letter of appointment/deployment to the responsibility of Deputy Principal.*
- c. Certificate of Good Conduct from Director of Criminal Investigations.*
- b. Clearance Certificate by Higher Education Loans Board (HELB).*
- c. Clearance Application from Ethics and Anti-Corruption Commission (EACC).*
- d. Clearance Certificate from a Credit Reference Bureau.*
- e. Tax Compliance Certificate from Kenya Revenue Authority (KRA)*

NOTE:

- 1. Applicants are advised to give accurate information while making their applications.***
- 2. Those who give false information regarding their credentials and qualifications will be automatically disqualified.***
- 3. The duties and responsibilities of the advertised posts are outlined in the CAREER PROGRESSION GUIDELINES FOR TEACHERS (2018), available on the TSC Website (www.tsc.go.ke).***

SECRETARY/CHIEF EXECUTIVE