KARATINA UNIVERSITY
Inspiring Innovation and Leadership

DECLARATION OF VACANCIES

Karatina University wishes to recruit qualified and interested applicants for **Serving Academic Staff** as indicated below.

INTERNAL ADVERTISEMENT

ACADEMIC POSITIONS			
S/No	**Job Title**	**Grade**	**Reference**
1.	Professors	15	KarU/HR/PF/2026
2.	Associate Professors	14	KarU/HR/APF/2026
3.	Senior Lecturers	13	KarU/HR/SLEC/2026
4.	Lecturers	12	KarU/HR/LEC/2026

The specific details of the specializations are indicated in the University website www.karu.ac.ke

All applicants are required to submit their applications online through the job's portal (https://jobs.karu.ac.ke) available on the University website (under the careers section). The application should include a detailed Curriculum Vitae; Academic and Professional Certificates; Academic Transcripts; KCSE/KACE/KCE; recognition from CUE for any foreign certificate; and National ID or Passport; In addition, applicants **MUST** submit a continuously scanned copy of the application via email (jobs@karu.ac.ke) with the subject clearly stating the job title and the reference number ***(e.g. Senior Lecturers (*KarU/HR/SLEC/2026*)*** on or before **Friday 06th November, 2026; 5.00 p.m.**

For information relating to job specifications and general requirements, kindly download the pdf advertisement (https://karu.ac.ke/careers/).

Further note that, a candidate who meets the minimum academic requirements for promotion to the next level but falls short of the mandatory period may be considered for promotion if;

i) She/ He has been awarded global research prize for example Nobel Prize, Oscar Prize, Pulitzer Prize among others.
ii) She/ He has successfully filed and has evidence of acceptance and value of patent.
iii) She/ He has acquired exceptional research and academic awards recognized by Karatina University.

*Karatina University is an equal opportunity employer and all **qualified** and **Serving Staff** of either gender, persons with disability (evidence of NCPWD certificate) and those from marginalized areas are encouraged to apply. Please note that the University does not charge any fee for recruitment and selection process; only shortlisted candidates will be contacted; and canvassing leads to automatic disqualification*

Only shortlisted Candidates will be communicated

JOB RESPONSIBILITIES AND REQUIREMENT FOR VACANT POSITIONS

ACADEMIC POSITIONS

1. JOB TITLE: PROFESSOR– GRADE 15

The basic salary for this position ranges from KES. 224,631.00 by Kshs. 8,985.00 to Kshs. 345,816.00

a) Job Description for Professors

i) Teach and assess courses in one's discipline at both undergraduate and postgraduate level
ii) Supervise undergraduate projects and other experiential learning programmes
iii) Supervise dissertations/theses at the graduate level
iv) Develop undergraduate and postgraduate courses
v) Initiate, promote and participate in research projects and publish
vi) Give an inaugural lecture in one's discipline
vii) Provide academic leadership through programme development, Mentoring and research
viii) Provide professional and community services including initiating linkages and fundraising.
ix) Carry out administrative and other duties and responsibilities as may be assigned.

b) Job Specification/Requirements for Appointment

For appointment to this grade, a candidate:

i) Must have an earned Doctorate degree or its academic equivalent.
ii) Must have at least four (4) years of teaching and research since being appointed Associate Professor.
iii) Must have at least five (5) articles in refereed journals since appointment as Associate Professor
iv) Must have supervised postgraduate degree candidates.
v) Should show evidence of continued research and effective teaching.
vi) Should be recognized and registered or qualifies for registration by a relevant professional body where appropriate.
vii) Should show evidence of contribution to University life as well as national and international life.
viii) Should show evidence of community service
ix) Should show evidence of academic leadership in his/her area of specialization.
x) Should show evidence of developing fundable proposals and attract funding.
xi) Should have attended and contributed at academic conferences, seminars or workshops

2. JOB TITLE: ASSOCIATE PROFESSOR– GRADE - 14

The basic salary for this position ranges from KES. 193,182.00 by Kshs. 7,729.00 to Kshs. 297,403.00

a) Job Description for Associate Professor

i) Teach and assess courses in one's discipline at both undergraduate and postgraduate level
ii) Supervise undergraduate projects and other experiential learning programs
iii) Supervise dissertations/theses at the graduate level
iv) Develop undergraduate and postgraduate courses
v) Initiate, promote and participate in research projects and publish
vi) Provide academic leadership through programme development, mentoring and research
vii) Provide professional and community services and initiate linkages and fundraising.

viii) Carry out administrative and other duties and responsibilities as may be assigned

b) Job Specification/Requirements for Appointment

For appointment to this grade, a candidate:

i) Must have an earned Doctorate degree or its academic equivalent.
ii) Must have at least four (4) years teaching and research experience since becoming Senior Lecturer at university.
iii) Must have at least four (4) articles in refereed journals since appointment as Senior Lecturer.
iv) Must have supervised postgraduate degree candidates.
v) Should have attended and contributed at academic conferences, seminars or workshops.
vi) Should show evidence of continued research and effective teaching.
vii) Should be recognized and registered by relevant professional boards where applicable.
viii) Should show evidence of contribution to University life as well as national and international life.
ix) Should have attended and contributed at academic conferences, seminars or workshops.

3. JOB TITLE: SENIOR LECTURER– GRADE 13

a) Job Description for Senior Lecturer

i) Teach and assess courses in one's discipline at both undergraduate and postgraduate level
ii) Supervise undergraduate projects and other experiential learning programmes
iii) Supervise dissertations/theses at the graduate level.
iv) Develop undergraduate and postgraduate courses
v) Initiate, promote and participate in research projects
vi) Participate in academic leadership programmes
vii) Provide professional and community services and initiate linkages and fundraising.
viii) Carry out administrative and other duties & responsibilities as may be assigned

b) Job Specification/Requirements for Appointment

For appointment to this grade, a candidate: -

i) Must have an earned Doctorate degree or its academic equivalent.
ii) Must have at least four (4) years of teaching or research experience at University level since becoming Lecturer.
iii) Show evidence of supervision of postgraduate degree students
iv) Must have attended and contributed at academic conferences, seminars or workshops.
v) Must have a minimum of 4 publications in refereed journals since appointment as Lecturer

OR

i) A masters' degree in the relevant field (Health and ICT) from an accredited and recognized University (in special cases) with
ii) At least three (3) years teaching experience at the University level or in research or industry;
iii) Registered with the relevant professional body; and
iv) Must have at least one (1) publication.

4. JOB TITLE: SENIOR LECTURER – GRADE 13: KarU/HR/SLEC/2026

Basic Salary for this position is between KES. 154,739.00 by KES. 6,190.00 to KES. 238,221.00

a) Job Description for Senior Lecturer

i) Teach and assess courses in one's discipline at both undergraduate and postgraduate level
ii) Supervise undergraduate projects and other experiential learning programmes
iii) Supervise dissertations/theses at the graduate level.
iv) Develop undergraduate and postgraduate courses
v) Initiate, promote and participate in research projects
vi) Participate in academic leadership programmes
vii) Provide professional and community services and initiate linkages and fundraising.
viii) Carry out administrative and other duties & responsibilities as may be assigned

b) Job Requirements for Appointment

To be appointed to this grade, a candidate must have:
i) Must have an earned Doctorate degree or its academic equivalent.
ii) Must have at least four (4) years of teaching or research experience at University level since becoming Lecturer.
iii) Show evidence of supervision of postgraduate degree students
iv) Must have attended and contributed at academic conferences, seminars or workshops.
v) Must have a minimum of 4 publications in refereed journals since appointment as Lecturer

5. JOB TITLE: LECTURER – GRADE 12: KarU/HR/LEC/2026

Basic Salary for this position is between KES. 121,928.00 by KES. 4,877.00 to KES. 187,710.00

a) Job Description for Lecturer

i) Teach and assess courses in one's discipline at both undergraduate and postgraduate level
ii) Supervise undergraduate projects and other experiential learning programmes
iii) Supervise dissertations/theses at graduate level.
iv) Participate in the development of undergraduate and postgraduate courses
v) Initiate, promote and participate in research projects
vi) Provide professional and community services and initiate linkages and fundraising.
vii) Carry out administrative and other duties and responsibilities as may be assigned

b) Job Requirements for Appointment

To be appointed to this grade, a candidate must have:
i) Should have an earned Doctorate degree or its equivalent from a recognized academic institution
ii) Be registered or registerable with the relevant professional body (where applicable)
iii) Those with publications shall have an added advantage.