



WORLD BANK GROUP



Regional Centre on Groundwater
Resources Education, Training & Research
OASIS OF GROUNDWATER KNOWLEDGE

MINISTRY OF WATER, SANITATION AND IRRIGATION

CALL FOR INTERNSHIP PROGRAMME

HORN OF AFRICA GROUNDWATER FOR RESILIENCE PROJECT (HOAGW4RP)

Introduction

The Government of the Republic of Kenya (GoK), through the Ministry of Water, Sanitation, and Irrigation (MoWSI), has secured funding from the International Development Association (IDA) of the World Bank for the HORN OF AFRICA GROUNDWATER FOR RESILIENCE PROJECT (HoAGW4RP). The Ministry of Water, Sanitation and Irrigation intends to deploy part of this funding to support Internship Programme for the Financial Year 2026/2027. The Project Development Objective (PDO) of the HoAGW4RP is to enhance accessibility and promote sustainable management of groundwater in the Horn of Africa borderlands. Component 2A of the project focuses on generating groundwater information and strengthening regional and national groundwater institutions. It is under this component that the internship program is offered as one of the capacity building initiatives during the implementation of the project.

Targeted Applicants

The Internship program is targeting young graduates with a bachelor degree certificates and having obtained the said qualification not more than two (2) years before the date of this advertisement. It is envisaged that the internship program will bridge the gap between academic knowledge and real-world work as well as prepare the young graduates for successful careers by immersing them in practical work environments. The internship programme is being coordinated by the Ministry of Water Sanitation and Irrigation (MoWSI) and managed by the Regional Centre on Groundwater Resources (RCGW). The enrolment, remuneration, quarterly monitoring and evaluation of the interns in the program will be done with adherence to the guidelines provided in Part II of the Public Service Internship Act 2023.

Work Station

Interns will be deployed to different agencies and counties implementing the HoAGW4R Project, referred to as the workstation where they can apply their academic knowledge and gain valuable insights. The interns will occasionally be engaged in the field assignments particularly during the implementation of the project activities at the 5 counties targeted in the HoAGW4R project.

Eligibility Criteria

The internship program is open to the young graduates in the fields of geology, hydrogeology, environmental science, natural resources management, civil engineering (water option), sociology and gender development studies, Geographic Information Systems (GIS) and Remote Sensing (RS), ICT and communication, data science, chemistry, hydrometeorology or climate analysis, hydrology economics, finance and other water related engineering courses.

The applicants must:

- Be between 25 and 35 years old
- Have completed and holds a relevant Bachelor's degree from a recognized institution of higher education.
- Have graduated not more than two (2) years earlier than the date of this advertisement.
- Not have benefited in any other internship program funded by the Government of Kenya.
- Not have had any formal employment in their areas of specialization after graduation.

Duties and Responsibilities of the Intern

Interns will:

- Complete tasks assigned by their supervisors /mentors .
- Document the skills acquired during the internship program.
- Participate in mentorship activities and additional program responsibilities.
- Adhere to quarterly monitoring and evaluation requirement in the internship program
- Be ready to be deployed to any relevant office or work station within the institutions implementing the HoAGW4R project where there may be an internship vacancy
- Abide to the rules and regulations of the public institution they have been posted
- Make effort to acquire relevant skills in the area of specialization
- Observe confidentiality of information and security of tools and or equipment that are placed in the possession of the intern in the course of the internship programme
- Ensure clearance by the relevant authority before leaving the internship station

Duration and Stipend

The internship period will last twelve months (12) non-renewable. The second cohort of 65 interns will start in January 2027, the 3rd quarter of 2026/2027 Financial Year. Interns shall be paid a monthly stipend in accordance with the prevailing Guidelines on Management of the Public Service Internship Programme October, 2019, Internship Policy and Guidelines for the Public Service May, 2016 and any other applicable government circulars, policies, or directives issued from time to time. The issuance of certificates to the interns will be done upon successful completion of the internship programme.

An intern shall be liable to have his or her internship discontinued on the grounds of;

- a) Gross or disorderly conduct
- b) Unsatisfactory performance
- c) Commission of a criminal offence

NB: termination of the internship programme

An intern may terminate the contract by:

- a) giving a one month's notice or a written letter of resignation/termination of the contract to the Head of the Public Institution through the supervisor, to which the intern has been posted.
- b) giving a two weeks' notice before the expiry of the agreed internship period.

How to Apply

Interested candidates should apply by sending the official internship program application form , Cover Letter, copy of ID card, CV, relevant certificates and other supporting documents via email at hoa@rcgw.go.ke and capture the subject heading as: **"APPLICATION FOR THE HOAGW4RP INTERNSHIP 2027"**.

Please NOTE: Once selected, candidates will be required to submit proof of a valid Personal Accident Insurance Cover for the internship period, Certificate of Good Conduct, Copies of KRA PIN Certificate, and Bank Account Details.

Deadline for applications

The interested persons should submit their applications on or before **18th September, 2026**. Selection will be based on merits and performance of candidate in the interview.

NOTE: While the internship program will offer an equal opportunity to all graduates, women and persons living with disability are encouraged to apply