AAK | PROMOTING EXCELLENCE IN THE BUILT ENVIRONMENT

Architects
Engineers
Interior Designers
Quantity Surveyors
Town Planners Chapter
Landscape Architects
Construction Project Managers
Environmental Design Consultants

AAK/RNA/PSC/026/47 13th July 2026

The Secretary/Chief Executive Officer
Public Service Commission
Commission House, Harambee Avenue
P.O. Box 30095–00100
Nairobi.

Dear Madam/Sir,

RE: MEMORANDUM ON THE DRAFT POLICY ON CAREER PROGRESSION FOR THE PUBLIC SERVICE

The Architectural Association of Kenya is the umbrella professional body for built and natural environment professionals in Kenya, representing Architects, Planners, Engineers, Quantity Surveyors, Landscape Architects, Construction Project Managers, Environmental Design Consultants, and Interior Designers. As a key stakeholder in the development, delivery, and management of public infrastructure and the built environment, AAK welcomes efforts by the Public Service Commission (PSC) to establish a policy framework that promotes fairness, professionalism, transparency, and merit-based career advancement across the Public Service.

The Association notes that career progression frameworks must adequately recognize the education, professional competencies, regulatory requirements, responsibilities, and strategic contributions of various professions in service delivery and national development. It is in this context that AAK submits the following recommendations regarding the architectural profession within the Public Service.

As such, our submission is founded on two key areas of concern:

1. Academic Qualifications and Entry-Level Placement

Architecture is a highly specialized and regulated profession that requires rigorous academic and professional training before one is licensed to practice. Similar to Medicine and Dentistry, Architecture attracts some of the highest-performing students in the Kenya Certificate of Secondary Education (KCSE) examinations and demands extensive training and professional development.

In Kenya, the Architectural training pathway comprises a two-tier degree programme culminating in the award of a Bachelor of Architectural Studies and a Bachelor of Architecture degree. The programme generally spans six years of university education, followed by internship, professional assessment, registration, and continuous professional development requirements before full professional practice is attained.

Despite these comparable academic and professional requirements, disparities exist in the entry grades accorded to Architects within the Public Service. The current **Revised Scheme of Service for Architectural Personnel (June 2015)** places Architects at **Architect I, Job Group L (CSG 9)** as the entry-level position, as evidenced by PSC Advertisement No. 29/2021.

Conversely, Medical Officers and Dentists enter the Public Service at **Job Group N (CSG 8)**, as evidenced by PSC Advertisements No. 10/2021 and 11/2021 published on 25th February 2021.

While each profession has unique responsibilities and mandates, the similarities in academic rigor, professional regulation, duration of training, and public responsibility support a review of the current entry-level placement for Architects. Aligning the entry grade for Architects with other comparable regulated professions would promote equity and consistency within the Public Service career framework.

2. Career Progression and Professional Advancement

In addition to entry-level placement, there are notable disparities in career progression opportunities available to Architects within the Public Service.

It is observed that several professional cadres have career progression structures that culminate at **CSG 3** through positions designated as **Director General** or equivalent. Examples include:

i. Director General for Medical Services;
ii. Director General, Economic Planning, as reflected in PSC Advertisement No. 6/2025;
iii. Director General, Foreign Affairs, Political and Diplomatic Affairs, as reflected in PSC Advertisement No. 14/2025; and
iv. Director General, Public Debt Management, as reflected in PSC Advertisement No. 8/2024.

Similarly, administrative cadres under the Interior and Coordination of National Government function have progression pathways leading to senior positions graded at Job Group T and equivalent levels, including Principal Administrative Secretary (PAS), Interior Secretary for National Administration, and Deputy Commissioner of Prisons, as evidenced by PSC Advertisement No. 7/2024.

In contrast, the highest position within the Architectural cadre is generally graded at **CSG 4** and designated as **Chief Architect** or, in some instances, a Secretary-level position, as evidenced by PSC Advertisement No. 28/2025.

This creates a situation where the Architectural profession, despite its strategic contribution to national development, has a comparatively lower progression ceiling than several other professional and administrative cadres within the Public Service. The result is a limited pathway to senior leadership positions and reduced opportunities for representation of the profession at the highest levels of Government decision-making.

The disparity becomes more evident when comparing the overall career progression trajectories of various professions. Certain cadres that enter the Public Service at grades lower than Architects ultimately progress to positions at CSG 3, while the Architectural cadre remains capped at CSG 4. This suggests the need for harmonization of career progression structures to ensure that opportunities for advancement are commensurate with professional qualifications, responsibilities, experience, and contribution to public service delivery.

Architects play a critical role in the planning, design, implementation, supervision, and management of public infrastructure projects. They are directly involved in shaping the built environment, ensuring public safety, promoting sustainability, safeguarding public investment, and contributing to national development goals. Given these responsibilities, there is a compelling case for establishing a career progression framework that adequately recognizes the profession's contribution and provides opportunities for advancement to the highest levels of leadership.

The current structure has, over time, contributed to disparities in career progression, remuneration, professional recognition, leadership opportunities, and succession planning for

Architects serving in the Public Service. This may affect staff motivation, retention of experienced professionals, and the attractiveness of the profession within Government institutions.

Proposed Reforms

In view of the foregoing, we respectfully request the Architectural Association of Kenya (AAK), as the professional body representing Architects in Kenya, to champion and advocate for the following reforms during the PSC stakeholder engagement process:

1. **Revision of the entry-level position for Architects in the Public Service from CSG 9 to CSG 8** in order to align the profession with other comparable regulated professions requiring similar academic and professional qualifications.
2. **Creation of a Director General or equivalent position at CSG 3 for the Architectural profession**, thereby providing Architects with a career progression pathway comparable to those available in other professional cadres within the Public Service.
3. **Review and harmonization of the Scheme of Service for Architectural Personnel** to address existing disparities and promote equity, professional growth, succession planning, motivation, retention, and recognition of Architects serving in Government institutions.
4. **Adoption of the proposed career progression structure for Architectural Personnel**, providing a clear pathway from entry level to the highest level of professional leadership and policy influence within Government.

Proposed Restructuring of the Architects Scheme of Service in the Public Service

In addition to the foregoing proposals, we wish to submit a proposed restructuring of the Architects Scheme of Service aimed at aligning the profession with comparable professional cadres within the Public Service. The proposed structure seeks to provide a clear career progression pathway, enhance motivation and retention of Architectural Personnel, and create opportunities for leadership and professional growth up to the highest levels of Government.

Annexure I: Proposed Career Progression Structure for Architectural Personnel in the Public Service

CSG 3 – Director General / Equivalent

⬇

CSG 4 – Chief Architect / Secretary Position

⬇

CSG 5 – Deputy Chief Architect / Director Position

⬇

CSG 6 – Senior Principal Superintending Architect / Deputy Director Position

⬇

CSG 7 – Chief Superintending Architect / Assistant Director Position

⬇

CSG 8 – Architect I

Expected Benefits of the Proposed Structure

1. Aligns the Architectural profession with comparable professional cadres within the Public Service.
2. Establishes a clear, equitable, and transparent career progression pathway.
3. Enhances attraction, retention, motivation, and succession planning for Architectural Personnel.
4. Promotes recognition of the strategic role played by Architects in national development and public infrastructure delivery.
5. Strengthens leadership, policy formulation, and oversight of Architectural Services within Government.
6. Provides opportunities for Architects to contribute at policy, strategic, and national development levels through representation at the Director General level.

We believe that these reforms will not only promote equity and harmonization across professional cadres within the Public Service but will also strengthen the capacity of Government institutions to attract, retain, motivate, and effectively utilize highly qualified Architectural professionals in the delivery of public infrastructure and development programmes.

Signed
George A. Ndege, Architect
PRESIDENT ARCHITECTURAL ASSOCIATION OF KENYA