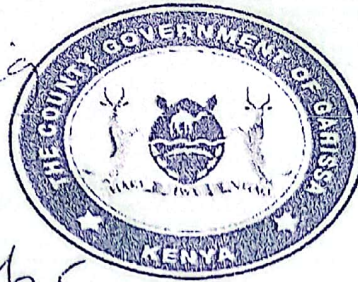


COUNTY GOVERNMENT OF GARISSA



*Forwarded to the
Office of the Clerk
for the Speaker
19/05/25*

COUNTY ASSEMBLY GARISSA

THIRD COUNTY ASSEMBLY- FOURTH SESSION

COMMITTEE ON APPOINTMENT
REPORT ON THE VETTING OF NOMINEES TO THE SELECTION PANEL
NOMINATED PURSUANT TO SECTION 58A OF THE COUNTY GOVERNMENT
ACT, 2012

DIRECTORATE OF COMMITTEE SERVICES
CLERK'S CHAMBER
ASSEMBLY BUILDINGS, GARISSA

MAY 2025

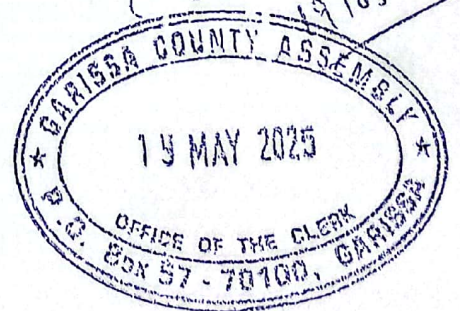


Table of Contents

FOREWORD	4
1.0 BACKGROUND.....	6
1.1 Preface	6
1.2 Establishment and Mandate of the Committee	6
1.3 Committee Membership	6
1.4 Committee Secretariat	7
2.0 Background.....	8
2.1 Notification of Nominations	8
2.2 Commitment to the Committee on Appointment	8
2.3 Public Advertisement.....	8
2.4 Notification of Nominees.....	9
2.5 Issues for Consideration during the Approval Hearings	10
2.6 Procedure for Nomination	10
2.7 Consideration of memoranda from Members of the Public.....	11
3.0 APPROVAL HEARINGS.....	12
3.1 MR. NOOR DAHIR YUSSUF, NOMINEE FOR THE POSITION OF CHAIRPERSON, SELECTION PANEL	12
3.1.2 Professional Experience	13
3.1.3 Relevant Qualifications and Experience	13
3.1.4 Experience in Conducting Recruitment Processes	13
3.1.5 Qualifications and Requirements for CPSB According to the County Government Act	14
3.1.6 Criteria for Assessing Suitability and Competence for CPSB Members	14
3.1.7 Process for Appointing Members and Chairperson for CPSB	14
3.1.8 Measures Against Political Interference	15
3.1.9 Key Challenges and Mitigating Strategies	15
3.1.10 Promoting Public Confidence	15
3.2 FATUMA HUSSEIN MUHUMED, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL	16

3.2.1 Academic Qualifications	16
3.2.2 Professional Experience	16
3.2.3 Relevant Qualifications and Experience	17
3.2.4 Experience in Conducting Recruitment Processes	17
3.2.5 Qualifications and Requirements for CPSB Members (According to the County Government Act)	17
3.2.6 Criteria for Assessing Suitability and Competence for Members CPSB	17
3.2.6 Process for Appointing Members and Chairperson	18
3.2.7 Measures Against Political Interference	18
3.2.8 Key Challenges and Mitigating Strategies	18
3.2.9 Promoting Public Confidence	18
3.3 MOHAMED HUSSEIN MUHUMED, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL	19
3.3.1 Academic Qualifications	19
3.3.2 Professional Experience	19
3.3.3 Relevant Qualifications and Experience	20
3.3.4 Experience in Conducting Recruitment Processes	20
3.3.5 Qualifications and Requirements for members of CPSB According to the County Government Act	20
3.3.6 Criteria for Assessing Suitability and Competence	20
3.3.7 Process for Appointing Members and Chairperson	21
3.3.8 Measures Against Political Interference	21
3.4 MR. MOHAMED NUR DUWANE, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL	21
3.4.1 Academic Qualifications	22
3.4.2 Work Experience	22
3.4.3 Relevant Qualifications and Experience	22
3.4.4 Experience in Conducting Recruitment Processes	23
3.4.5 Qualifications and Requirements According to the County Government Act	23
3.4.6 Process for Appointing Members and Chairperson	23
3.4.7 Measures Against Political Interference	23

3.4.8 Promoting Public Confidence	24
3.5 MRS. ASHA ABDULLAH ABDI, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL	24
3.5.1 Academic Qualifications	24
3.5.2 Professional Experience	25
3.5.2 Relevant Qualifications and Experience	25
3.5.3 Experience in Conducting Recruitment Processes	25
3.5.4 Criteria for Assessing Suitability and Competence	25
3.5.5 Promoting Public Confidence	26
4.0 Committee Recommendation	27
5.0 REPORT ADOPTION LIST	27
6.0 Annexures	29
Annex I: Letter from the Governor forwarding the nominees	29
Annex ii: Advert inviting nominees for vetting	29
Annex iii: Report adoption List.....	29

FOREWORD

Hon. Speaker Sir,

On 14th April 2025, the County Assembly of Garissa received a nomination letter from the Governor, as per Section 58A(1) and (2) of the County Governments Act, 2012, along with Sections 6 and 7 of the Public Appointments (County Assemblies Approval) Act, 2017. The letter, Ref No. CGG/GVN/ADM/VOL.1/1/2025, included the names of five nominees proposed for appointment as members and the chairperson of the selection panel.

Hon. Speaker, the nominees presented were:

- | | |
|----------------------------|------------------------------------|
| 1. Noor Dahir Yussuf | Chairperson |
| 2. Fatuma Hussein | Member, Private Sector |
| 3. Mohamed Duwane | Member, Advocate of the High Court |
| 4. Mohamed Hussein Muhumed | Member, ICPAK |
| 5. Asha Abdullahi Abdi | Member, Workers Union |


Pursuant to the provisions of Standing Order 45(1), the Honorable Speaker, vide a communication dated Tuesday, 29th April, 2025, informed the House of the Governors message through the county Secretary on nomination of members of the selection panel. Accordingly and in accordance with to Section 7(1) of the Public Appointments (County Assemblies Approval) Act, 2017 and Standing Orders 55 and 215, the names of the nominees were committed to the Committee on Appointments

On 9th May 2025, the Committee held the approval hearing in the Assembly chambers. All the nominees appeared and presented the required documents. During the hearing, the Committee asked questions to evaluate their qualifications and understanding of the roles they were nominated for. The nominees were assessed based on the requirements

laid out in section 58A(1,2,3,4 and 5) in the County Governments Act, 2012 and section 6 and 7 the Public Appointments (County Assemblies Approval) Act, 2017.

After careful consideration, the Committee found that all nominees had the necessary qualifications and understanding of their responsibilities and have scored above the pass mark in the vetting process indicating their competence and suitability the position. Additionally, by the time of the approval hearing, the Committee had not received any memoranda contesting the suitability of the nominees, suggesting support for their qualifications.

therefore, the Committee recommends that the Governor appoints the nominees: Noor Dahir Yussuf (Chairperson), Fatuma Hussein Muhumed, Mohamed Nur Duwane, Mohamed Hussein Muhumed, and Asha Abdullahi Abdi, as members of the selection panel.

Signed

HON: ABDI IDLE GURE

CHAIRPERSON, COMMITTEE ON APPOINTMENTS

Dated this.....day.....2025

1.0 BACKGROUND

1.1 Preface

1.2 Establishment and Mandate of the Committee

Section 14(3)(a) of the County Governments Act, 2012 provides that when the Assembly is considering any appointment for which its approval is required under the Constitution, an Act of Parliament or county legislation, the appointment shall be considered first by a committee of the county assembly.

Mr. Speaker sir,

The Committee on Appointments was constituted on Tuesday, 6th May 2025 during the fourth Session of the third County Assembly pursuant to the provisions of Standing Orders 215 (1). The Committee executes its mandate in accordance with the provisions of Standing Order 215 (4), from which it draws its mandate to consider, for approval by the County Assembly, appointments under Articles 179(2) (Members of County Executive Committees and any other appointment committed to it by the Assembly).

1.3 Committee Membership

The Committee on Appointments as constituted by the House comprises of the following Honorable Members:

1. Hon. Abdi I Gure	Speaker/Chairperson
2. Hon Mustafa Abdirashid	Deputy Speaker/Member
3. Hon. Mohamed Abdi Farah	Leader of Majority Party/Member
4. Hon Hussein M Dagane	Leader of Minority/Member
5. Hon. Timira Bishar	Member
6. Hon. Fardowsa Jelle	Member
7. Hon. Abdihakim Haret Ali	Member

8. Hon.Omar Abdi Hassan	Member
9. Hon. Abubakar Haji Sugow	Member
10.Hon.Amina M Bulo	Member
11.Hon Fatuma Mohamed Shide	Member
12.Hon Adow Omar Said	Member
13.Hon Abdirahman Mohamed Ali	Member

1.4 Committee Secretariat

1) Mr. Abdiaziz Mohamed Noor	Committee Clerk
2) Mrs. Sacdiya Abdi Salah	Researcher Officer
3) Mr.Ibrahim Bille	Hansard Reporter
4) Mr. Issack Gab	Sergeant-at-arms
5) Mohamed Hared	Clerk Assistant
6) Sara Abdi	PR

2.0 Background

2.1 Notification of Nominations

Pursuant to the provisions of Section 58A(1) and (2) of the County Governments Act, 2012, and Sections 6 and 7 of the Public Appointments (County Assemblies Approval) Act, 2017, the County Secretary forwarded to the Assembly a letter Ref No.

CGG/GVN/ADM/VOL.1/1/2025 and dated 14th April 2025(Annexure 1) forwarding the names of the following nominees for appointment as members and chairperson of the selection panel.

SN	Nominee	Body Presented
1	Noor Dahir Yussuf	Chairperson
2	Fatuma Hussein	Private Sector
3	Mohamed Duwane	Advocate of the High Court
4	Mohamed Hussein Muhumed	ICPAK
5	Asha Abdullahi Abdi	Workers Union

2.2 Commitment to the Committee on Appointment

Pursuant to the provisions of Standing Order 45(1), the Honorable Speaker, vide a communication dated Tuesday, 29th April, 2025, informed the House of the Governors message through the county Secretary on nomination of members of the selection panel. Accordingly and in accordance with to Section 7(1) of the Public Appointments (County Assemblies Approval) Act, 2017 and Standing Orders 55 and 215, the names of the nominees were committed to the Committee on Appointments.

2.3 Public Advertisement

Hon. Speaker, article 196(1) of the Constitution provides that a county assembly shall:

- a) *Conduct its business in an open manner and hold its sittings and those of its committees, in public; and*

b) Facilitate public participation and involvement in the legislative and other business of the assembly and its committees.

further, Hon. Speaker, Section 7(5) of the Public Appointments (County Assemblies Approval) Act, 2017 provides that the committee shall, by notice in at least one newspaper of national circulation, notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing. Further, Section 7(10) of the same Act provides that any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk of the County Assembly with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated.

In compliance with Section 7(5) of the Public Appointments (County Assemblies Approval) Act, 2017, the Clerk of the County Assembly placed an advertisement in the Standard newspaper on May 2, 2025 (Annexure 2), inviting the public to attend the approval hearing and/or submit any information or comments on suitability or otherwise by way of sworn affidavit(s).

The advertisement indicated that submissions were to be received in the Office of the Clerk of the County Assembly on or before 9th May, 2025. In addition, the advertisement notified the public that the approval hearings of the nominees would be conducted on Friday, 9th May, 2025 at the County Assembly chambers.

2.4 Notification of Nominees

Through the advertisement in the standard newspaper dated Friday, May 2, 2025, the Clerk of the County Assembly invited the nominees for the approval hearings in accordance with Section 6(4) of the Public Appointments (County Assemblies Approval) Act, 2017.

2.5 Issues for Consideration during the Approval Hearings

Hon. Speaker

pursuant to Sections 7(8) and (9) of the Public Appointments (County Assemblies Approval) Act, 2017 provides that:

(8) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

(9) The criteria specified in the First Schedule and the assessment form specified in the Second Schedule shall be used by a committee during an approval hearing for the purposes of vetting a candidate.

Further, Section 8 of the Public Appointments (County Assemblies Approval) Act, 2017 provides that the issues for consideration by the relevant County Assembly in relation to any nomination shall be:

- a) The procedure used to arrive at the nominee including the criteria for the shortlisting of the nominees;*
- b) Any constitutional or statutory requirements relating to the office in question; and*
- c) The suitability of the nominee for the appointment proposed having regard to whether the nominee's credentials, abilities, experience and qualities meet the needs of the body to which the nomination is being made.*

During the approval hearings, the Committee was guided by the provisions of Section 7(8) and (9) and Section 8 of the Public Appointments (County Assemblies Approval) Act, 2017.

2.6 Procedure for Nomination

Section 6(1) of the Public Appointments (County Assemblies Approval) Act, 2017 requires the appointing authority, upon nominating a person for appointment, to notify the relevant County Assembly accordingly. In this regard, pursuant to Sections 58A(1) of

the County Governments Act, 2012 and Section 6(1) of the Public Appointments (County Assemblies Approval) Act, 2017, the County Secretary notified the Assembly of the nomination of five (5) persons for appointment to the Selection Panel for the purpose of selecting suitable candidate for appointment as members and Chairperson of the County Public Service Board.

2.7 Consideration of memoranda from Members of the Public

Section 7(10) of the Public Appointments (County Assemblies Approval) Act, 2017 provides that "any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated." The Clerk of the County Assembly placed an advertisement in the print media on Friday, May, 2nd, 2025 (Annexure 2) inviting the public to submit any information or comments on suitability or otherwise of the nominees in conformity with Section 7(10) of the Public Appointments (County Assemblies Approval) Act, 2017.

In this regard, by 9th May, 2025, the Committee had not received any memoranda *contesting the suitability of nominees.*

3.0 APPROVAL HEARINGS

Hon. Speaker

The Committee on Appointment held its approval hearing on Friday 9th May 2025 as indicated in the table below;

	Nominee	Body presented	Date/Time
Friday 9 th May 2025			
1	Noor Dahir Yussuf	Chairperson	9:00AM-9:30AM
2	Fatuma Hussein	Private Sector	9:30AM-10:00AM
3	Mohamed Duwane	Advocate of the High Court	10:00AM-10:30AM
4	Mohamed H Muhumed	ICPAK	10:30AM-11:00AM
5	Asha Abdullahi Abdi	Workers Union	11:00AM-11:30AM

3.1 MR. NOOR DAHIR YUSSUF, NOMINEE FOR THE POSITION OF CHAIRPERSON, SELECTION PANEL

The nominee, Mr. Noor Dahir Yussuf, appeared before the Committee on Friday, May 9, 2025, at 9:00 a.m., to be vetted under oath pursuant to Section 58A of the County Governments Act, 2012, the Public Appointments (County Assemblies Approval) Act, 2017, and the Standing Orders of the County Assembly. The Committee noted the following:

3.1.1 Academic Qualifications

Mr. Noor holds a Bachelor of Laws Degree (2018-2023) and a Master of Arts in Public Policy and Administration (2015-2018) from the University of Nairobi. He also earned a *Bachelor of Arts Degree (2010-2014)* from Masinde Muliro University, completing his KCSE at Wajir High School (2005-2008) and KCPE at Furaha Primary School (1995-2002). His academic accomplishments provide a strong foundation in law and public policy, critical areas for effective governance and decision-making in the role of Chairperson of the Selection Panel.

3.1.2 Professional Experience

With over 10 years of experience in administration, conflict management, peacebuilding, and governance across both public and private sectors, Mr. Noor's professional background is diverse and robust. He has held senior management and administrative positions that focus on prudent resource management, fair competition, and the enforcement of organizational policies aimed at protecting the rights of minorities and marginalized groups.

Currently, as the Managing Partner at Sahel Consulting Limited (since November 2021), he is responsible for overseeing daily operations, developing organizational goals, and maintaining legal compliance. His previous roles include serving as Vice Chairperson of the Task Force on Garissa County Staff Audit, where he addressed staff concerns following a human resource audit, and as a Member of the Pawani University Council, overseeing budget approvals and performance monitoring.

3.1.3 Relevant Qualifications and Experience

Responding to the question regarding relevant qualifications and experience that would enable him to effectively carry out his role as a member of the Selection Panel for the recruitment of Members and Chairperson to the County Public Service Board, Mr. Noor emphasized his extensive academic background and professional experience. His tenure as Vice Chairperson of the Garissa County Public Service Board, from October 2015 to October 2021, provided him with direct experience in appointing and overseeing personnel while ensuring compliance with the Constitution of Kenya.

3.1.4 Experience in Conducting Recruitment Processes

Mr. Noor elaborated on his experience with recruitment processes, asserting that his time on the Garissa County Public Service Board equipped him with the necessary skills to

manage recruitment effectively. During his tenure, he was involved in appraising candidates and ensuring that appointments met constitutional requirements, which directly supports his readiness to lead the recruitment of Members and the Chairperson for the County Public Service Board.

3.1.5 Qualifications and Requirements for CPSB According to the County Government Act

Addressing the qualifications and requirements for the position of Members and Chairperson of the County Public Service Board, as outlined in the County Government Act, 2012, Mr. Noor indicated that he would prioritize candidates with at least a degree from a recognized university and a minimum of ten years of work experience in the public sector.

3.1.6 Criteria for Assessing Suitability and Competence for CPSB Members

In discussing the criteria for assessing the suitability and competence of applicants, Mr. Noor stated he would consider candidates' educational backgrounds, relevant work experience, knowledge of public service regulations, and attributes related to leadership and integrity. His commitment to ensuring that these criteria are comprehensive and non-discriminatory reflects his dedication to fairness in the recruitment process.

3.1.7 Process for Appointing Members and Chairperson for CPSB

The nominee provided a detailed outline of the process for appointing Members and the Chairperson of the County Public Service Board. This includes advertising vacancies in daily newspapers, conducting longlisting and shortlisting of candidates based on their qualifications, interviews, and recommending successful candidates to the Governor for appointment and the County Assembly for consideration.

3.1.8 Measures Against Political Interference

When asked about measures to ensure that the recruitment process remains free from political interference, Mr. Noor emphasized his commitment to strictly adhere to existing laws and regulations. He affirmed that he would act in accordance with the law, a principle that stems from his vast experience in governance and compliance.

3.1.9 Key Challenges and Mitigating Strategies

Mr. Noor recognized political interference as a potential challenge in his role. He underlined his strategy of acting in accordance with the law to navigate such situations, showcasing his understanding of the complexities involved in public sector recruitment.

3.1.10 Promoting Public Confidence

Lastly, Mr. Noor affirmed that the recruitment process would be transparent, involving public advertisements for positions, open shortlisting of candidates, and public interviews.

The Committee, having considered the nominee's filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, his curriculum vitae, and having heard his oral submission during the approval hearing, observed that the nominee possesses relevant knowledge and experience. Additionally, his professional associations and compliance with statutory requirements satisfy the requirements of Chapter Six of the Constitution and Section 58A(2)(a) of the County Government Act, 2012. Based on the above, the nominee has attained an average marks 88.5 per cent.

3.2 FATUMA HUSSEIN MUHUMED, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL

The nominee, Fatuma Hussein Muhumed, appeared before the Committee on Friday, May 9, 2025, at 9:30 a.m., to be vetted under oath pursuant to Section 58A of the County Governments Act, 2012, the Public Appointments (County Assemblies Approval) Act, 2017, and the Standing Orders of the County Assembly. Fatuma represents the private sector and has submitted the necessary statutory clearances, including clearance from the Kenya Revenue Authority (KRA), the Ethics and Anti-Corruption Commission, a clearance certificate from Credit Info CRB, a Higher Education Loans Board certificate, and a DCI clearance certificate.

The Committee observed the following:

3.2.1 Academic Qualifications

Fatuma holds a Bachelor of Arts in Gender, Women, and Development Studies from Everton University (2017) and a Postgraduate Diploma in Community Development from DALC Education (2009). Additionally, she has completed training in effective board governance. Her academic achievements provide a solid foundation in gender issues and community development, which during her submissions expressed are critical in her role as a member the Selection Panel.

3.2.2 Professional Experience

With over 10 years of experience in the private sector, Fatuma has held significant leadership roles. As the Managing Director of Marathon Communication Limited since January 2010, she has been responsible for overseeing daily operations, implementing hiring programs, and developing strategies for business growth. Previously, she worked as Manager in Sales and Marketing at Frontier FM and as a Nurse at Garissa General Hospital, where she engaged in various community health initiatives. Fatuma is also a member of the National Nurses Association of Kenya and received the Safaricom Award for Best Dealer of the Year in 2012. During her appearance before the committee, she

stated that this diverse professional background equips her with the necessary skills for effective governance and recruitment practices.

3.2.3 Relevant Qualifications and Experience

In response to the question regarding relevant qualifications and experience for her role in the Selection Panel, Fatuma highlighted her extensive management background and academic credentials. Her experience in leading teams and developing personnel underscores her capability to contribute to the recruitment of Members and the Chairperson of the County Public Service Board effectively.

3.1.4 Experience in Conducting Recruitment Processes

Fatuma elaborated on her recruitment experience, mentioning that her role as Managing Director involved managing comprehensive hiring and training processes. This direct involvement has provided her with a deep understanding of candidate evaluation, selection criteria, and the importance of adhering to best practices in recruitment, aligning her skills with the needs of the County Public Service Board.

3.2.5 Qualifications and Requirements for CPSB Members (According to the County Government Act)

Regarding the qualifications and requirements for Members and the Chairperson of the County Public Service Board, as outlined in the County Government Act, 2012, Fatuma emphasized the necessity of candidates possessing at least a degree from a recognized university and having a minimum of ten years of work experience in the public sector.

3.2.6 Criteria for Assessing Suitability and Competence for Members CPSB

In discussing the criteria for assessing suitability and competence of applicants, Fatuma stated that she would take into account candidates' educational backgrounds and relevant work experience as well as issues of diversity and gender representation.

3.2.6 Process for Appointing Members and Chairperson

The nominee outlined the process for appointing Members and the Chairperson of the County Public Service Board. She noted that it involves public advertisements for the positions, shortlisting candidates, conducting interviews, and recommending successful candidates to the Governor for appointment.

3.2.7 Measures Against Political Interference

When asked how to ensure the recruitment process remains free from political interference, Fatuma emphasized her commitment to strictly adhering to existing laws and regulations. She stated, *"To tackle political interference, I will rely on existing legal frameworks and work to ensure compliance with them at all times."*

3.2.8 Key Challenges and Mitigating Strategies

Fatuma acknowledged potential challenges she might face, stating, *"I recognize that political interference, conflicts of interest, and financial challenges are significant obstacles. Addressing these will require vigilance and adherence to legal frameworks."*

3.2.9 Promoting Public Confidence

Finally, Fatuma affirmed that the recruitment process would emphasize transparency and informed the committee her decisions will be based on merit and qualifications and adherence to the sections of county government act, 2017 as amended.

The Committee, having considered the nominee's filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, his curriculum vitae, and having heard his oral submission during the approval hearing, observed that the nominee possesses relevant knowledge and experience. Additionally, her professional associations and compliance with statutory requirements satisfy the

requirements of Chapter Six of the Constitution and Section 58A(2)(a) of the County Government Act, 2012. Based on the above, the nominee has attained an average mark 79.3 per cent.

3.3 MOHAMED HUSSEIN MUHUMED, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL

The nominee, Mohamed Hussein Muhumed, appeared before the Committee on Friday, May 9, 2025, at 10:00 a.m., to be vetted under oath pursuant to Section 58A of the County Governments Act, 2012, the Public Appointments (County Assemblies Approval) Act, 2017, and the Standing Orders of the County Assembly.

The Committee observed the following:

3.3.1 Academic Qualifications

Mohamed holds a Bachelor of Commerce degree in Finance from KCA University (2018-2020) and is currently pursuing a Master's degree in Finance from the University of Nairobi (January 2024 - present). He is also a Certified Public Accountant, having completed his certification at the Vision Institute of Professional Studies (2011-2013). His solid educational background provides a strong foundation in financial management, critical for his role in the Selection Panel.

3.3.2 Professional Experience

With a diverse career spanning over 10 years in finance and accounting, Mohamed currently serves as the Principal Management Accountant at the National Council for Population and Development since August 1, 2025. His role involves verifying payment vouchers, supervising cash management, and preparing budgets. Previously, he worked as an Accountant at the National Drought Management Authority, managing financial records, and as a Finance and Admin Assistant at Pact Inc., where he oversaw cash

advances and payment processing. His experience also includes coordinating fund activities for the National Government Affirmative Action Fund, enhancing his capacity to oversee public sector financial operations.

3.3.3 Relevant Qualifications and Experience

In discussing his qualifications for effectively participating in the Selection Panel, Mohamed emphasized his financial expertise and extensive experience in accounting roles. His solid foundation in financial principles is essential for evaluating candidates' financial proficiency in public service roles.

3.3.4 Experience in Conducting Recruitment Processes

While Mohamed's primary focus has been on financial management, he affirmed that has never been involved in any recruitment process. However, he stated that his understanding of the importance of financial integrity and compliance in public sector operations positions him well to contribute to the Selection Panel's recruitment efforts.

3.3.5 Qualifications and Requirements for members of CPSB According to the County Government Act

Mohamed highlighted the importance of adhering to the qualifications and requirements outlined in the County Government Act, 2012. He advocates for prioritizing candidates with relevant educational backgrounds and significant work experience in the public sector.

3.3.6 Criteria for Assessing Suitability and Competence

Regarding the criteria for assessing applicants' suitability, Mohamed stated he would consider candidates' educational qualifications, and relevant work experience in addition

to subjecting them with structured questionnaire to assess their relevant knowledge and experience to the docket.

3.3.7 Process for Appointing Members and Chairperson

Mohamed provided a brief overview of the appointment process, which includes public advertisements, shortlisting candidates, conducting interviews, and recommending successful candidates to the Governor for appointment and subsequently forwarding to the Assembly for approval.

3.3.8 Measures Against Political Interference

When questioned about preventing political interference during recruitment, Mohamed stressed the importance upholding and promoting the independence of the panel and ensuring respect for the rule of law and emphasized such challenges will be dealt with once they arise.

The Committee, having considered the nominee's filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, his curriculum vitae, and having heard his oral submission during the approval hearing, observed that the nominee possesses relevant knowledge and experience. Additionally, his professional associations and compliance with statutory requirements satisfy the requirements of Chapter Six of the Constitution and Section 58A(2)(a) of the County Government Act, 2012. Based on the above, the nominee has attained an average mark 86.5 per cent

3.4 MR. MOHAMED NUR DUWANE, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL

The nominee, Mohamed Nur Duwane, appeared before the Committee on Friday, May 9, 2025, at 11:30 a.m., to be vetted under oath pursuant to Section 58A of the County Governments Act, 2012, the Public Appointments (County Assemblies Approval) Act, 2017, and the Standing Orders of the County Assembly.

The Committee noted the following:

3.4.1 Academic Qualifications

Mohamed holds a Bachelor's Degree in Law from Kenyatta University (2012-2016) and completed the Advocates Training Programme at the Kenya School of Law (January 2017 - December 2017). He is currently pursuing a Master of Laws degree at the University of Nairobi with a focus on Commercial and International Human Rights Law. During his appearance he possess a solid foundation in legal principles pertinent to his role in the Selection Panel.

3.4.2 Work Experience

With a diverse career in the legal sector, Mohamed currently works at Gulf Energy Limited, where he has been employed since 2019, initially as an intern in the Legal Department starting in 2015. His role involves maintaining legal documents, drafting Powers of Attorney and Contract Execution Memos, conducting legal research, and updating the Legal Department on recent rulings. Additionally, he briefly worked in the Anti-corruption Department at Milimani Law Courts in 2014, which has further enhanced his experience in public service and legal processes.

3.4.3 Relevant Qualifications and Experience

During his oral submissions, Mohamed emphasized that his legal qualifications and professional experience make him well-suited for participation in the Selection Panel. His analytical skills and familiarity with legal frameworks are crucial for assessing candidates' qualifications and suitability for public service roles.

3.4.4 Experience in Conducting Recruitment Processes

Mohamed has confirmed having participated in recruitment processes, most notably serving as a member of the Selection Panel that conducted the recruitment of the Secretary/CEO of the County Public Service Board. He was vetted by the same Assembly Committee on appointment in June 2023. This experience has equipped him with valuable insights into the recruitment landscape, emphasizing the importance of transparency and meritocracy in selecting candidates.

3.4.5 Qualifications and Requirements According to the County Government Act

Mohamed highlighted the importance of adherence to qualifications and requirements as outlined in the County Government Act, 2012. He advocates for prioritizing candidates with relevant educational backgrounds, legal experience, and the necessary integrity that such roles demand, emphasizing their importance for effective governance.

3.4.6 Process for Appointing Members and Chairperson

Mohamed provided an overview of the appointment process, which includes public advertisements, shortlisting candidates, conducting interviews, and recommending at least two successful candidates for the chairperson's position and members to the Governor for appointment. His familiarity with these procedures emphasizes his readiness to contribute effectively to the Selection Panel.

3.4.7 Measures Against Political Interference

When questioned about preventing political interference during recruitment, Mohamed stressed the significance of adhering to established laws and regulations. He emphasized

that compliance with legal frameworks will serve as his guiding principle to ensure an impartial recruitment process.

3.4.8 Promoting Public Confidence

In closing, Mohamed assured that he would advocate for a transparent recruitment process, emphasizing open advertisements for positions and public participation in candidate evaluations.

The Committee, having considered the nominee's filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, his curriculum vitae, and having heard his oral submission during the approval hearing, observed that the nominee possesses relevant knowledge and experience. Additionally, her professional associations and compliance with statutory requirements satisfy the requirements of Chapter Six of the Constitution and Section 58A(2)(a) of the County Government Act, 2012. Based on the above, the nominee has attained an average mark 93.5 per cent.

3.5 MRS. ASHA ABDULLAHI ABDI, NOMINEE FOR THE POSITION OF MEMBER, SELECTION PANEL

The nominee, Asha Abdullahi Abdi, appeared before the Committee on Friday, May 9, 2025, to be vetted regarding her qualifications and suitability for the Selection Panel representing the workers' union.

The Committee noted the following:

3.5.1 Academic Qualifications

Asha holds a Bachelor of Education degree from Kenyatta University, where she studied from September 2010 to April 2014. She also obtained a Kenya Certificate of Secondary Education (KCSE) from Pangani Girls High School in Nairobi and a Certificate of Primary Education (KCPE) from Young Muslim Primary School in Garissa. Asha's education

foundation, enriched by her earlier schooling at Nanighi Primary School, underpins her educational practice.

3.5.2 Professional Experience

Asha is a dedicated education professional with over a decade of experience in teaching, school administration, and government service. She currently serves as the Principal at Yathrib Girls Secondary School in Garissa Township, where she has demonstrated success in fostering academic excellence and stakeholder engagement. Her leadership background includes roles as Deputy Principal at Fafi Girls Secondary School and Head of the Guidance and Counselling Department at Iein Girls Secondary School, focusing on student welfare and development.

3.5.2 Relevant Qualifications and Experience

Asha's extensive experience in educational leadership equips her with valuable insights into workforce development, making her well-suited to address the concerns of the workers' union. Her proven commitment to inclusive and high-performing learning environments reflects her ability to advocate for educational professionals effectively.

3.5.3 Experience in Conducting Recruitment Processes

Throughout her career, Asha has been involved in various recruitment processes within educational institutions. Her understanding of the criteria necessary for selecting qualified personnel positions her as an asset to the Selection Panel, particularly in advocating for fair and transparent recruitment practices.

3.5.4 Criteria for Assessing Suitability and Competence

Asha emphasizes the importance of evaluating candidates based on educational qualifications, relevant work experience, and commitment to public service. Her advocacy for transparent recruitment processes aligns with her dedication to promoting fairness and integrity.

3.5.5 Promoting Public Confidence

In conclusion, Asha has expressed if given the opportunity, her commitment to ensuring a transparent and inclusive recruitment process for the Garissa County Public Service Board. By prioritizing community involvement and stakeholder engagement, she aims to bolster public confidence in the integrity of the selection process.

The Committee, having considered the nominee's filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, his curriculum vitae, and having heard his oral submission during the approval hearing, observed that the nominee possesses relevant knowledge and experience. Additionally, her professional associations and compliance with statutory requirements satisfy the requirements of Chapter Six of the Constitution and Section 58A(2)(a) of the County Government Act, 2012. Based on the above, the nominee has attained an average mark 91.4 per cent

4.0 Committee Recommendation

The Committee, having considered the nominees filled questionnaire pursuant to Section 7(9) of the Public Appointments (County Assemblies Approval) Act, 2017, their curriculum vitae, and having heard their oral submission during the approval hearing, observed that the nominees possess relevant knowledge and experience and have all surpassed the set pass mark and are all suitable for appointment as members and chairperson of the selection panel for the recruitment of the members and the chairperson of Garissa County Public Service Board .

The committee therefore recommends that this House approves

- i. The nomination **Noor Dahir Yussuf** for appointment as the Chairperson of the selection panel
- ii. The nomination **Fatuma Hussein Muhumed** for appointment as member of The selection panel
- iii. The nomination **Mohamed Duwane** for appointment as member of the selection panel
- iv. The nomination **Mohamed Hussein Muhumed** for appointment as member of the selection panel
- v. The nomination **Asha Abdullahi Abdi** for appointment as member of the selection panel

5.0 REPORT ADOPTION LIST

8.0 Annexures

Annex i: Letter from the Governor forwarding the nominees

Annex ii: Advert inviting nominees for vetting

Annex iii: Report adoption List

Annex iv: Adoption Minutes

S/N	Member	designation	Signature
1	Hon. Abdi I Gure	Chairperson	
2	Hon Mustafa Abdirashid	Member	
3	Hon. Mohamed Abdi Farah	Member	
4	Hon Hussein M Dagane	Member	
5	Hon. Timira Bishar	Member	
6	Hon. Fardowsa Jelle	Member	
7	Hon. Abdihakim Haret Ali	Member	
8	Hon. Omar Abdi Hassan	Member	
9	Hon. Abubakar Haji Sugow	Member	
10	Hon. Amina M Bullo	Member	
11	Hon Fatuma Mohamed Shide	Member	
12	Hon Adow Omar Said	Member	
13	Hon Abdirahman Mohamed Ali	Member	