



Field Enumerator Criteria and Qualifications for Growers' Elections

Purpose of the Enumerator Role

Field Enumerators will be at the frontline of the Growers' Elections process. Their core responsibilities include:

- **Verifying sugarcane grower documentation** to ensure only bona fide (genuine) farmers are registered.
- **Registering eligible growers** across designated polling centers within their assigned zones.
- **Updating grower details** in the database where corrections or changes are necessary (e.g., location, ID corrections, phone number updates).
- **Mapping growers accurately** to their respective **polling centers** to facilitate organized and fair elections.
- **Upholding principles of transparency, neutrality and confidentiality** in all interactions.
- **Escalating any irregularities or disputed cases** to supervisors promptly for resolution.

Minimum Qualifications

Requirement	Description
Education	At least a KCSE Certificate (C- or higher). A Certificate, Diploma or Degree in any professional field is an added advantage.
Language Proficiency	Fluent in English and Kiswahili; knowledge of local languages (e.g., Dholuo, Luhya, Kalenjin, Ekegusii, Maasai) is a strong plus depending on the deployment zone.
Computer Literacy	Basic proficiency in digital data collection tools and ownership of an Android smartphone with android version 9 and above.
Experience	Previous field experience in data collection, community mobilization, electoral activities, or agricultural extension services is an advantage though not mandatory.
Age	Minimum of 21 years old.

Desired Competencies

- **Integrity and Impartiality** – Adherence to ethical conduct, avoiding favoritism or political bias.
- **Attention to Detail** – Accurate registration and verification of grower records.
- **Strong Interpersonal Skills** – Respectful, clear and professional communication with farmers.
- **Time Management and Organizational Ability** – Efficient fieldwork planning to meet assigned targets.
- **Physical Fitness and Endurance** – Ability to travel to remote polling centers and across rural terrain.
- **Problem-Solving Skills** – Ability to manage minor field challenges independently and escalate major issues appropriately.

Geographic and Community Considerations

- Enumerators must ideally **reside within or close to** the counties/subcounties/wards they are assigned.
- Familiarity with **local geography, road networks**, and **grower communities** will be an advantage.
- Preference will be given to those who demonstrate **deep knowledge of the local polling center structure**.

Screening and Selection Process

1. **Shortlisting** based on academic qualifications, relevant experience, and geographic suitability after filling the form on <https://mkulimaonboard.go.ke/recruitment/field-enumerator>
2. **Oral Interviews** to assess:
 - Communication skills
 - Understanding of local farming communities
 - Ethical mindset
3. **Practical Assessment** simulating:
 - Grower registration using a mobile device
 - Document verification exercise
4. **Mandatory Virtual Training** for shortlisted enumerators, covering:
 - Electoral ethics and neutrality
 - Grower eligibility criteria
 - Polling center assignment procedures
 - Data security and digital tool usage
 - Field escalation protocols

Contractual Terms

Detail	Description
Engagement Type	Short-term contract aligned with election activities.
Remuneration	A stipend of KES. 1,500 per assignment day.
Duration	Dependent on field deployment timelines.
Other Conditions	Performance monitoring will be conducted; non-compliant enumerators may be replaced.