

19th November 2022

Dear AMWIK members,

**REF: AMWIK BOARD COMMUNICATION ON THE HIRING PROCESS OF THE EXECUTIVE DIRECTOR**

The Association of Media Women In Kenya Board takes this opportunity to offer an apology to members for the lack of updates on the hiring process of the Executive Director position.

When the vacancy was advertised, four candidates were shortlisted and interviews subsequently conducted. Ms. Patience Nyange emerged as the top candidate with Ms. Jackline Lidubwi following in second position. Due to some concerns, and following deliberations on the same, the Board decided to pick Ms. Lidubwi and an email was sent to her informing her that her interview was successful and the contract would be sent to her at a later time.

However, the Board realized that there were concerns about both candidates and decided to reconvene to discuss the matter. It was at this point that the Board decided to rescind its earlier decision on Ms. Lidubwi for further background checks to be conducted for both candidates. Prompt communication regarding the same was sent to Ms. Lidubwi and she acknowledged this. As further background checks were being done, the Board appointed Ms. Lilian Museka to step in as acting Executive Director for the association to proceed with its normal operations.

After thorough background checks were completed and all concerns cleared, the Board agreed that Ms. Patience Nyange should fill the position of Executive Director. As per the Data Protection Act, details of the background checks remain confidential.

Ms. Lidubwi was then informed of the Board's decision to have Ms. Nyange take up the role of Executive Director. Ms. Lidubwi said she understood and that the delay in confirmation had allowed her to take up a counteroffer with her employer.

It is after this communication to Ms. Lidubwi that the Board communicated with Ms. Nyange on her appointment. The announcement was then made in the AMWIK members' group. The Board represents the members and regrets having held the updates, which were planned to be shared during a members' meeting within the year. In future, there will be swift communication on hiring processes undertaken at all levels.

Thank you for your understanding and continued commitment to the vision of AMWIK.

Sincerely,  
The AMWIK Board



Signed: Dr. Jane Thuo,  
Chairperson, Association of Media Women In Kenya.