

*Reading Time: 4 minutes*

Reading Time: 2 minutes

Searching for talented employees to fill your open positions is challenging no matter where you are in the world. However, it can prove extra difficult to learn how to recruit and hire Kenyan employees if you're not familiar with the country's different employment compliance laws. Plus, you have to keep running your parent company on top of handling all aspects of your expansion.

The team at Globalization Partners envisions a world where you can expand without a huge time commitment. Through Kenya hiring outsourcing, we'll recruit the right candidates for your team or onboard your preferred candidates. We'll make sure your company stays compliant and help you start working fast.

## Recruiting in Kenya

Kenya has an ethnically diverse population with various groups and subgroups. This allows your company to staff and recruit people from a variety of backgrounds, but you'll also need to understand various cultural nuances. Respecting business etiquette can also impress potential candidates and help you recruit top talent.

Here are three cultural nuances to know before recruiting.

### 1. Understand Ethnic Distinctions

Ethnic groups in the country are complex and sometimes overlap. Historically, there were strong tensions between groups, but today all people typically coexist peacefully. While past generations prioritized ethnic group and clan distinctions, younger generations tend to care less. We recommend researching the differences between groups based on who you're interviewing. You should also keep in mind that older people will care more about following the proper work culture per ethnic group.

### 2. Greet People With a Handshake

Verbal greetings vary between groups, but most people will say hello and ask about each other's family and overall well-being. Then you should shake the hands of everyone present, taking the time to greet each person individually. You can show respect for an elder or someone of higher social status by supporting their right forearm with your left hand while shaking hands. Two men with a close friendship may shake hands and hug, while two women will exchange a hug and light kiss on the cheek if they're good friends or family.

### 3. Eating Together Is Important

Many people in Kenya prioritize eating and sharing food. Afternoon tea is a common custom throughout the country. While some rules may vary based on the ethnic group, it's rare for anyone to waste food or water. However, those who are Muslim or part of an Asian community may not eat certain foods or consume alcohol. Keep these dietary restrictions in mind if you're meeting candidates over a meal.

## The Recruitment Process in Kenya

Kenya, and Nairobi especially, is a major business hub with several multinational companies. While the economy is growing, the country still does not have a large population of workers from other countries. This makes recruiting expats difficult, and you'll want to tap into the local job market. However, some industries that expats commonly enter include:

- Telecommunications
- Information and communication technology
- Oil and gas
- Exploration and production

Many people may directly search for a company and its open positions. It helps to have a specific employee available to answer cold calls and emails, as these measures could prove fruitful. You can also post open positions on online platforms including:

- BrighterMonday
- My JobMag
- LinkedIn
- PigiaMe

It's also important to leverage the power of social media in your search. Many younger generations use social media for information about jobs, so make sure you can recruit over a mobile device or social media. Email marketing is another way to connect with potential candidates.

## Kenya Recruiting Laws

Staffing your business in Kenya is about more than finding the right employees — you also have to stay compliant throughout the hiring process. The country's Constitution guarantees the right to equality — you cannot discriminate against someone based on race, tribe, place of origin, political opinion, color, or sex. The Employment Act also contains provisions on

sexual harassment but doesn't define sexual harassment as an offense. The Kenya employment laws are rapidly changing, so you should keep abreast of any changes to stay compliant.

### How to Hire Kenyan Employees

Hiring talented employees in Kenya is a vital part of your expansion, but you need to make sure you know the right ways to hire employees. Kenya will allow you to use a fixed- or indefinite-term employment contract depending on what kind of employment you need. However, all contracts should be in the employee's local language and include information about benefits, termination requirements, compensation, and related factors. It's also a good idea to put all monetary amounts in Kenyan shillings instead of any other currency.

## Kenya's Employment Compliance Laws

Kenya has employment compliance laws that apply to all new employees. You need to register all new hires with the local authorities if they do not have a Personal Identification Number (PIN), National Social Security Fund (NSSF), and National Hospital Insurance Fund (NHIF) numbers. Then, employers have to provide every employee's full name, bank details, and more.

You need to follow the same process when you hire expatriates as well. Kenya has several different types of work permits, and you'll need to choose the one that's best for the employee you'd like to hire.

## Best Ways to Onboard Employees

Onboarding employees is a process you get to put together as a company. You can take certain steps to make your onboarding process more comfortable for employees. Try reviewing the employment contract and similar terms with employees during their first day or week to make sure both parties agree to all the terms. Then, you can create a training program that will help employees succeed in their new positions.

If you have the time to travel to Kenya, try setting up a time to meet with new employees and personally welcome them to the company.

## Benefits of Kenya Hiring Outsourcing

Kenya hiring outsourcing services from Globalization Partners can bring your company numerous benefits. First, we'll help you find talented employees through our recruiting

services. Then, we'll onboard those employees to our Kenya PEO within a day or so. You can use our existing Kenya PEO to work instead of setting up your own entity, which will help you stay compliant and save you time.

## Why Choose Globalization Partners?

Globalization Partners has the experience you need to make the most of your expansion to Kenya. Contact us today to learn more about Kenya hiring outsourcing and our entire suite of global expansion services.

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