

VACANCY ANNOUNCEMENT

11th March 2026

POSITION: COPYRIGHT LICENSING OFFICERS (COMMISSION-BASED)

The Performing and Audio-Visual Rights Society of Kenya (PAVRISK) is a Collective Management Organization mandated to license the public performance and communication of musical and audio-visual works on behalf of rights holders in Kenya.

To strengthen our licensing and royalty collection operations, PAVRISK is seeking motivated, self-driven, and results-oriented individuals to serve as Copyright Licensing Officers on a commission-based engagement in the following counties:

No.	<u>COUNTY</u>	<u>POSITION</u>
1	Lamu County	1
2	Taita Taveta	1
3	Tana River County	1
4	Tranzoia County	1
5	Turkana County	1
6	Isiolo County	1
7	Wajir County	1
8	Mandera County	1
9	Garissa County	1
10	Marsabit County	1
11	Kitui County	1
12	Kajiado County	1
13	Busia County	1
14	Muranga County	1
15	Tharaka Nithi	1

Key Responsibilities

- Identify and license businesses that publicly use music and audio-visual content, including hotels, bars, restaurants, entertainment venues, retail outlets, public service vehicles, and other establishments.
- Sensitize businesses on copyright compliance and the importance of obtaining the appropriate licenses.
- Facilitate the issuance of licenses and support royalty collection in line with PAVRISK guidelines.
- Maintain proper records of licensed users within the assigned area.

- Submit periodic reports on licensing and enforcement activities.
- Support public awareness initiatives on copyright protection within the county.

Minimum Requirements

- Diploma in Sales, Marketing, Business Administration, or a related field.
- Prior experience in sales, banking, insurance, microfinance, marketing, civil service, or customer relations will be an added advantage.
- Applicants MUST currently be living and residing in the specific county; applications from candidates residing outside these counties will not be considered.
- Demonstrated ability to meet sales or collection targets.
- Strong negotiation, communication, and interpersonal skills.
- Self-motivated with high levels of integrity and professionalism.

Engagement Terms

- This engagement is purely commission-based, with competitive commission rates based on successful licensing and revenue collection performance.
- Successful candidates will support PAVRISK licensing operations within their county of residence.

APPLICATION PROCESS

Interested candidates should submit their CV and a brief cover letter clearly indicating the county they currently reside in to: hr@pavrisk.or.ke

Subject Line: *Application – Copyright Licensing Officer (County Name)*

Application Deadline: IMMEDIATE

Remuneration –STRICTLY COMMISSION-BASED.

Only shortlisted candidates will be contacted.

PAVRISK is an equal opportunity organization and encourages qualified individuals residing in the specified counties to apply.