The purpose of the study was to assess the factors influencing recruitment and selection of public primary school teachers by District Education Boards. The objectives of the study were to: find out how decentralization of teacher management by TSC influences recruitment and selection of teachers in public primary schools by DEBs; determine the extent to which the stakeholders interest influence recruitment and selection of public primary teachers by DEBs to find out the views of stakeholders especially teachers on recruitment and selection of teachers by the DEBs and to establish how applicant qualifications and other attributes affects recruitment and selection of teachers by DEB. The study adopted a descriptive survey design to target 171 public primary schools in Thika district, and all the teachers recruited by DEB in these schools. Cluster sampling was used to select the 20 schools. Simple random sampling method was used to select teachers from each of the respective schools while purposive sampling was used to select the head teachers of the 20 primary schools who took part in the study. Four District education officers from each of the four districts in Thika and one Municipal Education officer in charge of Thika Municipality also participated. Purposive sampling was used to select two members of the DEB to participate in the actual study. Questionnaires and interview schedules were used as the main tools for data collection. Data collected was both qualitative and quantitative. Quantitative data collected was analyzed using descriptive statistics including frequency counts, percentages and means. The data was coded and entered into an SPSS programme for analysis. Qualitative data was put under themes consistent with the research objects. The study revealed that selection panel at the district had qualified personnel to conduct the HR process guided by the TSC recruitment and selection guidelines. In addition most teachers were not comfortable teaching in the district. The study concluded that; factors such as the decentralization of teacher management, stakeholders interest and applicants qualifications and length of stay after graduation greatly affected recruitment and selection of teachers. Corruption, tribalism, regionalism and nepotism also negatively influenced the HR-process. The study recommended that district selection panels should be more transparent and accountable to ensure that only qualified teachers get employment. The Government should also allocate more funds to the Ministry of Education in order to recruit more teachers and eliminate cases of corruption and unemployment among graduate teachers.