Despite the government’s stride to elevate women to management positions, women have largely been faced with negative stereotypical attitudes towards their entry into certain professions and positions, which have been traditionally held by men, in Kenya. These pre-conceived notions about the suitability of men and women for particular occupations has restricted or excluded most women from entering senior positions, and more lucrative fields of employment such as senior management positions. The purpose of this study was to investigate the gender disparities in leadership and management of Rift Valley Institute of Science and Technology (RVIST). Its main objective was to establish the extent of gender representation in the leadership and management of RVIST, and to identify the factors that have led to gender disparities in the leadership and management of RVIST. The researcher used descriptive design for the proposed study. The study was carried out at Rift Valley Institute of Science and Technology (RVIST) in Nakuru District, Rift Valley Province. The target population was both TSC employed lecturers and skilled non-teaching Board of Governors (BOG) employees at RVIST from a population of 187 TSC employed lecturers and 42 skilled non-teaching BOG staff, respectively. Simple random sampling technique was used and questionnaires were used to collect data. Quantitative analysis was used in analyzing the data. Statistical package for social sciences (SPSS) was used for analysis and presentation. The findings were presented in descriptive form. The major findings were that most of the senior leadership and management positions at RVIST held by lecturers employed by the TSC were occupied by male employees; and that most of the senior leadership positions among the BOG skilled non-teaching employees were held by females. Data reported in the study confirmed that women in Institutes of Science and Technology continue to face challenges in their career advancement. It was, therefore, recommended that programmes should be established that present information and activities that will prepare women for leadership and management positions.