



**KENYA
REINSURANCE
CORPORATION
LIMITED**

CAREER OPPORTUNITIES

Kenya Reinsurance Corporation Limited (Kenya Re) is a leading reinsurer and is listed at the Nairobi Securities Exchange (NSE). The Corporation is certified in ISO 9001:2015 Certified and ISO 27001:2013. It is also rated B (Fair) by A.M Best and AA+ (KE) by the Global Credit Rating Company (GCR). Kenya Re is seeking to recruit and fill the following position for Kenya Re Zambia subsidiary:

A) REGIONAL CHIEF EXECUTIVE OFFICER

Reports to: Group Managing Director (Kenya)

Job Purpose

To provide strategic and operational leadership to Kenya Reinsurance Corporation's Zambia subsidiary. The subsidiary's regional mandate includes Zambia, Zimbabwe, Malawi, Mozambique, Botswana, Namibia, Angola, South Africa, Eswatini and Lesotho. This is to ensure sustainable growth of quality reinsurance business, strong financial performance, robust governance and full alignment with Group strategy, policies and Board expectations.

The role holder will drive market development, innovation and risk-appropriate underwriting across multiple regulatory environments, maintain and deepen key stakeholder relationships, and build a high-performing, future-ready team.

Primary Responsibilities

The main duties and responsibilities will include, but will not be limited to, the following:

1. Business Growth and Market Development

- (i) Develop and execute a regional business strategy to grow profitable reinsurance business in line with the Group's strategic objectives and risk appetite.
- (ii) Drive business acquisition and sustainable revenue growth across the 10 focus markets (Zambia, Zimbabwe, Malawi, Mozambique, Botswana, Namibia, Angola, South Africa, Eswatini and Lesotho).

- (iii) Proactively originate and negotiate reinsurance treaties and facultative business, ensuring technical quality, pricing adequacy and portfolio diversification.
- (iv) Promote the development and roll-out of innovative reinsurance products and solutions in collaboration with cedants, brokers and other partners, tailored to market needs and regulatory frameworks.
- (v) Maintain and grow Kenya Re's market share and brand visibility in the SADC market by ensuring the Corporation's presence and value proposition are clearly and consistently communicated.

2. Relationship Management and Stakeholder Engagement

- (i) Build, enhance and maintain strong relationships with cedants, brokers, regulators, industry associations, rating agencies, investors, and other strategic partners across the region.
- (ii) Serve as the primary regional liaison with local regulators in each jurisdiction, ensuring constructive engagement, timely responses and adherence to reporting requirements.
- (iii) Represent the Corporation at high-level regional fora, conferences and industry events to strengthen Kenya Re's positioning and thought leadership.

3. Underwriting, Technical and Financial Performance

- (i) Enhance and maintain the subsidiary's efficiency and standards of prudent underwriting, ensuring technical quality, profitability and compliance with Group underwriting guidelines.
- (ii) Oversee the arrangement and administration of retrocession programme, optimizing protection, capacity and cost in line with Group objectives.
- (iii) Provide leadership on portfolio monitoring, including pricing adequacy, retention levels, commissions, and profitability by line of business and country.
- (iv) Oversee the preparation, accuracy and timeliness of accounts and financial reports, and follow up on premium collections and any other monies due.
- (v) Drive initiatives to expand the bottom line through disciplined cost management, improved operational efficiency, optimization of capital and effective asset-liability management (in liaison with Group functions).
- (vi) Review outstanding loss reserves, IBNR claims and large losses, ensuring adequate reserving practices in consultation with actuarial and finance functions.

4. Data, Analytics and Reporting

- (i) Coordinate and manage data submissions to regulators and other statutory bodies across all covered jurisdictions.
- (ii) Coordinate collation and compilation of statistics for actuarial valuation, pricing analysis and risk modelling, leveraging data for informed decision-making.
- (iii) Collate and analyze market statistics on insurance and reinsurance business to identify trends, opportunities, and emerging risks.
- (iv) Prepare and present regular, high-quality reports to the Board and Group Management on business performance, market developments, risks and opportunities in the region.

5. Governance, Risk and Compliance

- (i) Approve business, claims and operational transactions within delegated limits across the region in alignment with Group policies and strategic objectives.
- (ii) Ensure strict compliance with Group policies, governance frameworks, internal control standards and all applicable laws and regulatory requirements in each of the eight countries.
- (iii) Review and implement budgets, business plans and major investment proposals for the subsidiary and region.

- (iv) Identify, monitor and escalate material risks, emerging issues and governance concerns to the Group Managing Director and the Board, proposing appropriate mitigation actions.
- (v) Establish and maintain proper systems of internal control, risk management and compliance in accordance with Group policies and best practice.

6. People Leadership and Organizational Effectiveness

- (i) Provide strategic leadership to staff and foster a high-performance, ethical, inclusive and customer-centric culture.
- (ii) Continually assess team skills, capabilities and succession pipelines, identifying gaps and driving targeted development, coaching and recruitment to build a strong regional team.
- (iii) Support leadership development and alignment of HR, performance management and operational standards across the subsidiary and region in line with Group frameworks.
- (iv) Maintain a conducive work environment that attracts, retains and motivates employees, promoting collaboration across functions and geographies.
- (v) Ensure effective management and optimal utilization of financial, human and other resources to meet the Corporation's strategic objectives.

7. Strategy Execution and Board / Group Liaison

- (i) Translate Group strategy into clear regional plans, KPIs and budgets, and ensure effective execution and performance tracking.
- (ii) Implement policies approved by the Board of Directors and Group Management for the attainment of strategic objectives in the Zambia subsidiary and the wider region.
- (iii) Act as the key point of contact between the Zambia subsidiary and Group Head Office, ensuring timely, accurate and transparent communication on performance, risks, opportunities and strategic initiatives.

Academic Qualifications

- i) Bachelor's Degree in any of the following disciplines: Insurance, Actuarial Science, Finance, Accounting, Business Administration, Economics, Commerce, or its equivalent qualification from a recognized and accredited University.
- ii) Master's Degree in any of the following disciplines: Insurance, Finance, Accounting, Actuarial Science, Business Administration (MBA), Economics, Strategic Management, or its equivalent qualification from a recognized and accredited University.

Professional Qualifications

- (i) Chartered Insurance Institute (CII)/ ACII from a recognized institution.
- (ii) Certified Public Accountant (CPA), ACCA- London or equivalent qualifications from a recognized institution.
- (iii) Membership of Chartered Insurance Institute (CII), Institute of Risk Management (IRM), Society of Actuaries (SOA), or its equivalent in good standing.
- (iv) Certificate in Leadership Course lasting not less than four (4) weeks from a recognized and accredited institution (*as an added advantage*).

Experience

- (i) At least fifteen (15) years relevant work experience, of which at least five (5) years must have been in senior management or an equivalent and comparable position in insurance, reinsurance, financial services, or related sector.
- (ii) Demonstrable experience in managing entities or significant portfolios within the Southern African Development Community (SADC) region, including multi-country operations and cross-border regulatory engagement, is a strong advantage.
- (iii) Proven track record of growing profitable business, managing P&L, and delivering sustained bottom-line improvement.
- (iv) Completion of a Management or Executive Development Programme lasting not less than four (4) weeks from a recognized institution.

Other Qualifications and Competencies

- (v) Demonstrated Managerial, Administrative, and Professional competence, particularly in Underwriting, Financial management, Governance, and Performance oversight, as reflected in work performance and results.
- (vi) Experience working in an international and multicultural environment, with deep knowledge and understanding of Pan-African and SADC markets.
- (vii) Strong strategic thinking capability, commercial acumen and innovation mindset, with the ability to craft and execute market-specific strategies across different regulatory regimes.
- (viii) Broad knowledge of insurance, reinsurance, investment, trade, treasury and other cross-functional financial products.
- (ix) Proven people leadership, stakeholder management and change management skills.
- (x) Excellent oral and written communication, negotiation and presentation skills, with the ability to engage effectively with Boards, regulators, senior executives and external stakeholders.
- (xi) Must meet applicable integrity and fit-and-proper requirements as stipulated by the Pension and Insurance Authority.
- (xii) Working knowledge of Portuguese or other native languages spoken in Angola and Mozambique will be a distinct advantage; familiarity with other regional languages is an added benefit.

Applications should be submitted to the Board Chairman of Kenya Reinsurance Zambia at recruitment@kenyare.co.ke on or before 30th April 2026.