

MANAGER RESEARCH AND DEVELOPMENT- GRADE KRC 4C

Reports to: Group Managing Director

Job Purpose.

The Manager, Research and Development is a Group-wide role responsible for driving research, innovation, strategic planning, and knowledge management across Kenya Reinsurance Corporation (a government-owned entity). The position coordinates the development of policies, strategies, and initiatives that support business growth, product innovation, market intelligence, and operational excellence in line with the Corporation's mandate and national development priorities.

Key Responsibilities

1. Strategic Planning and Performance Management

- Lead the development, review, implementation, and alignment of the Corporation's Strategic Plan, annual work plans, performance contracts, and budgets across the Group.
- Monitor and evaluate the implementation of strategic and operational plans to ensure quality, timeliness, and achievement of desired outcomes.
- Coordinate organization-wide performance management and the performance contracting process.
- Track and report on key performance indicators (KPIs) for the department and the Corporation.

2. Research, Innovation and Market Intelligence

- Oversee research activities, data analysis, and market studies, and provide high-level strategic recommendations on issues, products, services, or challenges affecting the insurance and reinsurance industry in Kenya, the region, and globally.
- Formulate and implement the Corporation's Research and Innovation Strategy.
- Ensure research, innovation, and knowledge management practices are embedded across all areas of the Corporation's operations.
- Undertake feasibility studies to guide the Board and management on regional and international expansion plans.

3. Product Development, Policy and Process Improvement

- Design, develop, and implement policies, procedures, methodologies, and quality standards to support the introduction of new reinsurance products, services, and innovations.
- Champion business process re-engineering and continuous improvement initiatives across the Group.
- Monitor the implementation of business process re-engineering projects.

4. Data Analytics and Insights Generation

- Mine large sets of transaction and operational data using statistical and logical analysis to identify patterns and generate actionable insights that support decision-making.
- Identify opportunities to integrate internal and external data sources to create new business intelligence and opportunities.

5. Knowledge Management and Intellectual Assets

- Manage the Corporation's intellectual assets and knowledge management systems.
- Review reports and advice on emerging trends in knowledge management.

6. Collaboration and Stakeholder Engagement

- Continuously liaise with the Marketing and Investments Divisions to monitor economic trends (locally and internationally) and propose suitable investment and market strategies.
- Provide expert advice and present findings to the Board of Directors and senior leadership.
- Perform any other duties as assigned by the Managing Director.

Requirement/Person Specifications

Academic Qualifications

- Bachelor's degree in Actuarial Science, Business Administration, Commerce, Data Science, Economics, Insurance, Mathematics, Statistics, Strategic Management, project Planning & Management, or a related field from a recognized institution.

- Master's degree in any of the above or related disciplines.

Professional Qualifications

- (i) Membership in good standing with a relevant professional body (e.g., Statistical Society of Kenya, Actuarial Society of Kenya, Kenya Institute of Management, or equivalent).
- (ii) Completion of a Senior Management or Leadership Development Programme lasting not less than four (4) weeks from a recognized institution.
- (iii) Proficiency in computer applications and data analysis tools (SPSS, R, Python, or equivalent), MS Office Suite, and research management software.
- (iv) Compliance with Chapter Six of the Constitution of Kenya..

Experience

- (i) Minimum of fifteen(15) years' relevant experience in research, strategy, innovation, or related fields, with at least three (3) years served at Assistant Manager level or in a comparable senior management role in a reputable organization.
- (ii) Demonstrated experience in team leadership and presenting to senior leadership and Boards of Directors.

Other Requirements

- (i) Excellent interpersonal, written, and verbal communication skills with the ability to translate complex data and research findings into clear, actionable insights for diverse audiences.
- (ii) Strong strategic thinking, analytical, critical thinking, and problem-solving abilities.
- (iii) Proven ability to manage multiple priorities and deliver results under pressure.
- (iv) Deep knowledge of research methodologies, innovation management frameworks, and the insurance/reinsurance industry landscape in Kenya and the region.
- (v) Collaborative team player with high integrity and leadership capabilities.

Applicants should indicate their current or most recent salary in their CV, as well as whether they are persons living with a disability. They should submit, either by post or email, their CV, credentials, and cover letter (as attachments), quoting the position applied for and outlining how they meet the requirements for the position, addressed to:

**The Human Resource Manager
Kenya Reinsurance Corporation Limited
P. O Box 30271, 00100 GPO
NAIROBI
E-mail: recruitmentkrc@kenyare.co.ke.
Closing Date: 10th June 2026**