



JOB VACANCY

ASSISTANT MANAGER – RESEARCH AND DEVELOPMENT GRADE KRC 3C

Reports to: Manager, Research and Development

Job Purpose

To provide senior support in developing and coordinating the Corporation's research, strategy and innovation agenda, driving data-driven insights, strategic planning and innovative product development to strengthen the Corporation's competitive position.

Primary Responsibilities

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

1. Strategic Planning and Performance

- (a). Participate in the development and review of corporate strategic and business plans, objectives, strategies, budgets and policies.
- (b). Participate in the development and implementation of the corporate strategy.
- (c). Prepare and monitor the strategic planning process, ensuring that selected value-adding initiatives receive the highest priority.
- (d). Communicate strategy and guide the integration of strategy into performance management systems.
- (e). Monitor and evaluate strategy implementation and all of the Corporation's programmes and projects.

2. Research, Market Intelligence and Innovation

- (a). Coordinate research and development on insurance matters and other areas forming part of business development for the Corporation and the insurance market.
- (b). Coordinate the collection, organization and analysis of market data to generate research insights that give the Corporation a competitive edge.
- (c). Conduct PESTEL and SWOT analyses within the Corporation's markets of interest and make recommendations to management.
- (d). Conduct regular competitor analysis to help the Corporation explore new innovations and adapt to market trends.
- (e). Make recommendations to management on the prioritization of innovative ideas and ways of improving innovation.
- (f). Champion innovation by analyzing current situations to foster improvements, better work systems, cost savings and faster turnaround times.

3. Statistical Modelling and Business Analytics

- (a). Design, develop, update and manage statistical models for premium forecasts.
- (b). Develop, maintain and update revenue forecasting models.
- (c). Develop detailed business analyses and prepare action plans to deliver short- and long-term results.

- (d). Create actionable insight that informs decision-making on customer behavior and business performance optimization.
- (e). Identify appropriate business analytics tools for the Corporation.

4. New Product Development

- (a). Carry out new product development and generate creative and innovative ideas.
- (b). Identify problems, opportunities and/or gaps through primary and secondary research and innovation.
- (c). Review existing research methods and advise on the most appropriate research methodology to address business and research problems.
- (d). Advise on research results against set action standards and recommend next steps.

5. Team Coordination

- (a). Promote and monitor implementation of correct procedures throughout the Research and Analytics team.
- (b). Initiate proposals, and assess those made by others, for more effective capacity-building initiatives and innovations.

Academic Qualifications

- (a). Bachelor's degree in strategic management, Project Planning and Management, Economics, Statistics, Commerce or an equivalent qualification from a recognized institution.
- (b). Master's degree in strategic management, Statistics, Project Planning and Management, Economics, Business Management, Mathematics or an equivalent qualification from a recognized institution.

Professional Qualifications

- (a). Registered member of the Statistical Society of Kenya or its equivalent, in good standing.
- (b). Management course lasting not less than four (4) weeks from a recognized institution.
- (c). Proficiency in computer applications.

Experience

- (a). At least twelve (12) years' relevant work experience, three (3) of which must have been at a supervisory level in a reputable organization.
- (b). Demonstrated merit, managerial capability and professional competence as reflected in work performance and results.

Other Requirements

- (a). Excellent interpersonal, communication and stakeholder management skills, with the ability to engage effectively with internal departments, suppliers and regulatory bodies.
- (b). Strong analytical, negotiation and problem-solving skills, with a keen eye for detail and value for money.
- (c). Superior planning, organizing and time-management skills, with the ability to work effectively under pressure and meet tight deadlines.
- (d). Fulfil the requirements of Chapter Six of the Constitution of Kenya.

How to Apply

Interested and qualified candidates may access detailed information on the application procedures through the Corporation's website, www.kenyare.co.ke, and the recruitment consultant's website, www.eaglehr.co.ke.