



KENYA REINSURANCE CORPORATION LIMITED

GENERAL MANAGER – REINSURANCE OPERATIONS (KRC GRADE 5)

Three (3) Years Contract, Renewable Once

Reports to:	Group Managing Director
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Job Purpose

The General Manager, Reinsurance Operations, provides strategic and operational leadership for all reinsurance activities at Kenya Re. The role drives sustainable profitable growth, technical excellence, prudent risk management, sound claims handling, effective retrocession arrangements, and superior client service across local, regional, and international markets.

Key Responsibilities

1. Strategic Portfolio Oversight

The role has overall responsibility for Life Reinsurance, Local Market Operations, International Treaty, International Facultative, Marketing & Business Development, and Retrocession placements.

2. Business Growth, Marketing and Market Development

- Lead marketing and business development strategies to grow market share across local, international treaty, and international facultative business.
- Identify new opportunities and develop innovative reinsurance products and solutions.
- Oversee the preparation and delivery of competitive quotations, pricing, rating terms, and underwriting conditions.

3. Stakeholder Engagement and Relationship Management

- Build and maintain strong relationships with cedants, brokers, retrocessionaires, and regulators in local and international markets.
- Provide strategic reports, business intelligence, and technical advisory to the Board and Senior Management.
- Ensure high client satisfaction, retention, and fulfilment of Kenya Re's statutory mandate.

4. Underwriting, Technical and Financial Performance

- Provide executive leadership in underwriting and portfolio management across all business lines.
- Lead the strategic retrocession placements and negotiations to secure optimal risk transfer, capacity, and favorable terms from global retrocessionaires.
- Draft, review, and negotiate treaty and facultative agreements in line with Kenya Re's policies and regulatory requirements.
- Ensure timely collection of premiums, commissions, and receivables.
- Oversee management of mandatory cessions and run-off accounts.

5. Claims Management

- Oversee end-to-end claims handling for Group Life and Individual Life reinsurance business, including death, disability, and other treaty-related claims.
- Review outstanding loss reserves, IBNR provisions, and claims adequacy.
- Ensure prompt, fair, and compliant claims settlements.

6. Data, Analytics and Reporting

- Coordinate regulatory data submissions to the Insurance Regulatory Authority (IRA).
- Analyse actuarial and market statistics to support valuation, reserving, and strategic planning.
- Monitor performance across all portfolios.

7. Governance, Risk and Compliance

- Champion strong governance, internal controls, risk management, and full statutory compliance.
- Prepare and monitor divisional budgets, work plans, and performance contracts.

8. People Leadership and Organizational Effectiveness

- Lead, mentor, and develop a high-performing team within the Reinsurance Operations Division.
- Promote a culture of professionalism, innovation, accountability, and service excellence.
- Perform any other duties assigned by the Group Managing Director

Academic Qualifications

- Bachelor's degree in actuarial science, Statistics, Mathematics, Insurance, Commerce (Insurance/ Finance/Accounting/Marketing), Business Administration, Strategic Management, or equivalent from a recognized institution.
- Master's degree in actuarial science, Commerce, Business Administration (MBA), Strategic Management, or equivalent from a recognized institution.

Professional Qualifications

- Associate of the Chartered Insurance Institute (ACII) or Fellowship (FCII) – London or Kenya.
- Full membership of the Insurance Institute of Kenya (IIK) or equivalent professional body, in good standing.
- A senior leadership or management course lasting not less than four (4) weeks from a recognized institution.
- Proficiency in computer applications.
- Must satisfy the requirements of Chapter Six of the Constitution of Kenya 2010.

Experience

- At least fifteen (15) years of relevant experience in insurance/reinsurance, with a minimum of ten (10) years in senior management roles.
- Demonstrated experience managing Life reinsurance, international treaty/facultative business, and business development functions.
- Proven track record of engaging with Boards of Directors and leading high-performing teams.

Key Competencies

- Strong commercial acumen with proven success in marketing and business development in local and international reinsurance markets.
- Excellent leadership, interpersonal, negotiation, and stakeholder management skills.
- Superior analytical, problem-solving, and decision-making abilities.
- Deep technical knowledge of Life reinsurance, treaty and facultative operations, retrocession, and risk management.
- High integrity and ability to thrive under pressure while meeting deadlines.