Job Description

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Job Title
Chief Executive Officer (CEO) - Reinsurance Broking

Job Location
Dar es Salaam

Category
-

Job Type
Full Time

Job level
Managing Director / CEO

Industry
Insurance

Open to Expatriates
Only Open to Tanzanian Nationals

Minimum Requirements

Min Budget
-

Max Budget
-

Primary Industry
Insurance: 15 Years

Secondary Industry
-

Primary Category
-

Secondary Category
-

Certificate
-

Qualification
-

Summary

Provide overall strategic, commercial and regulatory leadership of the company as its TIRA-approved Principal Officer. The CEO owns the P&L, drives profitable growth of the facultative and treaty portfolio, represents the company before regulators, cedants, and international reinsurance markets, and builds a high-performing professional team.

Responsibilities

Strategy & Growth

- Develop and execute the corporate strategy and annual business plan approved by the Board; own revenue, brokerage and profitability targets.
- Grow and diversify the production portfolio across facultative and treaty business, classes of business, and geographies (Tanzania and regional African markets).
- Identify and develop new market opportunities, products, and strategic partnerships (cedants, MGAs, correspondent brokers, retrocession markets).

Market & Client Leadership

- Maintain senior-level relationships with cedants, reinsurers, and international broking partners; lead key placements and renewals personally where required.
- Ensure placement quality: security vetting of reinsurers, slip and contract-certainty discipline, and timely claims advocacy for clients.

Regulatory & Governance

- Act as Principal Officer vis-à-vis TIRA; ensure full compliance with the Insurance Act (Cap. 394), Insurance Regulations 2009, TIRA circulars and guidelines, and AML/CFT requirements.
- Prepare and present Board papers, KPI scorecards, and statutory/regulatory returns accurately and on time.
- Maintain a sound risk management and internal control framework, including professional indemnity (E&O) exposure management.

Financial & People Leadership

- Manage budgets, brokerage income recognition, credit control and premium remittance discipline (including foreign remittance compliance).
- Recruit, develop and retain professional staff; build a performance-driven, ethical culture with clear KPIs and succession depth.

Education & Qualifications

Must-have

- 15+ years in insurance/reinsurance, of which 8+ years in senior leadership within reinsurance broking, reinsurance underwriting, or a cedant reinsurance function
- Demonstrable production track record — a portable book of cedant/reinsurer relationships in African markets
- Deep technical knowledge of facultative and treaty structures (proportional and non-proportional) across property and specialty lines
- Bachelor's degree in a relevant field; professional qualification (ACII/FCII or equivalent)
- Eligibility to satisfy TIRA fit-and-proper requirements as Principal Officer
- Fluent English; strong Board-level communication and negotiation skills

Preferred

- Master's degree (MBA or similar)
- Kiswahili proficiency and prior East African market experience
- Experience with regulatory change management and licence applications

Characteristics

- Strategic leadership and commercial acumen
- Integrity and regulatory credibility
- Deal origination and negotiation at C-level
- People development and performance management
- Resilience and sound judgement under pressure

Reporting To

Board of Directors

Driving Licence

Not Required

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