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**Job Ref. No:** JHIL182

**Position:** Head of Actuarial, Product Innovation & Pricing

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Jubilee Insurance was established in August 1937 as the first locally incorporated insurance company based in Mombasa. Over the years, Jubilee Insurance has expanded its reach throughout the region, becoming the largest composite insurer in East Africa, offering Life, Pensions, General, and Medical Insurance. With a client base of over 1.9 million, Jubilee stands as the number one insurer in East Africa. We operate a network of offices in Kenya, Uganda, Tanzania, and Burundi, and we are the only ISO-certified insurance group listed on the three East African stock exchanges – The Nairobi Securities Exchange (NSE), Dar es Salaam Stock Exchange, and Uganda Securities Exchange. For more information, visit [www.JubileeInsurance.com](http://www.JubileeInsurance.com).

We currently have an exciting career opportunity for the role of **Head of Actuarial Product Innovation & Pricing**, Jubilee Health Insurance Limited (JHIL). The position holder will report to the Chief Executive Officer.

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### **Role Purpose**

We are seeking a commercially astute, analytics-driven, and visionary actuarial executive to join our leadership team as Head of Actuarial, Product, Innovation & Pricing. This role will serve as a strategic partner to the CEO and Board, translating actuarial insight into product and pricing strategies that drive sustainable business growth. The role demands an actuarial leader with deep expertise in medical insurance, regulatory reporting, and product innovation. The ideal candidate will lead a high-performing, collaborative team and leverage advanced analytics, automation, and innovation to shape the company's pricing philosophy, reserving integrity, and health insurance product portfolio. As a key thought partner, the role will also play a critical part in driving profitability, data-driven strategy, and actuarial governance across the organization.

### **Main Responsibilities**

#### **1. Strategic Leadership & Actuarial Governance**

- Provide actuarial leadership and direction across all medical insurance lines, contributing to company wide strategic planning.
- Serve as the primary actuarial advisor to the CEO and Board, translating complex actuarial insights into strategic decisions.
- Lead actuarial compliance, ensuring full adherence to regulatory requirements (IRA) and professional standards, including IFRS 17.
- Represent the company in regulatory forums, actuarial associations, and industry innovation platforms.

#### **2. Product Development & Innovation**

- Lead the ideation, development, testing, and launch of new and differentiated medical insurance products across all business lines.
- Champion modular, tiered, and tech-enabled health plans tailored to diverse market segments including youth, gig economy, and chronic care.
- Collaborate with clinical, underwriting, and digital teams to embed wellness, preventive care, and digital health capabilities into products.
- Drive a culture of innovation by continuously scanning local and global markets for emerging trends and translating them into viable offerings.

#### **3. Pricing & Portfolio Profitability**



- Design, review, and maintain pricing models that are actuarially sound, market competitive, and aligned with the company's growth and risk appetite.
- Monitor business performance and recommend pricing changes based on claims experience, market trends, and loss ratio targets.
- Conduct regular pricing adequacy reviews and provide recommendations on corrective actions to achieve sustainable underwriting margins.
- Support the distribution and business development teams with competitive pricing intelligence and sales enablement materials.

#### **4. Actuarial Analytics & Business Intelligence**

- Build and oversee an advanced actuarial analytics function that uses predictive modelling, machine learning, and data visualization to drive decision-making.
- Lead the development of dashboards and tools that provide insights.
- Collaborate with ICT and Data teams to establish robust data governance, improve data quality, and enable actuarial modelling infrastructure.
- Provide executive-level insights through forecasting, scenario testing, and sensitivity analysis to support strategic initiatives.

#### **5. Reserving, Reporting & Risk Management**

- Oversee actuarial valuation and reserving processes, ensuring timely and accurate preparation of reserves in line with statutory and IFRS 17 requirements.
- Prepare and present actuarial reports for internal use, external auditors, Board committees, and regulators.
- Contribute to the company's enterprise risk management (ERM) by modelling and assessing key insurance risks and solvency capital needs.
- Partner with Finance to ensure alignment between actuarial projections, financial planning, and capital management.

#### **6. Leadership, Talent Development & Stakeholder Engagement**

- Build, lead, and mentor a high-performing actuarial team, fostering a culture of continuous improvement, learning, and ethical excellence.
- Facilitate capacity-building initiatives and succession planning within the actuarial function.
- Collaborate effectively with internal stakeholders to align objectives.
- Engage with external stakeholders including reinsurers, auditors, regulators, and strategic partners on technical and commercial matters.

#### **7. Jubilee Health Brand**

- Act as a visible actuarial and analytics ambassador for Jubilee Health, enhancing the company's brand by championing data-driven decision-making, transparent pricing practices, and actuarial excellence.
- Represent the company in regulatory forums, actuarial associations, and industry engagements related to product development, actuarial policy, and innovation.
- Promote actuarial integrity and technical governance as part of the organization's brand promise to clients, regulators, and partners.

#### **8. Compliance**

- Ensure full compliance with actuarial and regulatory requirements as issued by the Insurance Regulatory Authority (IRA), IFRS 17 standards, and relevant statutory bodies.
- Collaborate with finance, risk, and compliance teams to strengthen internal controls and mitigate actuarial, product, and pricing-related risks.



- Establish and uphold actuarial policies, methodologies, and reporting frameworks aligned with professional standards and Group expectations.
- Monitor actuarial and pricing exposures across the portfolio, including regulatory, reputational, and financial risks, and drive timely corrective actions where necessary

#### **Key Competencies**

- i. Strategic Actuarial Insight:** Ability to apply actuarial thinking to business strategy, pricing, and product development.
- ii. Product Innovation & Market Differentiation:** Designs and delivers cutting-edge, customer-focused insurance products. Balances innovation with risk, compliance, and commercial viability.
- iii. Regulatory and Technical Governance:** Ensures actuarial and financial reporting meets all regulatory and professional standards, including IFRS 17. Promotes strong internal controls and audit readiness.
- iv. Leadership in Data & Analytics:** Leads advanced actuarial modelling and predictive analytics to support strategic goals. Builds high-performing teams and scalable analytics capabilities.
- v. Stakeholder Influence & Executive Communication:** Communicates complex actuarial concepts clearly to non-technical stakeholders. Builds trust and alignment with executives, regulators, and partners

#### **Academic & Professional Qualifications**

- I. Master's degree in Actuarial Science, Finance, Statistics, Data Science, Health Economics, or a related field.
- II. Bachelor's degree in Actuarial Science,
- III. Fully qualified actuary

#### **Relevant Experience**

- I. At least 10 years of progressive actuarial experience, preferably within insurance, with a minimum of 4 years in a senior leadership capacity.
- II. Proven experience in pricing, product development, actuarial analytics, and IFRS 17 implementation.
- III. Proficient in actuarial software
- IV. Familiarity with Kenya's health insurance regulatory framework and market dynamics.

**If you are a strategic, innovative driven actuarial leader ready to shape the future of medical insurance through data, analytics, and product excellence, we invite you to apply.**

**Kindly submit your detailed CV and cover letter to [Recruitment@jubileekenya.com](mailto:Recruitment@jubileekenya.com) quoting the Job Reference Number and position by 30<sup>th</sup> July 2025.**

**Only shortlisted candidates will be contacted.**