Jubilee INSURANCE

Job Ref. No: JLIL 357

Position: Head of Business Development- Group Life and Credit Life

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Jubilee Insurance was established in August 1937, as the first locally incorporated Insurance Company based in Mombasa. Jubilee Insurance has spread its sphere of influence throughout the region to become the largest Composite insurer in East Africa, handling Life, Pensions, General and Medical Insurance. Today, Jubilee is the number one insurer in East Africa with over 1.9 million clients. Jubilee Insurance has a network of offices in Kenya, Uganda, Tanzania, Burundi, and Mauritius. It is the only ISO certified insurance group listed on the three East Africa stock exchanges – The Nairobi Securities Exchange (NSE), Dar es Salaam Stock Exchange and Uganda Securities Exchange. Its regional offices are highly rated on leadership, quality and risk management and have been awarded an AA- in Kenya and Uganda, and an A+ in Tanzania. For more information, visit www.JubileeInsurance.com.

We currently have an exciting career opportunity for the **Head of Business Development- Group Life and Credit Life** within **Jubilee Life Insurance Limited.** The position holder will report to the **General Manager- Employee Benefits & Retirement Solutions** and will be based at our Head Office in Nairobi.

Role Purpose

The role holder is responsible for steering the strategic direction, growth, and market positioning of the Group Life and Credit Life Business. This includes driving business development initiatives, identifying and converting opportunities, building strong client and intermediary relationships, and leading a high-performing team. The role holder will oversee Sales, Distribution, and Marketing of Group Life products while ensuring alignment with Jubilee Life's strategic objectives and corporate standards.

Main Responsibilities

Strategy

- Develop and execute the strategic business development roadmap for the Group Life and Credit Life segment, expanding market share and strengthening competitive positioning.
- Identify, evaluate, and pursue new business opportunities—including partnerships, collaborations, and strategic acquisitions—to enhance growth.
- Conduct continuous market and competitor analysis to inform strategic planning and identify risks and opportunities.
- Collaborate with senior management to define strategic targets, aligning business development goals with Jubilee Life's overall strategy.
- Monitor industry, regulatory, and market developments to guide long-term positioning of Group Life and Credit Life products.
- Provide strategic insights to management on product development, pricing, and market segmentation.

Operational

- Marketing & Branding Support. Provide marketing tools, training, and technical support to intermediaries to enhance Group Life and Credit Life product uptake.
- Client Acquisition & Relationship Management. Identify prospective clients and build strong pipelines within the Group life and credit life ecosystem. Build and nurture long-term relationships with key clients by understanding their needs and providing tailored solutions. Oversee preparation of presentations, proposals, and negotiations to secure new business. Ensure seamless client onboarding and efficient transition to the servicing and account management teams.
- Sales Operations & Performance Management. Track performance against targets, monitor the sales funnel, and provide regular progress reports. Ensure effective coordination with underwriting, actuarial, operations, and claims to support business acquisition and retention.

- Intermediary & Partner Management. Build and maintain productive relationships with brokers, intermediaries, and strategic partners. Collaborate with partners to co-create opportunities and coordinate joint business efforts.

Business Growth & Development

- Develop and implement business growth strategies to meet revenue targets and sustain year-on-year growth.
- Drive cross selling and upselling initiatives within existing client portfolios.
- Collaborate with product development teams to identify emerging market needs and design new or enhanced Group Life offerings.
- Monitor portfolio performance, assess profitability, and recommend corrective or improvement strategies.

Jubilee Life Brand

- Champion the Jubilee Life brand in all external engagements to strengthen market visibility and reputation.
- Ensure consistent brand messaging in all business development activities, pitches, and marketing materials.
- Represent the organization at industry events, conferences, and stakeholder forums.
- Promote high service standards that enhance client satisfaction and reinforce the Jubilee brand.

Corporate Governance

- Ensure full compliance with regulatory frameworks, industry standards, and internal policies.
- Uphold and enforce robust data protection protocols in line with statutory requirements and company policies.
- Participate in audits, risk assessments, and internal control evaluations, implementing timely corrective actions.
- Maintain adherence to the laws of Kenya, insurance industry regulations, underwriting standards, and company procedures.

People & Culture

- Team Leadership: Build and lead cross-functional teams, fostering collaboration, accountability, and high performance across diverse skill sets and departments.
- Retention KPI: Achieve a regrettable turnover rate below 5% annually within finance teams by promoting a supportive environment, career growth opportunities, and recognition.
- Employee Engagement Score (EES) KPI: Drive a 10% year-over-year increase in EES through team-building, transparent communication, and empowerment initiatives.
- Cultural Alignment Index (CAI): Attain the Company’s CAI target score by embedding Jubilee’s values (e.g., innovation, teamwork, excellence) into project execution and team dynamics.
- Skill Development: Provide mentorship and training to team members on departmental tools, techniques, and industry-specific knowledge, enhancing capability.
- Conflict Resolution: Mediate and resolve team conflicts or stakeholder disputes, maintaining morale and focus on project goals.
- Resource Advocacy: Advocate for team needs (e.g., additional resources, training) to senior management, ensuring departmental success and staff well-being.

Key Competencies

- Strong business development acumen with a proven record in the Group Life & Credit Life space.
- Exceptional relationship-building and stakeholder engagement skills.
- Strategic thinking and the ability to operationalize strategy effectively.
- Strong commercial, financial, and market awareness.
- Results-oriented with a strong focus on growth and revenue generation.
- Ability to translate market insights into actionable strategies.

Academic Background & Relevant Qualifications

- Bachelor’s degree in Insurance, Finance, Business, Marketing, or related field.
- Diploma in Insurance.
- Professional certifications i.e., LOMA / CII / IIK.
- Master’s degree is an added advantage.
- Minimum 8–10 years’ experience in a similar role, with at least 4 years in leadership.
- In-depth knowledge of Group Life and corporate life products, regulations, and market dynamics.
- Demonstrated experience in implementing strategic initiatives and driving business growth.
- Proven experience managing high-value corporate accounts and negotiating complex Group Life contracts.
- Demonstrated ability to build and manage strong intermediary and broker networks, with evidence of driving sales

through partnerships.

- Experience leading sales teams across multiple channels, including direct sales, brokers, intermediaries, and corporate relationships.
- Experience in designing and implementing go-to-market strategies, product launch plans, and market expansion initiatives.
- Experience in portfolio profitability management, including pricing reviews, retention strategies, and loss ratio analysis.

If you are qualified and seeking an exciting new challenge, please apply via
Recruitment@jubileekenya.com
quoting the Job Reference Number and Position by 30th November 2025.
Only shortlisted candidates will be contacted.