



Job Ref. No: JHUB 002

Position: Head of Digital Engineering

Jubilee Group was established in August 1937, as the first locally incorporated Insurance Company based in Mombasa. Jubilee Group has spread its sphere of influence throughout the region to become the largest Composite insurer in East Africa, handling Life, Pensions, Asset Management and Medical Insurance. Today, Jubilee is the number one insurer in East Africa with over 1.9 million clients. Jubilee Group has a network of offices in Kenya, Uganda, Tanzania, Burundi. 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 a **Head of Digital Engineering** within **Jhub SEZ Limited**. The position holder will report to the **Chief Transformation Officer** and will be based at the Trific North Tower Offices in Nairobi.

Role Purpose

The Head of Digital Engineering is responsible for providing strategic and operational leadership for the Digital Engineering function within Jhub SEZ Limited, overseeing software engineering and development, RPA and automation, core platform engineering, and technical support. The role is accountable for the design, development, delivery, reliability, scalability and continuous improvement of technology solutions, while ensuring that engineering capabilities are aligned to business and customer needs. The role will work closely with other transformation functions to translate opportunities into commercially viable digital products and services, while driving the translation of technology capabilities into sustainable, revenue-generating solutions.

Key Responsibilities

Strategy

1. Develop and execute the Digital Engineering strategy in alignment with the organisation's overall business, technology and transformation objectives.
2. Provide strategic direction for key engineering and technology capabilities, ensuring they operate as an integrated function.
3. Define the technology and engineering roadmap for digital products and platforms, balancing business priorities, technical requirements, scalability, security and long-term sustainability.
4. Identify opportunities to leverage emerging technologies, automation and modern engineering practices to improve product delivery, operational efficiency and customer experience.
5. Establish performance objectives, service standards and KPIs for the Digital Engineering function and monitor performance against agreed targets.
6. Provide strategic input into technology investments, partnerships and initiatives that support the organisation's growth and competitive positioning.

Operational

1. Lead the design, development, enhancement and support of scalable, secure and reliable digital products, platforms and solutions.
2. Oversee engineering and technology capabilities, ensuring solutions meet business, technical, security and quality requirements.
3. Provide oversight of technical support, ensuring timely resolution of complex incidents, recurring issues and technical challenges affecting digital solutions.
4. Establish and maintain engineering standards, development practices, architecture principles and quality controls across the function.
5. Ensure effective collaboration across technology and transformation functions to enable seamless product delivery and support.
6. Oversee the full lifecycle of digital solutions from development and deployment through to enhancement, support and eventual retirement.
7. Drive continuous improvement of engineering processes, automation, system performance, scalability and operational resilience.
8. Collaborate closely with relevant stakeholders to ensure digital products and platforms are technically viable, scalable, commercially sustainable and aligned to customer and market needs.
9. Provide technical leadership and input into major transformation initiatives, partnerships and technology investments.

Commercial Revenue & Growth

1. Lead the identification and development of opportunities to commercialise digital products, platforms, engineering capabilities and technology-enabled services.
2. Develop and execute revenue generation initiatives in collaboration with relevant stakeholders.
3. Contribute to product pricing, business cases, investment decisions and commercial models for technology solutions.
4. Monitor the financial performance of the Digital Engineering portfolio, including revenue, costs, budgets and profitability.
5. Identify opportunities to improve the return on investment from existing digital platforms and capabilities.

Risk Management & Corporate Governance

1. Ensure Digital Engineering activities comply with applicable technology, cybersecurity, data protection, regulatory and organisational requirements.
2. Establish appropriate controls for software development, system access, change management, release management and technical support.
3. Ensure appropriate management of technology risks, vulnerabilities, technical debt and system dependencies.
4. Maintain appropriate documentation, standards and governance mechanisms across the Digital Engineering function.
5. Support the management of third-party technology providers and specialist resources where required.

People and Culture

1. Foster a culture of collaboration, accountability, innovation, continuous learning and engineering excellence across the Digital Engineering function.
2. Promote strong collaboration between Digital Engineering and other transformation functions to ensure technology delivery remains focused on customer and business value.

3. Promote a customer-focused engineering culture that balances speed of delivery with quality, security, reliability and commercial outcomes.
4. Support initiatives that strengthen employee engagement, knowledge sharing and continuous professional development across the function.

Leadership

1. Provide overall leadership and direction to the Digital Engineering function.
2. Establish clear objectives, accountabilities and performance expectations for managers and senior technical resources within the function.
3. Coach, mentor and develop leaders and technical specialists, building the capabilities required to support the organisation's growth.
4. Drive talent planning, succession planning and capability development across the function.
5. Allocate resources effectively to support strategic priorities, product delivery and operational requirements.
6. Represent Digital Engineering in senior management and strategic forums, providing insight on technology performance, opportunities, risks and investment requirements.

Key Competencies

1. Strategic thinking and business acumen.
2. Technology leadership and technical expertise.
3. Innovation and problem-solving skills.
4. Commercial orientation and business awareness.
5. Strong communication and influencing skills.
6. Stakeholder management and relationship-building skills.
7. People leadership and team development skills.
8. Adaptability, accountability, and sound judgement.

Academic Background & Relevant Qualifications

1. Minimum 8 years' experience in software engineering, digital technology, technology transformation or a related field, including leadership experience.
2. Bachelor's degree in Computer Science, Software Engineering, Information Technology, Computer Engineering or a related technical field.
3. Master's degree in Technology, Computer Science, Business Administration or a related field will be an added advantage.
4. Relevant professional certifications in technology, software engineering, cloud computing, DevOps, project management or related areas will be an added advantage.
5. Proven experience leading engineering and technology capabilities, developing and executing technology strategies, and scaling digital products, platforms or solutions.
6. Experience managing complex technology environments, budgets, vendors and strategic partnerships, with exposure to technology-enabled commercial initiatives and engagement with senior stakeholders.

If you are qualified and seeking an exciting new challenge, please apply via
Recruitment@Jubileekenya.com quoting the Job Reference Number and Position by
6th September 2026.

Only shortlisted candidates will be contacted.