



Evaluation & Staffing Africa Limited

HIRING – Executive Director, Business Development and Sales (Insurance)

Jan 30th 2026

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| Job # | Position | Type of Firm | Job Location | Closing Date |
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| SAL010226 | Executive Director, BD & Sales | Insurance | Lagos, Nigeria | Mar 30th 2026 |

Contract Type: Permanent (Full Time)

Reports to: The MD/CEO and Board of Directors

About the Company: Our client is a reputable, forward-looking insurance organisation committed to innovation and excellence within the Nigerian insurance sector.

Job Summary

The Executive Director, Business Development and Sales is responsible for leading the Company's revenue strategy, driving sustainable premium growth and market expansion. The role oversees strategic broker relationships, bancassurance partnerships, and corporate client acquisition, while ensuring full alignment with underwriting discipline and NAICOM regulatory standards. Key priorities include end-to-end sales pipeline management, mentoring and performance management of regional teams, and leveraging digital tools to enhance portfolio quality and profitability.

Key Stakeholders:

The role reports to the MD/CEO and works closely with the Executive Leadership Team and key external stakeholders across the broader ecosystem to design and execute sales and business development strategies that drive revenue growth, improve cost efficiency, enhance operational effectiveness, and support long-term strategic expansion.

The role partners with the Board of Directors to secure alignment and approval for priority sales initiatives, growth investments, and organisation-wide transformation roadmaps. In addition, the role collaborates with all critical internal functions to ensure the seamless integration of sales and business development capabilities with commercial objectives and customer-centric outcomes. These cross-functional partnerships are essential to delivering the organisation's strategic agenda and sustaining competitive advantage.

Externally, the role maintains active engagement with relevant regulatory bodies to ensure strong compliance oversight, timely statutory reporting, and regulatory alignment for new products, operations, and governance frameworks. The role also works closely with Insurance Brokers, Reinsurers, Bancassurance partners, Distribution Networks, and Key Corporate Clients to deepen commercial relationships, expand revenue pipelines, strengthen market penetration, and improve customer retention across multiple segments.

Key Responsibilities

Sales Strategy, Market Expansion & Revenue Growth

Provide strategic oversight of all revenue-generating units to drive sustainable growth.

Lead the development and execution of sales strategies, tactics, and action plans aligned with corporate objectives.

Identify and prioritize new markets, channels, and customer segments based on market intelligence and organizational strategy.

Monitor market trends, customer needs, and competitor activity to refine offerings and capture growth opportunities.

Review sales performance, KPIs, and incentive structures to optimize productivity and revenue outcomes.

Product Development & Innovation

Lead the development and launch of innovative insurance products aligned with evolving customer and market needs.

Ensure technical soundness, pricing adequacy, and risk alignment across all product offerings.

Evaluate regulatory, environmental, social, and technological trends to anticipate future product requirements.

Leverage digital technologies and automation to enhance customer experience and unlock new revenue streams.

Foster a culture of continuous innovation to strengthen competitiveness and long-term profitability.

Business Development & Stakeholder Management

Build and maintain strategic relationships with key clients, brokers, and distribution partners.

Lead business development efforts to secure new opportunities and strategic partnerships.

Strengthen brand positioning through effective stakeholder engagement and market presence.
Provide leadership and guidance to teams pursuing new business initiatives.
Drive cross-functional collaboration to ensure seamless execution of sales and business development objectives.

Compliance, Legal & Regulatory Oversight

Oversee the development and management of corporate compliance programs in line with regulatory requirements.
Ensure adherence to legal, regulatory, and governance frameworks, including NAICOM and AML obligations.
Collaborate with legal and compliance teams to implement effective risk mitigation and control mechanisms.
Promote a strong culture of ethical conduct and regulatory compliance across the organization.
Monitor regulatory developments and ensure timely organizational alignment.

Strategic Planning, Budgeting & Business Performance

Define strategic objectives and budgets for Sales and Business Development functions.
Monitor financial and operational performance against budgets and KPIs.
Analyze market and industry trends to inform long-term strategic planning.
Identify priority growth opportunities and align technical and operational capabilities accordingly.
Ensure alignment across sales, technical, and operational teams to deliver business targets.

Key Requirements:

Education and Work Experience

Bachelor's degree in a relevant field; Master's/MBA preferred.

Minimum 15 years' relevant experience, including 7+ years in senior insurance sales or business development leadership roles.

ACII or equivalent professional insurance qualification.

Demonstrated experience engaging with insurance regulators and industry bodies, including regulatory approvals and compliance oversight.

Proven track record of managing complex, multi-stage initiatives involving cross-functional teams and diverse stakeholders.

Active participation in industry forums, conferences, and professional networks, with a strong and credible industry profile.

Well-established network of clients, brokers, reinsurers, and industry associations within the insurance ecosystem.

Technical Competencies

Deep expertise in general insurance products, policy wordings, and risk exclusions.

Proven experience structuring treaty and facultative reinsurance for large-scale risks.

Advanced knowledge of the Insurance Act and NAICOM guidelines, including solvency and premium mandates.

Ability to perform risk assessments to ensure alignment with technical risk appetite.

Skilled in interpreting Loss Ratios, Combined Ratios, and GWP growth to drive profitable sales focus.

Behavioural Competencies

Executive presence and ability to influence senior stakeholders.

Strong communication skills to simplify complex sales and business development issues.

High ownership, discipline, and accountability in delivering results.

Ability to balance strategic intent with flawless operational execution.

Competence in coaching and developing high-performing sales teams.

Compensation: Total compensation N160m per annum includes Full Benefits.

To Apply: Please send updated resume to s.ukute@es-africa.com for consideration.