



Evaluation & Staffing Africa Limited

## HIRING – MANAGING DIRECTOR/CEO

Jan 29th 2026

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Job #	Position	Type of Firm	Job Location	Closing Date
INS010226	Managing Director	Insurance	Lagos, Nigeria	Mar 31 <sup>st</sup> 2026

Contract Type: Permanent (Full Time)

Function: Executive Management

Reports to: Board of Directors

Work Schedule: Hybrid

**About the Company:** Our client is a leading financial services firm focused on delivering sustainable wealth creation across Africa. The company currently manages over US\$1 billion in client assets and is recognised as one of Nigeria's fastest-growing investment management firms.

The Company is seeking a Managing Director/CEO that will provides overall strategic leadership, direction, and operational oversight for the organisation.

**Job Objective:** The MD/CEO is responsible for formulating and executing the company's strategy, ensuring financial sustainability, delivering superior customer value, driving operational excellence, and maintaining full compliance with NAICOM and other relevant regulatory bodies.

This role requires a visionary leader with deep industry expertise, strong commercial acumen, and a proven ability to build and lead high-performing teams while successfully navigating the dynamic Nigerian life insurance landscape.

### Key Responsibilities

#### Strategic Leadership & Corporate Vision

Define, communicate, and execute the long-term strategic vision of the organisation in alignment with Board expectations.

Drive innovation in product development, distribution, digital capabilities, and customer experience to enhance competitiveness.

Monitor macroeconomic, demographic, and industry trends to position the company for sustainable growth.

Champion a culture of strategic agility, ensuring the organisation adapts quickly to market and regulatory shifts.

#### Business Growth & Commercial Performance

- Lead the development and execution of commercial strategies that strengthen market share and revenue growth.
- Oversee performance across key lines of business, including retail, group life, annuity, investment-linked products, and emerging segments.
- Drive expansion into new markets, partnerships, and distribution opportunities (agency, bancassurance, digital channels).
- Ensure product portfolios remain competitive, profitable, and aligned with customer needs.

#### Financial Stewardship & Capital Management

- Oversee financial performance, including profitability, liquidity, solvency, capital adequacy, and operational efficiency.
- Ensure robust financial planning, budgeting, forecasting, and cost management.
- Work closely with the CFO to ensure compliance with NAICOM capital requirements, IFRS reporting standards, and risk-based capital frameworks.
- Engage with investors and rating agencies to strengthen the organisation's financial standing.

#### Governance, Risk Management & Regulatory Compliance

- Ensure full compliance with NAICOM guidelines, anti-money laundering regulations, data protection laws, tax obligations, and other statutory requirements.
- Strengthen corporate governance, transparency, and accountability across the enterprise.
- Oversee enterprise risk management frameworks covering underwriting risk, credit risk, market risk, operational risk, and reputational risk.

- Lead regulatory engagements, approvals, examinations, and supervisory interactions with professionalism and integrity.

### **Operational Excellence & Digital Transformation**

- Oversee the operational infrastructure such as technology, underwriting, claims, policy administration, and customer service to ensure efficiency and scalability.
- Drive digital transformation initiatives that modernise processes, enable data-driven decision-making, and enhance customer experience.
- Establish performance standards and KPIs for operational units, ensuring continuous improvement and service excellence.

### **Customer & Stakeholder Engagement**

- Strengthen the company's customer-centric culture, ensuring superior service and strong brand reputation.
- Build and maintain relationships with key stakeholders including regulators, reinsurers, partners, distributors, investors, and the public.
- Serve as the primary spokesperson and ambassador for the company.

### **People Leadership & Organizational Culture**

- Build, inspire, and lead a high-performing executive management team.
- Shape an organisational culture based on integrity, accountability, collaboration, and professional excellence.
- Oversee leadership development, succession planning, and talent management programs.
- Promote diversity, inclusion, and fair employee engagement practices.

### **Board Relations & Reporting**

- Work in close partnership with the Board to drive strategic direction and ensure effective oversight.
- Provide timely, transparent, and accurate reporting on financial performance, risks, operations, and strategic progress.
- Implement Board directives and ensure decisions are translated effectively into operational actions.

### **Technical Competencies**

- Deep expertise in the life insurance industry, including products, underwriting, claims, distribution models, customer behaviour, and pricing fundamentals.
- Proven ability to develop and execute long-term strategy, lead organisational transformation, and pivot direction in response to market, regulatory, and risk dynamics.
- Strong command of regulatory and compliance frameworks, including NAICOM guidelines, PENCOM (RLA annuities), IFRS, AML/CFT, data protection, and consumer protection requirements.
- Advanced financial and risk management capability, including P&L oversight, solvency and capital management, actuarial valuations, reinsurance strategy, and investment governance.
- Demonstrated leadership in digital transformation, leveraging core insurance systems, analytics, automation, cybersecurity, and customer experience technologies to drive performance.

### **Behavioral Competencies**

- Visionary and future-oriented, with the ability to anticipate industry shifts, challenge the status quo, and pursue bold, value-creating strategies.
- Strong executive presence and credibility, able to engage effectively with Boards, regulators, shareholders, and senior stakeholders.
- Highly effective communicator who inspires trust, aligns teams around shared goals, and drives accountability and execution discipline.
- Emotionally intelligent and culturally aware, with strong judgement in conflict management, stakeholder navigation, and leadership team cohesion.
- Ownership-driven leader who fosters innovation, continuous improvement, and organisational agility while maintaining high performance standards.

### **Education & Work Experience**

- Bachelor's degree in Insurance, Actuarial Science, Finance, Mathematics, or a related discipline; Master's degree/MBA required.
- Minimum of 15 years' experience, including at least 7 years in senior leadership, with demonstrated P&L and large business unit leadership.
- Strong technical grounding across life insurance functions, with 3–5 years' experience in key technical divisions.
- Professional qualification such as ACII or equivalent, with a proven track record in strategic transformation and business growth.
- Extensive engagement with regulators and industry stakeholders, supported by a strong professional network within the insurance ecosystem.

**Compensation:** Total Comp N145m Per annum incl. full executive benefits.

**To Apply:** Please send updated resume to [s.ukute@es-africa.com](mailto:s.ukute@es-africa.com) for consideration.