



EXCELLENT CAREER OPPORTUNITY – CHIEF PEOPLE & CULTURE OFFICER

ZEP-RE (PTA Reinsurance Company) is a specialized institution of the Common Market for Eastern and Southern Africa (COMESA) established to service and develop the insurance and reinsurance industry within the Region. We are seeking a high caliber knowledgeable and results-oriented professional for the position of Chief People and Culture Officer.

Job Purpose

To lead the shaping and execution of strategies related to the Company's human capital, workplace culture, and overall employee experience.

Responsibilities & Accountabilities

Strategic People and Culture Leadership:

- Develop and execute a people and culture strategy aligned with the company's growth objectives.
- Align people and culture initiatives with overall business strategies.

HR Value Chain Management:

- Develop strategies for managing the human resource value chain, including workforce planning, staff acquisition, development, and management.
- Drive initiatives to attract, develop, and retain top talent.

Performance Management:

- Develop and implement a robust performance management system.
- Use data from performance management to inform talent decisions and support career development.

Policy and Practice Development:

- Develop and implement people management policies and practices aligned with best practices.
- Foster a conducive work environment through policies that enhance employee well-being and satisfaction.

Data-Driven Decision-Making:

- Utilize data and analytics to assess the effectiveness of people and culture programs and initiatives.
- Provide leadership with relevant metrics for data-driven decision-making.

Leadership / Org Development:

- Staff Development Framework: Implement strategies for skill building, career paths, and coaching to enhance employee development.
- Leadership Advisory: Provide strategic guidance to leadership on people and culture matters to enhance organizational effectiveness.

Minimum Requirements

- Bachelor and master's Degrees in HRM or related field + Professional HR Management qualifications in HR.
- At least ten (10) years' relevant experience in a regional or international financial services institution, preferably insurance. Five (5) of the years must be in a senior leadership role.
- Demonstrated success in people management.

Competencies and Attributes

- Effective communication, negotiation, and interpersonal skills.
- Strategic HR vision and agility to identify and exploit growth opportunities, anticipate future trends, and adapt accordingly.
- Excellent collaborator, effective in working across organizational lines to effectively manage the people.
- Exceptional leadership and team management skills, with a record of building and leading high-performing teams.

Relationships and working contacts.

Internal – Managing Director, EXCO, Heads of departments and Staff.

External – Comparative institutions and partners.

Work Environment

Office based.

Candidates who meet the above requirements should submit applications to the HR & Admin Manager by **e-mail** attaching a detailed CV, scanned copies of academic & professional qualifications, current **remuneration** and three referees by Wednesday, 14th February 2024 to: recruitment@zep-re.com

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED