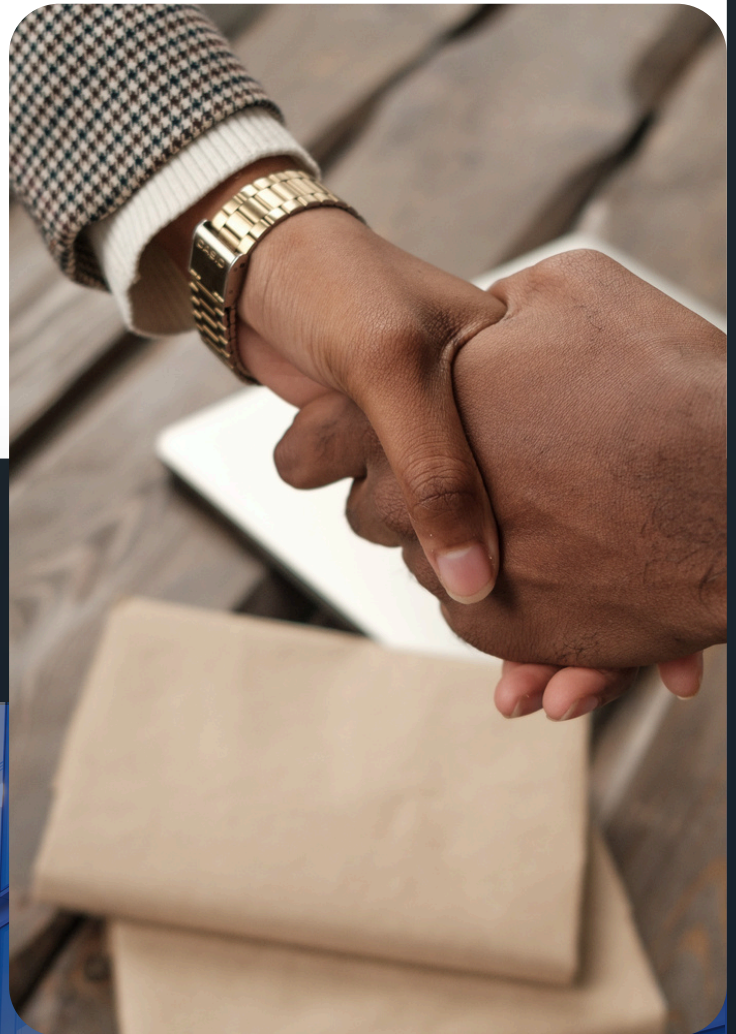




WE'RE HIRING!



Competitive pay, great benefits,
vibrant workplace.



POSITION

Data Analyst

Location: Lusaka, Zambia

Reporting To: Head of Data, Analytics and
Technology

COMPANY OVERVIEW

Klapton Reinsurance Limited is a leading reinsurance company committed to delivering innovative risk solutions and exceptional service to our clients. As part of our strategic growth into non-traditional reinsurance facilities, including collateralized reinsurance portfolios and MGAs, we are seeking a diligent and experienced Data Analyst to join our team.

POSITION OVERVIEW

The Data Analyst at Klapton Re plays a critical role in ensuring data integrity, stakeholder engagement, business intelligence, and advanced analytics. This position bridges data analysis and business strategy, providing valuable insights that support decision-making at all levels. The analyst will be responsible for data preprocessing, visualization, dashboard development, and risk assessment across organizational functions, including Underwriting, Claims, Credit Control, and Finance.

The role also requires strong SQL proficiency, expertise in Power BI, Power Pivot, Power Query, and DAX, and the ability to support data pipeline development in collaboration with the Data Engineer. Additionally, the analyst will conduct monthly data integrity checks to ensure accurate and reliable reporting for management and EXCO.



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Key Responsibilities

1. Data Integrity & Quality Assurance

- Perform monthly data integrity checks across all departments to ensure the accuracy of financial and operational reporting to Management and EXCO.
- Identify, investigate, and resolve data inconsistencies, anomalies, and inaccuracies in collaboration with stakeholders.
- Work with the Data Engineer to enhance data validation processes and establish automated monitoring for data quality assurance.

2. Data Extraction & Pipeline Development Support

- Write and optimize SQL queries to extract and process data efficiently for reporting and analytics.
- Assist in the development and refinement of data pipelines in collaboration with the Data Engineer, ensuring seamless integration between databases, reporting tools, and analytical models.
- Support the automation of data processing workflows to enhance efficiency and consistency across departments.

3. Business Intelligence & Data Visualization

- Develop interactive dashboards and reports in Power BI and Power Pivot to enable data-driven decision-making.
- Design relationship mapping and data schemas to optimize data structures for analysis and visualization.
- Utilize Power Query and DAX to preprocess, clean, and transform data for reporting accuracy and usability.
- Present business insights in a clear, actionable manner to senior stakeholders.

4. Business Analytics & Strategic Insights

- Analyze data across Underwriting, Claims, Credit Control, and Finance to identify trends, inefficiencies, and business opportunities.
- Conduct business insights analyses at various levels, including regional, per broker, per cedent, per business type, and per risk category.



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- Provide risk assessments across different business categories to help senior stakeholders improve risk selection and enhance profitability and sustainability.
- Collaborate with management to define, track, and analyze key performance indicators (KPIs) for business performance monitoring.

5. Model Development & Predictive Analytics

- Work alongside the Data Engineer to support the development, deployment, and optimization of machine learning models for forecasting, risk assessment, and trend analysis.
- Assist in data preprocessing and feature engineering for ML models to improve prediction accuracy and usability.
- Ensure that predictive models are integrated into business workflows and continuously refined based on new data.

6. Stakeholder Engagement & Cross-Departmental Collaboration

- Act as a data liaison between the Data, Tech, and Analytics department and key business functions to ensure that data-driven solutions align with organizational needs.
- Provide technical support and guidance to underwriting, claims, finance, and credit control teams for data-driven decision-making.
- Effectively communicate data insights, trends, and recommendations to both technical and non-technical audiences.



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Key Skills & Competencies

- **SQL Proficiency** – ability to write, optimize, and troubleshoot complex SQL queries for data extraction and analysis.
- **Data Modelling & Pipeline Development Support** – experience assisting in data pipeline development in collaboration with the Data Engineer.
- **Power BI & Power Pivot Expertise** – strong experience in data visualization, interactive dashboard development, and KPI reporting.
- **Power Query & DAX** – advanced data transformation skills for optimizing reports and calculations.
- **Business Acumen & Analytical Thinking** – ability to translate data insights into actionable business strategies.
- **Predictive Analytics & Machine Learning** – familiarity with ML model development, deployment, and performance monitoring.
- **Data Governance & Integrity Management** – experience with data validation, anomaly detection, and automated quality assurance.
- **Effective Communication & Presentation Skills** – ability to clearly communicate findings and insights to non-technical stakeholders.
- Experience in the Insurance/Reinsurance Sector is a plus.

Qualifications & Experience:

- Bachelor's degree in Data Science, Business Analytics, Finance, Statistics, Computer Science, or a related field.
- 3+ years of experience in a Data Analyst, Business Analyst, or similar role.
- Hands-on experience with SQL, Power BI, Power Query, Power Pivot, and DAX.
- Knowledge of predictive analytics, data pipelines, and risk modeling is a plus.
- Experience in the insurance or financial services industry is highly advantageous.



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Human Relations Skills: Considerable degree of diplomacy and tact required in dealing with high-ranking members of staff, customers and key stakeholders.

Physical Skills: Ability to use a computer, general office machines and drive a motor vehicle is vital.

Environment: Office conditions with good lighting, comfortable furniture and air conditioning.

Why Join Us?

- Play a key role in shaping the actuarial function within a pan-African reinsurer.
- Gain exposure to diverse markets and non-traditional reinsurance structures.
- Work in a fast-paced, collaborative environment with regional and international stakeholders.
- Competitive salary and benefits