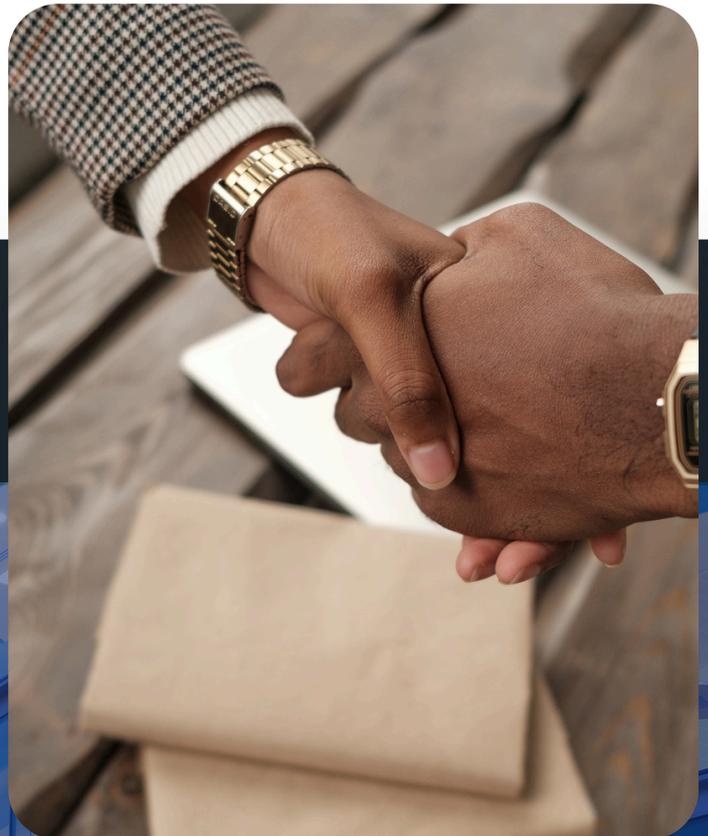


**KlaptonRe**



**WE'RE  
HIRING!**

Competitive pay, great benefits,  
vibrant workplace.



**Position:  
Head of Actuarial & Risk  
Insights**

**Location:** Lusaka, Zambia

## **POSITION OVERVIEW**

The Head of Actuarial & Risk Insights (RIA) will lead the actuarial, pricing, reserving, catastrophe modelling, and IFRS 17 capability within a reinsurance-focused organisation. The role requires a senior actuarial professional who can operate at both strategic and deep technical levels, while building and mentoring a high-performing actuarial team.



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## QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in Actuarial Science, Mathematics, Statistics, Finance, or a closely related quantitative discipline.
- Significant progress toward actuarial qualification with a recognised actuarial body (IFoA, SOA, ASSA or equivalent).
- Minimum of 4+ years experience in actuarial roles within insurance or reinsurance.
- Demonstrable experience across pricing, reserving, portfolio analytics, catastrophe risk, and IFRS 17 actuarial components.
- Proven track record of leading, mentoring, and technically reviewing the work of actuarial analysts.
- Experience engaging with senior management, underwriters, finance, risk, auditors, and regulators.

## CORE TECHNICAL COMPETENCIES

### Advanced Actuarial & Data Modelling

- Strong non-life actuarial modelling capability, including pricing models, reserving models (IBNR, large loss and CAT reserving), and portfolio trend analysis.
- Ability to review, challenge, and enhance complex actuarial models developed by junior team members.

### Advanced Excel & Programming

- Advanced Excel expertise, including complex actuarial models, Power Query, Power Pivot, and VBA automation.
- Strong Python capability for actuarial and data analytics, including use of Pandas, NumPy, SciPy, and related libraries.
- Experience handling large and complex underwriting, claims, and exposure datasets.

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## CORE TECHNICAL COMPETENCIES

### Catastrophe Modelling & Exposure Management

- Hands-on or supervisory experience with market-leading catastrophe modelling platforms, such as:
- Verisk (AIR)
- Moody's RMS
- Strong understanding of CAT model components: exposure, hazard, vulnerability, and financial modules.
- Ability to interpret Event Loss Tables (ELTs), AEP/OEP curves, and portfolio loss metrics for business decision-making.
- Familiarity with open-source and alternative CAT tools and frameworks, including:
- Oasis Loss Modelling Framework (LMF)
- GEM OpenQuake
- Experience using CAT outputs to support underwriting strategy, portfolio optimisation, and risk appetite monitoring.

### Reinsurance & Product Expertise

- Deep understanding of non-life reinsurance products, including:
- Quota share treaties
- Surplus treaties
- Excess of loss structures
- Facultative reinsurance
- Experience with complex and structured reinsurance solutions, including collateralised reinsurance, parametric insurance, and insurance-linked securities (ILS).
- Strong understanding of retrocession arrangements, including their pricing, structuring, and impact on portfolio risk transfer.

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## CORE TECHNICAL COMPETENCIES

### Reserving & Financial Reporting (IFRS 17)

- Extensive actuarial reserving experience, including IBNR, large loss reserving, catastrophe reserving, and reserve adequacy monitoring.
- Advanced IFRS 17 knowledge and practical experience, including:
  - Assumption setting
  - Premium and claims projections
  - Risk Adjustment methodologies
  - Actuarial inputs into statutory and regulatory submissions
- Ability to clearly explain and defend actuarial judgements to auditors, regulators, and executive stakeholders.

### Leadership & Commercial Mindset

- Strategic mindset with the ability to integrate pricing, reserving, catastrophe modelling, and analytics into actionable business insights.
- Strong communication skills, capable of translating complex actuarial outputs into clear messages for executive and board-level audiences.
- Commercially focused, with a clear understanding of how actuarial insights support profitability, growth, and risk management.

### What Excellence Looks Like

The ideal candidate combines strong technical depth with strategic leadership. They are comfortable personally interrogating complex models when required, while also empowering and developing their team. They bring credibility across actuarial, underwriting, finance, and risk functions, and can operate confidently in both technical and executive forums.