



Landmark

UNDERWRITING AGENCY (PTY) LTD

Position available

CHIEF UNDERWRITING OFFICER - LANDMARK UNDERWRITING AGENCY

JOB SUMMARY

We are looking for an outstanding Chief Underwriting Officer (CUO) candidate for the largest Underwriting Agency (UMA) in Agricultural Asset Insurance in South Africa.

The CUO is responsible for the underwriting and claims management strategies and of Landmark in accordance with the company's overall strategic plans. He or she will work closely together with fellow Executive team members in ensuring that the company's profit and growth targets are met and business operations continue to improve.

This individual is responsible for leading the teams that own and establish underwriting and claims management strategies including product ideation/creation, pricing, risk selection, limit setting and efficient claims management. In addition, the incumbent is directly responsible for determining and negotiating treaty requirements and terms with the risk carriers including annual review, negotiation and conclusion of the Underwriting Agency Agreement with the risk carrier.

The CUO is a creative, highly motivated self-initiator who can work both independently and as the member of a team, while maintaining a positive, client focus and strong interpersonal skills. The incumbent must have an exceptionally strong aptitude for business development and is able to formulate and implement strategic plans in line with underwriting and claims management objectives.

This role requires an individual with demonstrable ability to manage multiple initiatives simultaneously. The CUO must also possess the necessary underwriting and claims management expertise as well as industry experience to lead the company towards achievement of its strategic objectives within a defined time frame.

The position reports to the Managing Director of Landmark and is a member of the Executive Team.

RESPONSIBILITIES

- Develops and enhances Underwriting and Risk Management strategies and procedures according to the needs of the company and market conditions. Provides high level expertise and guidance in technical insurance matters across the company and all its branches.
- Determines the product mix and target markets for the company. Functions as a product development champion which includes the development and/or enhancement of new and/or existing products and market entries, makes certain that products are competitive from pricing and coverage perspectives and assures that products are in compliance with all insurance laws, regulations and company strategic plans.
- Ensures execution of product strategy that follows through with the service delivery activities of the organisation and meets clients' needs and expectations across all branches.
- Ensures that Underwriting discipline, decision making processes, technology and systems used in the Company are adequate to effectively and profitably deliver on the strategic objectives.
- Understands and remains current on emerging trends and issues and proactively communicates and educates Branch Managers, Department Heads and Underwriters to keep them informed.
- Analyses specific/competing products in the market to ensure competitiveness of the company's products. Drives the communication and understanding of the company's products' differential benefits internally and externally.
- Accountable for Quality Control, as well as periodic underwriting and claims audits to ensure adherence to underwriting philosophies, authorities , procedures and in order to contain product loss ratios within acceptable levels.
- Provides guidance, leadership and motivation to assigned managers and staff.
- Responsible for high level administrative functions within the Underwriting and Claims departments which will include; defining authority, performance evaluation and management, anticipation of staffing needs, assurance of proper training programs and performs disciplinary measures when necessary.
- Participation in strategic planning and performance measurement as part of the Executive Team.

DESIRED SKILLS AND EXPERIENCE

- At least 10 years commercial insurance experience, preferably with a large insurer with an emphasis on underwriting and marketing of commercial lines insurance products. (Agricultural Insurance market experience would be a distinct advantage/preferable).
- Demonstrate subject matter depth and breadth in the knowledge of underwriting and claims competency that includes; underwriting activities, practices, tools, considerations and the ability to utilise these to manage the product life cycle from creation to delivery.
- With the assistance of actuarial support, have experience in ensuring 'correct' pricing of insurance products and value adds.
- Experience with insurance product development, enhancements and pricing from conception to market.
- Marketing awareness and ability to interact create relationships and influence brokers in the market.
- Exposure to/ experience in Reinsurance placement and structuring.
- A good understanding of the compliance requirements in the short term insurance industry
- Excellent communication skills, including consensus building, negotiating ability and presentation skills.

- Dynamic problem solving abilities, including the ability to manage and prioritise several potentially competing objectives.
- Strong mathematical and analytical skills
- Excellent organisational skills
- Expertise with various computer applications and software i.e. Microsoft Office
- Leadership ability and potential to be 2IC to the Managing Director.

QUALIFICATIONS

- Bachelor's degree in Insurance or related Business Administration, Mathematics, Finance, Economics field
- An insurance and/or Underwriting qualification e.g. FIISA, CII etc.
- Key Individual Exam 1 or Representative Exam 5 certification

KEY COMPETENCIES

- Excellent underwriter
- Entrepreneurially minded
- Strategic thinker
- Planning and organizing
- Strong communication skills
- Judgment and problem-solving
- Supervisory skills
- Not scared to say 'no'

ABOUT THE COMPANY

Landmark is a leading and respected agricultural insurance underwriting agency in South Africa with its Head Office in Bloemfontein. The company was established in 2001 and operates from six branch offices situated throughout South Africa that provide support to their broker network.

Landmark's extensive national footprint ensures that the unique needs of the farming community are attended to. Landmark is part of a select few businesses in the agricultural insurance space that cater for the insurance needs of the agricultural community in South Africa. Landmark prides itself on solid values and business relationships built over time.

Landmark is underwritten by Compass Insurance Co. Limited (awarded an A+ rating by Global Credit Ratings), a subsidiary of the Hannover Reinsurance Group -the third largest reinsurer in the world. Landmark is part of the Lireas Holdings Group of companies, which in turn is a wholly owned subsidiary of the Hannover Reinsurance Group Africa Limited.

Suitable candidates may apply by sending their CV to gert@landmark-ua.co.za by Tuesday, 30 September 2014.