

Job Advertisement

Position: Actuarial Analyst
Location: Lusaka, Zambia
Employment Type: Full-Time
Closing Date: **3 June 2026**

Position Overview

To provide actuarial and analytical support to the Finance Department and other business units through actuarial valuations, financial modelling, solvency assessments, reserving analysis, and reporting. The role is responsible for supporting sound decision-making, regulatory compliance, risk management, and the enhancement of actuarial processes and models within the Company.

Key Responsibilities

- Provide analysis support in the preparation of annual actuarial liability valuation reports.
- Assist in liability valuation exercises for various classes of business.
- Perform IBNR calculations and other reserve adequacy assessments.
- Support actuarial assumptions review and validation processes.
- Ensure accuracy and completeness of actuarial valuation data.
- Prepare required monthly actuarial reports within agreed timelines.
- Assist with drafting quarterly actuarial reports for Management and the Board.
- Compile actuarial information required for regulatory reporting.
- Provide actuarial insights and commentary on business performance and risk exposure.
- Contribute to the development and regular review of actuarial-related policies and procedures.
- Support implementation of best practice actuarial governance standards.
- Ensure adherence to internal controls, professional standards, and regulatory requirements.
- Provide actuarial support to Finance and other departments where actuarial expertise is required.
- Work collaboratively with underwriting, claims, risk, and finance teams.

- Respond to actuarial data and analysis requests from Management and external stakeholders.
- Develop and implement data governance policies and standards.
- Establish validation, reconciliation, and data quality controls.
- Improve data consistency, integrity, and audit readiness.
- Support regulatory compliance and reporting assurance processes.
- Develop IFRS 9 expected credit loss models.
- Perform probability of default and exposure analysis.
- Support debtor management, ageing analysis and credit portfolio analytics.
- Develop collections dashboards and workflow systems.
- Automate recurring reports, reconciliations, and data extraction processes.
- Design process controls to improve efficiency and reduce manual intervention.
- Monitor and measure process improvement outcomes and operational efficiencies.

Qualifications, Skills and Experience

- Bachelor's Degree in Actuarial Science, Mathematics, Statistics, Economics, Finance, or related field.
- Progress toward a recognised actuarial professional qualification will be an added advantage.
- Relevant experience in actuarial valuation, reserving, solvency analysis, and financial modelling.
- Minimum of 2–5 years' relevant actuarial experience, preferably in insurance or reinsurance.

Key Skills and Attributes

- Strong analytical and problem-solving skills.
- Proficiency in actuarial modelling and spreadsheet applications.
- Good understanding of insurance and reinsurance principles.
- Knowledge of IFRS 17 and regulatory solvency frameworks will be an added advantage.
- Strong report writing and presentation skills.

Application Instructions

Interested candidates should email their applications and supporting documentation to hr@finre.co.zm by the closing date of 3 June 2026.

Fin Re is an equal opportunity employer. We encourage applications from all qualified individuals.