



SONARWA LIFE - JOBS ADVERTISEMENT

SONARWA Life Assurance Company Limited (SONARWA LIFE) is a public limited liability company registered under the laws of Rwanda and licensed by the National Bank of Rwanda to transact the business of life assurance & pension management. The company is looking for competent & experienced people to take on different roles in the company.

1. Manager, Corporate Business.

Purpose of the Job:

He or she will be responsible for supporting the head of corporate business in setting sales targets and quotas, as well as developing & implementing sales strategies, and maintaining relationships with key clients.

Key Responsibilities:

- Achieve growth and hit sales targets by successfully managing the corporate business team.
- Design and implement a strategic business plan that expands the company's corporate customer base and ensure its strong presence.
- Support the Head of department in setting objectives, coaching, and performance monitoring of the corporate sales team.
- Build and promote strong, long-lasting customer relationships by partnering with them and understanding their needs.
- Present sales, revenue reports and realistic plans to the upper management.
- Identify emerging markets and market shifts while being up to date with new products/services and competition status.
- Develop creative strategies to increase corporate sales and growth of Sonarwa Life.
- Provide support to the corporate sales officers in closing complex sales deals.
- Stay abreast of industry trends and best practices to develop innovative approaches to improve the corporate business process and increase productivity.
- Analyze data to identify areas of improvement and opportunity for the sales team.
- Participate in trade shows and conventions on behalf of the company to generate leads and build relationships.
- Initiate, grow, and maintain a robust network from which to generate a pipeline of opportunity for corporate business development.
- Liaise with the brokers to achievement corporate sales targets.
- Provide feedback to the underwriting and claims management team on the quality of services provided to ensure appropriate gaps are filled to retain customers.
- Participate in the development and pricing of new products and services to ensure the availability of products and services that resonate with retail clients.

Minimum Requirements:

- Bachelor's degree in business, insurance, or related field. Master's degree with at least 4 years' experience in insurance business will be an added advantage.
- A minimum of 3 years' experience in insurance sales management.
- Proven track record of success in meeting and exceeding sales goals.
- Strong leadership and motivational skills.
- Excellent communication, interpersonal, and presentation skills.
- Experience in developing and implementing sales training programs.
- Thorough understanding of insurance products and services.
- Any other duties as may be assigned by management.

2. Officer/Corporate Business.**Purpose of the Job:**

The purpose of the job is to identify and follow up business opportunities from existing and new clients to ensure the achievement of business targets.

Key Responsibilities:

- Identify prospective corporate clients through market research, analysis, and networking to ensure the achievement of set targets.
- Develop dynamic working relationships with corporate customers to identify opportunities for cross selling, areas of growth and new business acquisition.
- Manage and administer corporate clients' portfolios in line with Sonarwa Life policies to enhance increased revenue.
- Develop and maintain customer relationships through prompt resolution of issues and occasional customer visits.
- Contribute to identification of gaps and development of new corporate products in liaison with the marketing and other business departments.
- Market Sonarwa Life products to corporate clients to close sales and enhance achievement of the business targets.
- Handle and respond to corporate clients' queries and complaints in a timely manner; and periodically seek customers' views to assess customer service levels in liaison with Customer Service team and develop strategies to improve service level.
- Any other duties as may be assigned by management.

Minimum Requirements:

- Bachelor's degree in business studies, insurance or a relevant field from a recognized institution.
- A minimum of one (1) year of working experience related to sales in life insurance business.
- Communication skills.
- Building relationships.
- Focuses on the customers.
- Develops self.
- Solves problems.
- Report writing skills.
- Understanding of insurance operations and concepts.
- Negotiation skills.
- Knowledge of underwriting processes, procedures, and concept

3. Full Stack Software Developer.

Purpose of the Job:

As a software engineer you will be part of a dynamic team responsible for building new digital services for SONARWA Life customers – both internal and external. You will be involved in the development process from inception to production and beyond. You are a highly motivated individual, willing to learn and be part of organizational transformation journey.

Key Responsibilities:

- Participate in the design and architecture of new services.
- Own development of features or service.
- Participate in different team ceremonies – standup, planning, and retrospective sessions.
- Participate in code reviews.
- Contribute to the overall improvement of the software development and deployment processes – CI/CD.
- Work with product development teams to ideate software solutions.
- Design client-side and server-side architecture
- Build the front-end of applications through appealing visual design.
- Develop and manage well-functioning databases and applications.
- Build features and applications with a mobile responsive design.
- Write technical documentation.
- Developing front end website architecture.
- Designing user interactions on web pages.
- Developing back-end website applications.
- Creating servers and databases for functionality.
- Ensuring cross-platform optimization for mobile phones.
- Ensuring responsiveness of applications.
- Meeting both technical and consumer needs.
- Staying abreast of developments in web applications and programming languages.
- Any other duties as may be assigned by management.

Minimum Requirements:

- Bachelor's degree in computer science or a related field.
- Master's degree in the above-mentioned fields will be an added advantage.
- 2+ years of experience in Node.JS, Javascript and Typescript development framework.
- Experience with React Native or React Native and Nestjs is highly regarded.
- Having worked in Insurance or Banking sector is a plus.
- API Design and development of web service technologies such as REST, or JSON.
- A mastery of understanding of design concepts, software development, and testing.
- Experience writing secure APIs.
- Must be very collaborative and enjoy working in a paired development environment where our communication within our team is critical to our success.
- Experience working with Agile Methodologies.
- Experience with Enterprise Architecture, Service Oriented and/or Micro Service Architecture.
- Understanding of Computer Science concepts including Data Structures, Methods, Number Systems, Algorithm Analysis, and Product Development Cycles.
- Experience with SQL and interactions with RDBMS.
- Communication is key to what we do. You need to be a collaborative engineer willing to partake in coding/programming sessions with fellow engineers.
- Ability to learn new programming languages.
- Excellent organizational skills.

4. IT Support and System Administrator.

Purpose of the Job:

As an IT support and System Administrator, company's internal staff are your customers. You will own and oversee processes that supports on-boarding and off-boarding, provision and maintenance of IT equipment, maintenance and upgrade of IT infrastructure and other related technical support duties. You are a highly motivated individual, willing to learn and make an impact within the organization.

Key Responsibilities:

- Own and improve IT asset management process.
- Conduct regular asset inventory.
- Coordinate with external vendor to source IT equipment and software licenses.
- Coordinate with service providers for maintenance of IT equipment.
- Provide day to day IT support for the office.
- Maintain a knowledge base for internal applications.
- Provide and recommend training for staff for internal or external applications.
- Partake and improve system maintenance activities – backup, restore, disaster recovering testing.
- Own and Maintain company's Active Directory.
- Partake in the infrastructure and network maintenance and upgrade activities.
- Partake and conduct security related activities.
- Automation activities that may improve the role and lead to greater customer satisfaction.

Minimum Requirements

- Bachelor's degree in information technology or related field.
- 2-3 years of experience as IT support and system administration.
- Great familiarity with Microsoft ecosystem of Enterprise products.
- Excellent communications, interpersonal and presentation skills.
- Great attention to detail.
- Brainstorming and collaboration is highly valued.
- Knowledge and certification in network administration and / or security will be highly regarded.
- Willing to learn.
- Having worked in Insurance or Banking sector is a plus.

If you believe you fulfill all the requirements, please submit your application letter, latest CV, including three (3) referees, copies of degrees & certificates, & copy of ID, not later than 15th January 2024 to the following email address: recruitment@sonarwalife.co.rw

Only shortlisted candidates will be contacted for further recruitment steps.

Done at Kigali on 09/01/2024.