CAREER OPPORTUNITY

Head Employee Benefits - Maseru Head Office

Take this opportunity to grow your skills in 2027.

Job Role

We are seeking a dynamic and experienced Head of Employee Benefits to lead the growth, profitability, and operational excellence of our Employee Benefits portfolio.

Key Responsibility Areas

- ✔ Develop and execute the Employee Benefits strategy.
- ✔ Drive business growth, client retention, and market expansion.
- ✔ Manage key relationships with corporate clients, brokers, and stakeholders.
- ✔ Ensure operational efficiency, regulatory compliance, and risk management.
- ✔ Lead and develop a high-performing team.

Qualifications, Experience & Competencies

- ✔ Bachelor's degree in insurance related fields, Financial Planning, Actuarial, Pensions, Investments, Mathematics or related field.
- ✔ Post graduate Diploma in Pension Law will be preferred.
- ✔ Minimum 7 years' experience in insurance, pensions, fund administration, investments management, employee benefits, or financial services.
- ✔ At least 5 years in management role.
- ✔ Professional certification in Retirement/pension fund/Certificate of proficiency in insurance/ Trusteeship is essential
- ✔ Strong understanding of the legislative framework in Pension fund universe.
- ✔ Strong business development, stakeholder management, and leadership capabilities.

Competency

Strategic Thinking **| Commercial Acumen |** Leadership **| Customer Focus |** Results Orientation **| Risk & Compliance Management |** Stakeholder Management

Interested applicants are invited to submit their application which includes **copies of relevant certification, CV and motivation** for the position to the HR Office or email to: ***careers@alliance.co.ls*** by the **04th December 2026.** Only shortlisted candidates will be contacted in response to this advertisement.

Alliance Insurance Company is registered and licensed financial services provider.

Employee Benefits

ALLIANCE
Always there for Basotho