



## VACANCY ADVERT

Applications are invited from suitably qualified, experienced, and high-calibre professionals to fill the following executive position within the Insurance and Pensions Commission (IPEC).

### REGULATORY DIVISION

#### Deputy Commissioner — Regulation

Grade: Executive | Location: Harare | Reporting to: The Commissioner

#### About IPEC

The Insurance and Pensions Commission (IPEC) is the statutory authority mandated to regulate and supervise the insurance and pensions industries in Zimbabwe. The Commission is committed to promoting financial stability, protecting policyholders and pension fund members and beneficiaries, and ensuring a sound, resilient, competitive and inclusive financial services sector.

#### Role Overview

The Deputy Commissioner — Regulation is a senior executive role responsible for leading the development, implementation, and enforcement of regulatory frameworks for the insurance and pensions sectors. The role provides strategic and technical oversight of regulatory policy, risk-based supervision, licensing, compliance enforcement, actuarial oversight, and consumer protection, ensuring alignment with national legislation and international supervisory standards.

#### Key Duties and Responsibilities

- **Regulatory Leadership & Policy Development:** Lead the development, review, and implementation of regulatory policies, standards, and supervisory frameworks. Ensure alignment with applicable legislation, international best practice, and emerging market trends whilst providing strategic regulatory input to support the Commission's mandate.
- **Supervision, Licensing & Compliance Enforcement:** Oversee risk-based supervision of insurers, pension funds, and intermediaries. Ensure compliance with prudential, market conduct, and governance requirements and direct all licensing, registration, inspections, and enforcement processes.
- **Prudential, Actuarial & Financial Oversight:** Oversee solvency monitoring, actuarial assessments, and financial reporting requirements. Ensure financial soundness and sustainability of regulated entities.
- **Risk Surveillance & Market Stability:** Identify systemic and sector-specific risks and implement appropriate supervisory interventions. Strengthen regulatory effectiveness to safeguard financial stability.
- **Stakeholder Engagement & Representation:** Engage and cultivate relationships with Government, industry stakeholders, and regulatory bodies. Represent the Commission in regional and international forums.
- **Consumer Protection & Market Conduct:** Strengthen consumer protection frameworks and ensure fair market conduct. Oversee dispute resolution mechanisms and stakeholder feedback integration.
- **Strategic & Operational Leadership:** Contribute to corporate strategy and regulatory transformation initiatives. Lead and develop high-performing regulatory teams and oversee performance of regulatory functions to drive continuous improvement.

#### Required Competences and Capabilities

- **Regulatory & Prudential Expertise:** Deep understanding of insurance and pensions legislation, risk-based supervision, solvency frameworks, and regulatory compliance
- **Technical Authority:** Strong grounding in financial analysis, regulatory policy and appreciation of actuarial principles.
- **Strategic Leadership:** Proven ability to lead complex regulatory functions and institutional reform
- **Analytical & Decision-Making Capability:** Strong judgment in high-pressure regulatory environments
- **Governance & Integrity:** Demonstrated ethical leadership and commitment to public sector accountability
- **Stakeholder Engagement:** Ability to influence and collaborate at executive, industry, and policy levels.

#### Behavioural Competencies

- **Include, but not limited to:** • Honesty and integrity • High Ethical Standards • Professionalism • Fairness • Tact & Diplomacy • Composure and Decision-Making Under Pressure • Strategic Communication & Influence • Fit and proper.

#### Qualifications and Experience

The ideal candidate should possess the following:

- A **Bachelor's Degree** in Insurance, Finance, Economics, Actuarial Science, Law, Business Administration, Statistics, or a related field.
- A **Post Graduate** Qualification in a relevant discipline (e.g., Insurance, Finance, Economics, Law, Actuarial Science, Risk Management, Public Policy, or MBA)
- A relevant professional qualification from a recognised body e.g., Chartered Insurance qualification (CII/ACII/FCII), Actuarial qualification (Associate or Fellow), Chartered Accountant (CA/ACCA/CIMA), Pensions (CII/IISA) or Risk management or governance certification (ARM)
- A Minimum of **10 years' progressive experience** in insurance, pensions supervision, financial services regulation, or a closely related sector.
- At least **5 years at senior management level.**
- Demonstrated experience in regulatory framework development and policy formulation, risk-based supervision and compliance enforcement, licensing, inspections, and regulatory reporting and market conduct supervision and consumer protection
- Exposure to regional or international regulatory frameworks (SADC, IAIS, IOPS, or equivalent) will be a distinct advantage.

#### How to Apply

Interested persons should submit their written applications together with a detailed Curriculum Vitae and certified copies of their national identity document, academic, and professional qualifications by not later than:

**15 May 2026**

**Applications should be addressed to:**

**The Commissioner**  
**Insurance and Pensions Commission**  
90 Speke Avenue, Harare | 160 Rhodesville Avenue, Greendale, Harare  
**Email: [vacancies@ipec.co.zw](mailto:vacancies@ipec.co.zw)**  
**Website: [www.ipec.co.zw](http://www.ipec.co.zw)**

**Only shortlisted candidates will be contacted. IPEC is an equal opportunity employer.**

**PROTECTING THE INTERESTS OF INSURANCE AND PENSION CONSUMERS**