

Job Profile

Business Unit:	Prudential Assurance Uganda Limited
Business Function:	Agency & Distribution
Job Title:	Agency Development Executive (ADE)
Reports to:	Head of Agency Development (HoAD)
Location:	Kampala, Uganda

Prudential Assurance Uganda Limited is a wholly owned subsidiary of Prudential Plc. (“Prudential”). Prudential comprises of a portfolio of businesses focused on structural growth markets. The business helps individuals to de-risk their lives and deal with their biggest financial concerns through life insurance. One of the longest standing and most successful global insurers in the world with over 20 million life customers, +24,000 employees and £56billion of assets under management as at 30th June 2019, Prudential has been providing financial security to customers since 1848 and it’s one of the oldest insurers in the world, with 171 continuous years of providing financial services. Prudential Plc is listed on stock exchanges in London, Hong Kong, Singapore and New York.

Prudential provides protection and savings opportunities to customers, social and economic benefits to the communities in which it operates, jobs and opportunities to its employees and financial benefits for its investors. By offering security, pooling savings and making investments, Prudential helps to maintain the cycle of growth. The company’s strategy is designed to create sustainable economic value for its customers and shareholders.

The company continues to develop its businesses in new markets in Africa, building on the success of its other regional models, particularly Asia. Currently, the company has a footprint in eight countries: Uganda, Kenya, Zambia, Ghana, Nigeria, Cameroon, Cote d’ Ivoire and Togo

Job Scope:

Reporting to the Head of Agency Development of PAUL, the Agency Development Executive, will be responsible coaching and mentoring agents to deliver on the set targets. He/she will be responsible for meeting key business metrics of Manpower, Active agents, new business, premium income, product mix, persistency target and growing number of millionaires.

As the ideal resource for this role, the successful candidate will be an ardent team player, with excellent people development skills. In addition, he/she will be highly confidential, the go to person with an analytical mind-set, proactive and self-driven, with ability to develop more leaders to take on the leadership mantle in respective teams.

Principal Accountabilities:

- Coach and mentor agents to deliver on the following targets
 - New business targets
 - Premium income targets
 - Average income targets
 - Product mix targets
 - Active agents (Manpower) targets
- Develop & nurture the agents into team leaders and team leaders to Agency Supervisors
- Conduct one -on- one coaching sessions for weak team leaders based on their monthly leader's scorecard performance
- Drive the culture of quality business and improve persistency
- Consistently grow agents' earnings to pass the millionaires threshold
- Opening markets for team leaders to take their agents
- Enforce agency standards and discipline within the team leaders

Reporting

- Provision of a weekly accurate reporting on all the key metrics and activities within teams and branches.

Other duties

- Perform any other duties as may be required by the CAO and CEO
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Core Competences Required:

- Bachelor's degree in a business administration related field, or equivalent from a recognized University.
- Possession of a professional qualification in insurance or in progress towards attaining it.
- Minimum of 5 years work experience in the insurance Industry.
- Sales experience in agency management or related field
- Stakeholder relationship management skills

- People development skills
- Organizational and effective execution skills
- Ability to successfully work in a high activity, fast paced environment
- Effective communication and interpersonal skills
- Good track record of management skills
- Good reporting skills