



EXCELLENT CAREER OPPORTUNITY – ESG MANAGER

ZEP-RE (PTA Reinsurance Company) is a specialized institution of the Common Market for Eastern and Southern Africa (COMESA) established to service and develop the insurance and reinsurance industry within the Region. We are seeking a high caliber knowledgeable and results-oriented professional for the position of ESG Manager.

Job Purpose

To lead and manage ZEP-RE's ESG initiatives, ensuring that environmental, social, and governance practices are integrated into the company's operations and partnerships. Conduct thorough assessments, develop strategies, and implement programs that align with ESG standards and contribute to sustainable business growth and development impact.

Responsibilities & Accountabilities

1. **ESG Strategy Development:** Develop and implement ESG strategies that align with ZEP-RE's business objectives. Work with cross-functional teams to integrate ESG standards and align fully with partnership strategies and operations.
2. **Environmental Impact Assessment:** Conduct assessments to identify the environmental impact of ZEP-RE's operations and partnerships. Provide recommendations for reducing carbon footprint and enhancing environmental sustainability.
3. **Governance and Compliance:** Ensure that ZEP-RE's governance practices meet regulatory requirements and industry standards. Monitor compliance with ESG-related regulations and performance standards and advise on necessary adjustments to policies and practices.
4. **Stakeholder Engagement:** Collaborate with internal and external stakeholders to advance social/development impact projects, including government agencies, NGOs, and industry experts, to gather insights and build partnerships that support ESG goals and deliver results. Represent ZEP-RE in ESG-related forums and discussions.
5. **Impact Measurement and Reporting:** Develop and track metrics to measure the impact of ESG initiatives. Prepare comprehensive reports and presentations for internal and external stakeholders, ensuring accuracy and transparency in conveying ESG performance.
6. **Risk Management:** Identify and mitigate risks associated with environmental, social, and governance factors. Collaborate with risk management teams to integrate ESG risks into the company's overall risk framework.
7. **Training and Awareness:** Lead initiatives to raise awareness and understanding of ESG principles/standards among staff. Develop training programs and resources to promote best practices in ESG.

Qualifications:

- Bachelor's degree in environmental science, Sustainability, Business, or a related field. ESG certification will be an added advantage.
- Minimum of 5-7 years of progressive experience in ESG management, sustainability, or related fields.

Competencies and Attributes

- Strong understanding of ESG principles, performance standards and frameworks.
- Analytical and strategic thinking.
- Experience in environmental impact assessment and sustainability reporting.
- Excellent communication and stakeholder engagement skills.
- Regulatory compliance expertise.

- Attention to detail and accuracy in reporting.
- Commitment to collaboration and teamwork

Relationships and working contacts.

Internal –Staff.

External – Government Agencies, NGOs, Industry Experts, ESG Organizations, Impact Investors.

Work Environment

Office based.

Candidates who meet the above requirements should submit applications by **e-mail** attaching a detailed CV, scanned copies of academic & professional qualifications, current **remuneration** and three referees by **11 September 2024** to: recruitment@zep-re.com

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED