



"It Pays to Get it Right!"

WE ARE HIRING!

MANAGING DIRECTOR

The Managing Director (MD) of RF&G Insurance leads the Company's overall strategy and operations, driving sustainable growth in Belize and the Caribbean. The MD ensures strong financial performance, builds high-performing teams, and serves as the key link between the Board and Management—providing decision-ready insights and turning Board-approved strategies into effective, company-wide action.



APPLY NOW

vacancy@rfginsurancebelize.com
Deadline to submit December 19th, 2025
Place in subject: Managing Director

Executive Leadership Opportunity

MANAGING DIRECTOR



Belize

The Managing Director (MD) of RF&G Insurance provides visionary leadership and strategic direction across all aspects of the Company's operations. This role is accountable for driving sustainable growth in Belize and the wider Caribbean, ensuring robust financial performance, and fostering high-performing teams throughout the company. Acting as the primary link between the Board of Directors and Management, the MD ensures seamless communication and alignment by delivering decision-ready insights to the Board and translating board-approved strategies and policies into actionable initiatives across the Company.

LEADERSHIP & TEAM MANAGEMENT

- Provide strategic leadership to embed the Company's vision, mission, and values across all operations.
- Lead the Strategic Planning initiatives, ensuring clear communication of agreed strategy to all stakeholders and alignment of department plans.
- Foster cross-functional alignment to enhance operational efficiency and deliver exceptional customer service.
- Champion the RF&G brand by upholding the corporate values and guiding consistent brand messaging to internal and external stakeholders.
- Build strong working relationships with key clients and service providers to inform product development and enhance offerings.

REINSURANCE

- Maintain strategic and productive relationships with all stakeholders in the reinsurance structure, including brokers, reinsurers, analysts, and support staff.
- Direct and oversee accurate data reporting to reinsurers, ensuring compliance with contractual and regulatory requirements.
- Support the Financial Controller in managing reinsurance accounting, including claims recoveries and timely settlement of obligations.
- Identify opportunities for structured data analysis to enhance operational efficiency and improve reinsurance program performance.
- Represent RF&G in regional and international reinsurance forums, strengthening market intelligence and strategic partnerships.

Executive Leadership Opportunity

MANAGING DIRECTOR



RISK MANAGEMENT

- Leverage data analytics and technology to monitor key risk indicators and the effectiveness of risk mitigation strategies, ensuring timely identification, assessment, and response to emerging risks.
- Report regularly to the Board on risk exposures, mitigation activities, and the overall effectiveness of the risk management program.

FINANCIAL MANAGEMENT

- Coordinate the annual budgeting process in partnership with the Financial Controller, ensuring a comprehensive, ground-up financial budget is prepared within established timelines.
- Present financial results, forecasts, and key performance indicators to the Board, providing clear insights and recommendations for decision-making.
- Participate actively in the audit process, collaborating with the Financial Controller and external auditors to ensure transparency and compliance.
- Monitor the Company's capital adequacy, solvency, and liquidity positions, ensuring alignment with statutory and internal risk appetite thresholds.

REGIONAL OVERSIGHT & DEVELOPMENT

- Collaborate closely with the Managing Director of M&C General Insurance (MCGI), RF&G's subsidiary in the Eastern Caribbean, to ensure strategic alignment and operational synergy.
- Coordinate shared services across Human Resources, Information Technology, Reinsurance, Finance, and Risk Management, promoting efficiency and best practices throughout the Group.
- Lead the ongoing integration of risk management frameworks and operational processes between RF&G and MCGI to achieve consistency and strengthen group-wide governance.
- Actively participate in RF&G's regional expansion initiatives within the Eastern Caribbean, providing leadership and oversight to support sustainable growth and market development.

Executive Leadership Opportunity

MANAGING DIRECTOR



KNOWLEDGE, SKILLS, ABILITIES REQUIRED

- Ability to use logical thinking to define problems, collect data and establish facts that support valid conclusions.
- Ability to project a warm and friendly manner in all business contacts and maintain a professional relationship with fellow workers, customers and the general public.
- Ability to read, analyze, and interpret technical procedures.
- Ability to write business correspondence effectively and to present information and respond to questions from directors, managers, co-workers, agents and customers.
- Demonstrated interest in digital innovation and the adoption of Artificial Intelligence.
- Ability to plan and organize effectively in order to meet assigned schedule of work.
- Ability to manage a number of simultaneous tasks (multitask) in order to contribute to the timely output of the team's work
- A desire to develop human capital to achieve their full potential.

EDUCATION & EXPERIENCE

- Master's Degree or equivalent level of insurance qualification.
- Proven experience in a senior leadership role with at least 10 years of management experience.
- Experience managing multi-country insurance operations.

CONDITION OF EMPLOYMENT

- Normal working hours are Monday through Friday, 8am to 5pm. Executive will be permitted to work remotely at their discretion. Any oversees remote work must receive approval.



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