



VACANCY ANNOUNCEMENT



SALES TEAM LEAD - HIGH NET WORTH

NICO Life Insurance Company Limited (NICO Life), a leading provider of innovative life insurance solutions, is an equal opportunity employer and diversity is an integral part of our Business, History, Culture, and Identity. Inclusion is the way we treat and perceive all differences, and all forms of diversity are seen as real value for the Company.

NICO Life seeks to recruit a suitably qualified person to fill the position of **Sales Team Lead – High Net Worth** Market. The position is tenable in **Lilongwe**.

Reporting to the Head of Sales, the successful candidate, who will be accountable for direct sales of high-value life insurance solutions, cross selling investment products from NICO Asset Managers, and deepening relationships with affluent clientele, will have the following Key Performance Indicators:

1. Leadership and Team Management – This involves:

- Recruit, develop, and manage a high performing team of HNW sales agents
- Set sales targets, monitor performance, and implement strategies
- Mentor agents and conduct field coaching.
- Lead regular meetings and training sessions
- Ensure adherence to compliance standards

2. Business Growth and Sales Execution – This involves:

- Drive sales of highvalue life insurance solutions.
- Promote and sell investment products from NICO Asset Managers
- Formulate acquisition strategies targeting HNW & Ultra High Net Worth (UHNW) clients
- Develop referral networks and partnerships
- Conduct personalized sales engagements and financial assessments

3. Client Relationship Management – This involves:

- Build long-term relationships with high-value clients
- Provide premium advisory services
- Support agents in complex negotiations
- Monitor client portfolios and ensure policy reviews

4. Cross Functional Collaboration – This involves:

- Work with underwriting, actuarial, and operations teams
- Collaboration with NICO Asset Managers
- Provide market feedback to product teams

5. Reporting and Performance Monitoring – This involves:

- Prepare weekly and monthly performance reports
- Track revenue performance
- Maintain accurate CRM records

REQUIRED SKILLS AND ABILITIES

- Strong interpersonal skills.
- A self-starter and self-motivated individual.
- Results driven
- Analytical logical thinker with good problem-solving skills.
- Ability to work on a wide range of deliverables at the same time.
- Ability to work independently and meet deadlines.
- Ability to plan and organize in line with job requirements.
- Excellent negotiation skills

QUALIFICATIONS AND EXPERIENCE

- A first university degree in Business Administration, Marketing, Economics, Commerce, or its equivalent from a reputable university.
 - An Advanced Diploma in Marketing (a Chartered Marketer with the CIM or equivalent).
 - At least four (4) years' experience two (2) of which must have been in similar role.
- Applications and curriculum vitae including names and contacts of three traceable referees must reach the address below by **22nd April 2026** either by post or email at vacancies@nico-life.com

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