



POSTAL LIFE INSURANCE COMPANY LIMITED

Applications are invited for the post of Chief Executive Officer (CEO)

TENURE: The appointment will be on a contract basis for a period of three (3) years, detailed terms and conditions will be mentioned in the appointment letter

Age: Not more than 60 years (as on date of publication of this advertisement)

Postal Life Insurance Company Limited (PLICL) is incorporated with SECP as a Public Limited under Companies Act, 2017 and licensed insurance Company under Insurance Ordinance, 2000. PLICL hereby invites applications from suitable qualified and experienced individuals for the position of Chief Executive officer (CEO).

MINIMUM QUALIFICATION AND EXPERIENCE REQUIREMENTS

- a) Hold a master's degree or equivalent or foreign qualification recognized by the Higher Education Commission of Pakistan or member of a recognized body of professional accountants, with at least 15 years' experience out of which 05 years as a Key Officer or Director or Chief Executive or Principal Officer in the insurance industry or in Insurance Regulator.
- b) (i) ACII or FCII or (ii) Fellow or Associate of the Institute or Society of insurance company Actuaries or equivalent qualification as recognized by the Pakistan Society of Actuaries, or (iii) hold master degree in insurance, Risk Management or Actuarial Science from a university recognized by the Higher Education Commission of Pakistan, with at least 15 years' experience out of which 05 years as a Key Officer or Director or Chief Executive or Principal Officer in the insurance industry or in Insurance Regulator (as defined in Insurance Companies Sound and Prudent Management Regulations, 2012)

The candidate must fulfill the eligibility criteria mentioned in the Companies Act, 2017 and conditions as laid down in Insurance Companies (Sound and Prudent Management) Regulations, 2012 and all other applicable laws and regulations.

ROLE AND RESPONSIBILITIES

Please visit www.plic.com.pk/careers for complete job description of Chief Executive Officer.

The selection and compensation will be determined by the Board of Directors (BOD). Only shortlisted candidates will be invited for an interview. The candidate shall not be entitled for any TA/DA while appearing for the interview. No person shall be appointed as Chief Executive Officer unless he is a citizen of Pakistan. Dual Nationality holders will not be considered.



Candidates meeting the above criteria may send their application at career@plic.com.pk along with following documents, within 15 days after the publication of this advertisement, by mentioning the position title “**Chief Executive Officer**”. Application by hand will not be accepted.

1. Resume stating thereon the educational/ professional qualification, past and present experience and most recently drawn salary and benefits.
2. Copies of all educational documents/ professional qualifications (degree, transcript, mark sheet etc.)
3. Two recent photographs and copy of CNIC
4. Evidence of past and present experience; and
5. Any other document which the candidate deems appropriate for consideration of the PLICL.

-Sd-

Sr. Manager (Human Resource Department)

Postal Life Insurance Company Limited
2nd floor, ECO Postal Staff College, Sector G-8/4,
Islamabad
Ph: 051-9192910

**WE ARE AN EQUAL OPPORTUNITY
EMPLOYER. FEMALE CANDIDATES
ARE ENCOURAGED TO APPLY.**

Postal Life Insurance Company Limited	Job Description
Job Title	Chief Executive Officer (CEO)
Location	Islamabad
<p>Overview</p> <p>The ideal CEO for PLICL will be a visionary leader with a proven track record in insurance industry transformation and growth, skilled at navigating regulatory environments and driving modernization in legacy organizations. They will combine strategic foresight, technical expertise, and a people-centric leadership style to turn PLIC into a leading insurance provider in Pakistan.</p>	
<p>Roles and Responsibilities</p> <ul style="list-style-type: none"> • Strategic Leadership <ul style="list-style-type: none"> ○ Develop and execute PLIC’s long-term vision and mission as an independent entity, aligning with board directives. ○ Lead the development and implementation of short- and long-term strategies for the company’s growth and market expansion. ○ Translate the board’s strategic goals into actionable, measurable, and time-bound corporate plans. • Operational Management <ul style="list-style-type: none"> ○ Supervise the operationalization of the spinout, including the transfer of assets, liabilities, statutory funds, reserves, and manpower. ○ Oversee the modernization and digitization of insurance services to improve customer engagement and operational efficiency. ○ Establish robust systems for quality control, process improvement, and governance. • Business Development <ul style="list-style-type: none"> ○ Capitalize on PLIC’s competitive edge, including its extensive network, to penetrate underserved markets and increase insurance coverage in rural and semi-urban areas. ○ Lead the launch of innovative insurance products, tailored to evolving customer needs. ○ Develop strategic partnerships with financial institutions, insurtech companies, and government entities to grow the business. • Stakeholder Relations <ul style="list-style-type: none"> ○ Represent PLIC at industry forums, government meetings, and public events, enhancing the company’s reputation and influence. ○ Build and maintain productive relationships with: <ul style="list-style-type: none"> ▪ Regulators (SECP, Ministry of Finance, etc.). ▪ Strategic partners. 	

- Shareholders and Board of Directors.

- **Team Leadership and Culture Building**

- Recruit, develop, and retain a **high-performing executive team**, creating a culture of innovation, accountability, and excellence.
- Implement effective **remuneration and reward systems** to drive performance and engagement.

- **Financial Oversight**

- Oversee financial planning, including budgeting, investment strategies, and resource allocation.
- Ensure the company achieves profitability targets while adhering to cost-efficiency measures.
- Monitor key financial metrics (e.g., solvency ratio, loss ratio, premium growth).

- **Governance and Compliance**

- Ensure compliance with **local and international insurance regulations**, maintaining strong relationships with SECP and other regulators.
- Implement a **risk management framework** to identify and mitigate risks across operations and investments.
- Uphold the company's commitment to **corporate social responsibility** and ethical practices.

EDUCATIONAL & EXPERIENCE REQUIREMENTS:

- c) Hold a master's degree or equivalent or foreign qualification recognized by the Higher Education Commission of Pakistan or member of a recognized body of professional accountants, with at least 15 years' experience out of which 05 years as a Key Officer or Director or Chief Executive or Principal Officer in the insurance industry or in Insurance Regulator.
- d) (i) ACII or FCII or (ii) Fellow or Associate of the Institute or Society of insurance company Actuaries or equivalent qualification as recognized by the Pakistan Society of Actuaries, or (iii) hold master degree in insurance, Risk Management or Actuarial Science from a university recognized by the Higher Education Commission of Pakistan, with at least 15 years' experience out of which 05 years as a Key Officer or Director or Chief Executive or Principal Officer in the insurance industry or in Insurance Regulator (as defined in Insurance Companies Sound and Prudent Management Regulations, 2012)

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Other Requirements:

- Age limit: Not more than 60 years (as on date of publication of this advertisement)
- Demonstrated success in transforming organizations, leading strategic initiatives, and scaling operations.
- Direct experience in launching or operationalizing new business units or spinouts.
- Knowledge of handling large-scale transitions, including asset and workforce transfer.
- Strong familiarity with insurance regulations, including compliance with SECP (Securities and Exchange

Commission of Pakistan).

- Deep understanding of digital transformation in the insurance industry.
- Experience with government or state-owned enterprises is an added advantage.

Key Performance Indicators (KPIs)

Financial Performance

1. Achieve annual revenue growth targets (e.g., double-digit percentage increase).
2. Improve key financial metrics such as loss ratio, solvency ratio, and profit margin.
3. Successfully diversify revenue streams through new product launches and partnerships.

Operational Efficiency

1. Complete the PLICL operational transition (asset transfer, workforce restructuring, etc.) within the set timelines.
2. Implement digital insurance platforms and achieve predefined adoption targets within the first year.
3. Reduce operational costs by a specific percentage through process optimization.

Customer Engagement

1. Achieve a high customer satisfaction index (measured via surveys and Net Promoter Score).
2. Expand customer base by increasing the number of policyholders and premium contributions.
3. Launch at least two new insurance products within the first 18 months.

Market Positioning

1. Achieve a notable increase in market share, particularly in rural and semi-urban markets.
2. Establish strategic partnerships with a minimum of 5 financial or distribution partners within the first two years.

Compliance and Governance

1. Ensure 100% compliance with SECP and other regulatory frameworks.
2. Implement and regularly audit a robust risk management framework.
3. Maintain a clean audit report from independent regulators and auditors.

Leadership and Team Development

1. Achieve a low employee turnover rate, demonstrating strong team morale and engagement.
2. Implement and measure the success of training and development programs for employees and executives.
3. Create a pipeline of future leaders by implementing succession planning initiatives.