

## **JOB DETAILS**

Job Title	Agronomist
Division	Land Bank Insurance Company
Unit	LBIC
Remuneration	726 734.00
Job Type Classification	Permanent
Location - Country	South Africa
Location - Province	Gauteng
Location - Town / City	Centurion

## **MAIN PURPOSE OF THE JOB**

To support the claims function is managing claims efficiently, driving down loss ratios and optimising crop damage assessment procedures.

To drive strategic projects with a view of improving underwriting results and maintaining desired business performance.

### **Key Performance Areas**

#### **1. Claims management**

- Develop end to end claims and assessment management processes and procedures for the crop insurance business.
- Assess, validate and quantify major crop claims and provide detailed claims and damage reports to management.
- Develop processes to ensure that assessments are conducted in line with approved policies and procedures.
- Approve claim assessment costs and scrutinize any anomalies.
- Ensure that all claims are conducted by independent and appropriately accredited assessors.
- Analyse the claims loss ratio by commodity type and work with the underwriting, actuarial and sales team to drive improvements.
- Maintain geolocated claims data and use tools such as GIS to control claims exposure.
- Lead research and development in improving claim protocols and assessment procedures.
- Assist in training and accrediting new crop assessors.
- Participate in local and international industry forums on loss adjusting and drive the implementation of new technologies for facilitate remote assessment of small claims.
- Oversee the claims process relating to parametric insurance solutions for both crop and livestock products.
- Work with veterenarians and other assessors to assess and validate livestock insurance claims.

#### **2. Strategic Projects**

- Lead and develop the regional and commodity level climate change management strategy.
- Participate in industry climate change initiatives and keep abreast with international best practice.
- Build a repository and knowledge base on climate change and the impact on agricultural insurance.
- Work closely with the risk department to identify emerging climate risk patterns at a regional and commodity level.
- Lead and develop the framework for premium discounting and rebates based on farmers adaptation of climate smart agricultural.
- Support on-going product development and enhancements to crop, parametric and livestock insurance products.
- Lead market reseach and farmer surveys to obtain insights that will drive new product development.
- Support the development o farmer development programmes and the development of consumer education programmes.
- Lead stakeholder site visits to farms and demonstrations of crop assessment procedures.

#### **3. Facilitate Training**

- Train the relevant Staff on products, processes, and claims.
- Receive a request for the training and analyse to determine the nature and extent of the training; or
- Identify the need for training in accordance with queries and staff application.
- Conduct a Training Needs Analysis to determine the exact learning requirement.
- Define the learning objectives in accordance with the learning requirement.
- Develop the learning material in accordance with the objectives; or
- Update and improve current training material to reflect new information and business imperatives.
- Consult the requester to ensure that the learning material will address the needs.
- Determine the facilitation technique required to facilitate the training.
- Determine the equipment required to assist in the facilitation of the learning
- Arrange the training event with the relevant role players.
- Facilitate the training in accordance with the learning objectives.
- Continuously evaluate the learning to ensure that the learners are competent.
- Evaluate the training to determine areas of excellence and areas of improvements
- Assess the attendants to determine competence level.
- Determine additional learning requirements and inform the relevant role players
- Conduct training in accordance with policies, procedures and legal requirements
- Conduct training within allocated time frames and budget.

### **Preferred Minimum Education and Experience**

- Bachelor of Science (BSc) in Agriculture or Plant Production
- Experience in Crop Insurance - 8 Years
- Insurance Experience - 8 Years

### **Critical Competencies**

- Advanced Microsoft Office
- Knowledge and understanding of the insurance products and services available to the agricultural industry to stay abreast of the industry with attractive agricultural insurance products and services
- Knowledge and understanding of the elements and instruments utilised in sound financial planning activities
- Knowledge of Short term and long term insurance industry
- Knowledge of relevant legislation applicable to insurance companies such as PFMA, Short and long term Insurance Acts,

### **Additional Requirements**

- Travel extensively
- Extended hours as and when required and Driver's Licence (Code 08)