

SZV Social & Health Insurances is responsible for the administrative and financial management of the social and health insurances of Sint Maarten. SZV provides access to medical insurance benefits to employees and their families, pension allowances, loss of wages for employers and ensuring compliance in premium collection. Partnering with government, health care officials and community stakeholders, SZV contributes to the sustainable development of Sint Maarten.

Director

The Director of SZV is responsible for driving and achieving the strategic objectives of the organization within a broad spectrum outlined in the vision. This position is accountable and ultimately responsible for internal operations, resource management, and executing tasks mandated by the Ministry of Public Health, Social Affairs & Labor (VSA). The Director must position SZV decisively and diplomatically to stakeholders across government, businesses, and citizens on Sint Maarten. The ideal candidate should possess a modern and agile mindset, along with effective and relevant skills that support our evolving organizational culture and branding initiatives. The Director will continue the cultural transformation, automation, and branding initiatives to establish SZV as a modern, innovative organization that delivers exceptional customer and employee experiences - making it an employer of choice as per the Beyond 3.0 Strategic Plan. The Director of SZV reports to the Minister of Public Health, Social Affairs & Labor and the Supervisory Council which has an advisory role to the Managing Director and the Minister of VSA.

Key Responsibilities:

- Defines a clear vision and mission for the organization in line with the strategic objectives. This includes translating the strategic policies into actionable goals and ensuring their execution. In addition, the Director innovates, shapes, and operationalizes policies, concepts, and ideas for social insurance. The Director also ensures that the strategic plan, mission, values, and objectives are clearly communicated to stakeholders.
- Responsible for executing social and health Insurance, oversees the organizational structure, processes, budget management, and strategic implementation. The Director also leads the Executing Body of Social and Health Insurances by managing personnel, finance, operations, and communication. Effective execution of the social health insurance policies and regulations is also required.
- Manages stakeholders by communicating effectively to keep stakeholders informed with the support of the Communications division. The Director addresses and resolves potential concerns and conflicts promptly and effectively (Conflict Resolution and Relationship Management). Negotiation skills are used to foster relationships at all levels and mediate disputes objectively. The Director maintains relationships and engages with stakeholders such as the Ministry of VSA, Supervisory Council, other Social Health Insurance entities, and local and international stakeholders, and provides progress reports to the Supervisory Council.
- Responsible for governance and compliance and ensures organizational adherence to legal and regulatory requirements. This includes overseeing the implementation of corporate governance policies and practices, monitoring compliance with laws and regulations, and ensure the organization operates ethically and transparently.
- Responsible for financial oversight and oversees the organization's finances and ensure sound financial practices. Also, the Director reviews and approves financial statements, budgets, and other significant financial decisions, and ensure placement of adequate controls and risk management processes.

Required Qualification and skills:

- A Master's degree or higher in Economics, Business Management, Health care administration, Public Administration, or related field. Minimum of Ten (10) years of leadership experience, preferably in social insurance policies and change management.
- Knowledge of SZV's internal procedures and regulations.
- Proficiency in English and Dutch, both oral and written.
- An understanding of financial processes, the welfare sector, management techniques, and organizational policies.
- Familiarity with different organizational cultures, in particular employee and customer culture.
- Knowledge and understanding of investment policies and investment markets.
- Well-versed in ICT and general digital landscape.
- Vast knowledge of the political and cultural landscape of Sint Maarten.

In addition, the applicant has excellent communication skills, has a charismatic leadership style and is a people person, able to influence and motivate, can think strategically and critically when making decisions. The applicant is strong in relationship management, time management, is digitally literate, and has a learning mindset. In addition, the applicant has knowledge of risk management, is competent in corporate governance and is a real change manager to roll out the SZV 3.0 Innovation and Culture Change Program. The applicant has a very high standard of integrity, is empathic, adaptable, and reliant.

A personality and job fit assessment including a strategic management test, psychological assessment and security screening level A, will be part of this application procedure.



Deloitte Dutch Caribbean will oversee this recruitment process on behalf of SZV. For further information, please contact Ms. Eliane Haseth at +5999 433 3333 or via hrm@deloitte.cw. Please submit your cover letter and CV to Ms. Eliane Haseth at hrm@deloitte.cw no later than March 16th, 2025. You will receive an acknowledgement of receipt within three working days. The selection process will include an assessment, reference checks, and a medical examination. All applications will be treated confidentially.

