NICO GROUP MANAGEMENT TRAINEE PROGRAM

2026 Intake



Are you a high-potential graduate looking to make a mark in the corporate world? Are you eager to work alongside industry leaders, tackle real-world challenges, and accelerate your career?

The NICO Group invites ambitious and driven individuals to apply for our flagship Management Trainee Program (MTP), a career-defining opportunity designed to fast-track your growth into leadership roles.

About the NICO Group

NICO was established as a short-term insurance company in 1971 and has since grown to a competitive financial services Group operating in Malawi and Zambia, with presence in Mozambique and Uganda through its associate company, Sanlam.

As the biggest financial services Group in terms of diversity of products and services offered by its companies, NICO provides comprehensive financial solutions for a range of challenges for the public and private sector as well as individuals from all walks of life.

The business includes solutions in general insurance, life insurance, pension administration, banking, asset management, corporate finance, property solutions, and information technology.

About the Program

The Management Trainee Program is a prestigious and structured 24 month development journey designed to shape future business leaders. Through rotational assignments across key departments, trainees gain invaluable cross-functional exposure and a comprehensive understanding of the organization. The program combines hands-on experience with executive mentorship, participation in high-impact strategic projects, and targeted learning sessions focused on building essential leadership capabilities and business acumen.

Who We Are Looking For

We are looking for dynamic, results-oriented individuals who demonstrate strong leadership potential and a passion for innovation.

Ideal candidates should be:

- Aged between 18 and 30 years.
- Recent graduates who attained a Credit or Distinction
- Graduates from reputable institutions of higher learning.
- Analytical thinkers with strong problem-solving skills.
- Effective communicators and team players.
- Curious, adaptable, and open to working in a fast-paced environment.
- Committed to personal and professional growth.
- Must demonstrate high levels of computer aptitude.

How to Apply

Candidates meeting the above minimum requirements and interested in the program should submit their applications and updated CVs with names of three traceable referees (including one from a tertiary institution attended) and copies of certificates to:

- **recruitments@nicomw.com**

Application Deadline:
Friday, 13th November 2026

Only short-listed applicants shall be acknowledged.

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