

RenaissanceRe Holdings Ltd., through its operating subsidiaries, is a leading global provider of reinsurance and insurance. Our team shares a passion for providing exceptional service, innovation, creativity and a strong belief in the entrepreneurial culture which is a cornerstone of our competitive advantage.

## Talent Development Manager

Reporting to the Director, Talent Development, the successful candidate will be responsible for managing talent development programs, implementing new talent development activities and promoting learning and competency development.

### Responsibilities include:

- Manage and administer existing global talent development programs, partnering with all sites to ensure consistency of quality and corporate standards
- Create and facilitate new learning and competency development offerings for the organization
- Leverage eLearning technologies to create just-in-time, flexible training options that support the overall Talent Development strategy
- Facilitate goal-setting for all staff and provide on-going coaching and support, along with individual development plans
- Partner with the Director, Talent Development to facilitate performance management and development processes
- Collaborate with the HR team to enhance organizational effectiveness and employee engagement

### Qualifications, Skills & Experience:

- A Bachelor's degree required; a Master's degree in adult education, Human Resources, Organization Development or related field an advantage
- At least 5 years in Learning and Development/Talent Development/Organizational Effectiveness in a financial services environment
- Proficiency in analyzing talent data and evaluating ROI associated with learning initiatives

- Mastery in competency modeling, adult learning development and training methodology
- Proficiency in human performance technologies, eLearning, systems-thinking, organisational effectiveness and talent development aspects of HRIS
- An ability to model integrity and ethics, and to demonstrate an understanding of sensitivities in HR management
- Outstanding communication and interpersonal skills
- Proficiency in Microsoft suite required; advanced presentation skills would be advantageous

This is a fast-paced business environment, demanding a strong work ethic and a results-oriented approach.

Short-listed candidates will conduct a 15-minute training/facilitation and submit a written training plan.

Written applications with Curriculum Vitae should be forwarded via e-mail to [careers@renre.com](mailto:careers@renre.com) or to VP Human Resources and Administration, Renaissance House, 12 Crow Lane, Pembroke HM19.

**Closing date for applications:  
Monday, August 6, 2012.**

No agencies please.

RenaissanceRe is an equal opportunity employer.