

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.

## Compensation and Benefits Manager

Reporting to the Director of Global Compensation, Benefits and HR Operations, the Compensation and Benefits Manager designs, creates, implements and administers compensation and benefit programs for the organization. This role provides a full range of compensation and benefits analysis and program administration services across multiple jurisdictions, along with the provision of counsel to Human Resources (HR) colleagues and line managers regarding compensation and benefit practices.

### Responsibilities include:

- Manage the design, implementation and administration of the compensation program in the Human Resource Information System and the year-end planning system
- Provide annual compensation planning and support involving global coordination across multiple clients
- Actively participate in the development of reporting tools, building or adapting reports that enable modelling or analysis, leveraging technical expertise to influence business and HR clients
- Develop methods to evaluate, modify and improve compensation and benefits policies ensuring that programs are current, competitive and in compliance with legal requirements in all locations
- Collaborate with members of the HR teams to develop, implement and manage compensation and benefit policies, programs and practices
- Work closely with HR colleagues to provide counsel about new hire compensation awards, and interpretation and application of policies
- Manage compensation survey submissions through job matching, data submission and independent analysis of benchmarking data to support compensation strategy
- Assist with the equity on-line administration process and reporting
- Collaborate with our control partners (internal audit, risk and finance) on all aspects of compensation and benefits
- Manage the reporting, compliance and annual renewals of benefit programs; 401K, retirement, medical, dental, vision, life, disability, wellness, executive benefits, etc.
- Participate in annual benefits review, recommending additions, revisions and/or deletion of benefit plans, and participate in negotiation of renewals and new contract agreements

### Education, Skills & Experience:

- University degree in related disciplines essential
- Compensation/HR designation such as CCP, GRP or CEP or equivalent combination of qualifications and experience
- 5 years of Compensation and Benefits experience, including Executive Compensation, Health/Long-Term Disability and related benefit plans, and Long-Term Incentive Plans
- Strong knowledge of US benefit and retirement plans, regulation, reporting and compliance
- Excellent understanding of HR systems
- Knowledge of relevant compensation and benefits regulatory and compliance issues such as 5500 reporting and anti-discrimination testing in the US, lifetime limits on pension contributions in the UK, and taxation of LTI in international assignments
- Excellent working knowledge of Microsoft Access and Excel with demonstrated ability to use the analytical functions within these programs - the ideal candidate will presently be using these tools regularly in their current activities
- Strong attention to detail along with an ability to interpret compensation plan documents and summarize key elements in a clear and concise manner
- Strong interpersonal, communication, and consulting skills with an ability to work with and engage at all levels

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

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:  
Thursday, June 27, 2013.**

No agencies please.  
RenaissanceRe is an equal opportunity employer.