

We're writing the future of risk. Come join us.

Hamilton Re is the Class IV Bermuda reinsurer of Hamilton Insurance Group, the Bermuda-based holding company for insurance and reinsurance operations that underwrite property and casualty risks in Bermuda, the United States and at Lloyd's. Our company leverages analytics and research to create underwriting and investment value for our clients and shareholders.

We are looking for IT professionals who will support the development of our IT vision.

In addition to the requirements below, we will ask you to Be smart, Be sensible, Be open and, above all else, Be more—strive harder, reach further, never give up. These First Principles are the intellectual and moral compass of everyone at Hamilton. They shape the way we build our team, the way we work and the way we will prosper.

SVP, Head of Information Systems

Reporting to the Chief Financial Officer, this professional, to be employed at the Senior Vice President level, will have several overarching responsibilities. You will set the overall direction of the company's information systems. You will be expected to carry out this mandate by executing the company's IT vision to support the short-term and long-term strategies of the organisation; by leading development, integration and implementation of back-office technologies in a manner that supports the company's strategic and operational goals; and by working closely with the company's management team to leverage the use of information systems to support company operations and achieve organisational success.

What you will help us do

In keeping with the aforementioned overarching responsibilities, this professional will be required to carry out a number of specific actions. You will be asked to:

- Achieve a fully integrated, scalable and manageable information platform;
- Engage with vendors to ensure information infrastructure services are high quality and secure;
- Work with the technology advisory group to identify, prioritize and implement strategic IT opportunities that will enhance employees' and clients' experiences, create operational efficiencies, improve productivity and increase profitability; and
- Provide direction on planning and managing computer operations and production support, systems and database administration, telecommunications, network operations, PC/desktop support, application development, IT governance and customer service.

What you will require for the job

As Head of Information Systems, you will be expected to have a university degree in computer science, engineering, business or similar. You should also have experience working as a senior manager in information technology or a related discipline for at least ten years; experience implementing and maintaining a data warehouse, business intelligence systems and analytical infrastructure; and experience in selecting and enhancing best-in-class reinsurance or similar systems and integrating them within existing infrastructure. Prime assets include a working knowledge of all disciplines in a reinsurance company, and an accounting qualification or the ability to understand complex accounting requirements.

As Head of Information Systems, you will require a number of excellent professional skills, specifically the ability to convey technical information to many audiences; outstanding analytical, reasoning and problem-solving skills; flexibility to adapt to a rapidly changing market; ability to motivate a diverse group of employees and maintain a collaborative working environment; and capacity to manage multiple complex projects and competing priorities in a fast-paced environment.

Data Warehouse and Business Intelligence (BI) Architect

This professional will support Hamilton Re as our company focuses on applying intelligent, innovative and informative technology. More specifically, you will be responsible for the end-to-end design and development of a robust data warehouse platform. In fulfilling this responsibility, you will be expected to introduce best practices in the design and build of a data warehouse. And since we are a young company, our new data warehouse and business intelligence architect will enjoy a broad scope to select and design the new data warehouse platform. While you will be responsible predominantly for back-end (data warehouse and extraction; transformation and loading data) design and implementation, you must also have a solid understanding of BI front-end architecture (reports, cubes, performance management, etc.). Indeed, you will be expected to carry out extensive data mapping from a variety of structures and systems. As such, you must be comfortable attacking complex challenges individually, as the leader of a small team, and as liaison with key technical and non-technical stakeholders.

What you will help us do

In keeping with the aforementioned overarching responsibilities, this professional will be required to carry out a number of specific actions:

- Develop a business intelligence architecture lifecycle—from clarification of requirements, to platform selection and design, to extraction, transformation and loading (ETL) data, to creation and delivery of reports and business intelligence dashboards;
- Provide in-house expertise and advice on developing and enhancing ETL procedures, integrating additional data sources, creating and changing data models, and developing and enhancing the reporting platform;
- Create logical and physical design models that include detailed technical and functional specifications; and
- Ensure data warehouse and BI best-practices standards and processes are followed throughout our company.

What you will require for the job

As Data Warehouse and BI Architect, you will be expected to have a relevant university degree and experience in modelling data; governing data; developing and implementing ETL; designing, developing and delivering BI solutions; and developing reports. You must also possess a solid understanding of BI strategies through the full lifecycle; a proven track record in developing, designing and delivering data warehouse solutions; and advanced SQL, alternative scripting or programming languages (e.g. Python). We will also invite select candidates to participate in technical interviews through which we will delve into their knowledge of data architecture design and approaches, reporting and communication, and software tests and questions.

AVP, Senior Software Developer(s)

These professionals, to be employed at the Assistant Vice President level, must not only want to help design, build and manage state-of-the-art information systems to be used by our analytics and underwriting team, but also want to push the limits of their current knowledge and skills.

What you will help us do

In keeping with the aforementioned overarching responsibilities, you will be asked to carry out a number of specific actions:

- Develop high-performing, user-friendly software to meet the diverse needs of our users;
- Help evaluate open-source frameworks, high-performance platforms, libraries and other technologies;
- Work closely with users to understand their needs and to design innovative solutions that provide valuable, actionable information quickly;
- Contribute to extending and supporting our analytics and underwriting platform;
- Mentor other developers; and
- Participate in regular scrums, code reviews and knowledge-sharing sessions.

What you will require for the job

As a senior software developer, you will be expected to have a Bachelor of Science degree or higher in computer science, computer engineering or the equivalent. You will also be required to have worked for at least ten years as a developer in a team environment. As a result of this experience, you must be equipped with expert knowledge of application architecture; common data structures and algorithms; object-oriented design and client/server architecture; standard configuration management processes and controls; and UI/UX design principles.

You will also be required to have extensive practical experience implementing complex UI solutions; working with different types of databases; writing SQL queries; writing unit and regression tests; and developing rich and interactive solutions using Python, C#, C, C++, Java, Javascript or other languages and technologies. You must be dedicated to the craft of writing good code which means being able to write readable, reliable code; having a keen attention to detail; being willing to review others' code and provide feedback; and adhering and contributing to internal coding and code-commenting standards. On top of all these requirements, you must be able to communicate in person and in writing. Prime assets but not requirements are experience with Git, Qt C++ framework, FPGA or GPU/Vector processors, and data visualisation frameworks.

Potential candidates will be invited to participate in technical interviews and software tests.

Software Developer(s)

These professionals will work closely with users and other developers to design, build and maintain high-performing, user-friendly solutions for Hamilton Re's analytics and underwriting platform. You must not only have strong software engineering skills, but also eagerness to master new technologies.

What you will help us do

In keeping with the aforementioned overarching responsibilities, you will be asked to carry out a number of specific actions:

- Help evaluate open-source frameworks, high-performance platforms, libraries and other technological tools;
- Work closely with users to understand their needs and to design innovative solutions that provide valuable, actionable information quickly;
- Contribute to extending and supporting our analytics and underwriting platform; and
- Participate in regular scrums, code reviews and knowledge-sharing sessions.

What you will require for the job

As a software developer, you will be expected to have a Bachelor of Science degree or higher in computer science, computer engineering or the equivalent. You will also be required to have worked for at least three years as a developer in a team environment. As a result of this experience, you must be equipped with a solid understanding of application architecture; common data structures and algorithms; object-oriented design and client/server architecture; standard configuration management processes and controls; and UI/UX design principles.

You will also be required to have extensive practical experience working with different types of databases; writing SQL queries; writing unit and regression tests; and developing rich and interactive solutions using Python, C#, C, C++, Java, Javascript or other languages and technologies. You must be dedicated to the craft of writing readable, reliable code which means having a keen attention to detail; being willing to review others' code and provide feedback; and adhering and contributing to internal coding and code-commenting standards. On top of all these requirements, you must be able to communicate in person and in writing. Prime assets but not requirements are experience with Git, Qt C++ framework, FPGA or GPU/Vector processors, and data visualisation frameworks.

Potential candidates will be invited to participate in technical interviews and software tests.

STRONG REFERENCES REQUIRED

Interested persons should apply no later than **Friday, July 8, 2016** and direct their application to:

Laura Jackson, Island Employment Partners Ltd.

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