

Sun Life Financial is one of the world's leading and most diverse financial services organizations, with an excellent reputation for customer focus and innovation in all of its markets. The Bermuda International operation was established in 1995 to offer life insurance annuity products to global high net worth individuals outside of North America.

Reporting to the AVP of HR for SLF International, the HRBP Bermuda will be the primary HR contact for the Bermuda office and will work with SLF International Management and the global HR team. The HRBP will foster a high-performance culture that attracts, retains and develops top talent. He/she will support organization development, succession and talent planning, internal career paths, compensation & benefits programs and other initiatives designed to reinforce Sun Life as a great place to work.

The successful candidate will proactively provide counsel and advice to managers to reinforce Sun Life's High-Performance Culture. Advice will cover succession planning and talent management as well as employee relations matters (including investigative services, coaching, performance management, termination and team effectiveness issues). Partnering with the AVP of HR; the Communications Specialist and other HR Leaders, the successful candidate will work collaboratively to manage business unit specific and cross-functional HR projects to support the achievement of strategic objectives. For example, organizational development initiatives, implementation of programs provided by Corporate HR Centers of Expertise (COE), etc. ***For a full description of the role, please email [hr@psolutions.bm](mailto:hr@psolutions.bm) or call 441-232-5270.***

### **Key Requirements**

- Minimum of a Bachelor's degree or certification in human resources, organizational development or other directly related field.
- A minimum of 8 years of solid work experience in Human Resources with strong HR Generalist or Business Partner experience
- Strong familiarity with full range of HR disciplines (Compensation, recruiting, etc.) and proven experience dealing with employee relations and progressive ER processes
- Experience in building and implementing programs and processes to business needs.
- Proven success working with multi-faceted, global organizations in implementing core people management processes.
- Must have exceptional communication skills; prioritizing ability; ability to effectively manage relationships throughout an organization
- Coaching and counseling skills are required
- Exceptional problem-solving and decision-making skills with the ability to resolve sensitive issues and interpret application of policies and procedures
- Must possess solid negotiation skills and an orientation to client service
- Experience of delivering and/or organizing L&D activities an advantage
- Proficient user of MS Excel, Word, PowerPoint and HRIS systems.

If you have the skills and experience to fulfill this role, please forward a detailed resume in confidence no later than **March 31<sup>st</sup>, 2021**, to:

### **Performance Solutions Limited**

Suite 350, 11 Bermudiana Road, Pembroke HM08 Bermuda  
Email: [hr@psolutions.bm](mailto:hr@psolutions.bm). Phone: 441-232-5270