

## Director, Group Internal Audit

Life Insurance is in our DNA. It is our core business, our passion and our commitment. Resolution Life Group Holdings Ltd. is a global life insurance group focusing on the acquisition and management of portfolios of life insurance policies. We acquire and consolidate life insurance businesses and apply our expertise - operational, technical, regulatory, compliance and investment - to improve their performance and achieve operational efficiencies.

To support our continued growth in Bermuda, we are looking to expand our diverse and ambitious team of go-getters. Resolution Life Group has exciting opportunities ahead, offering you the ability to work in a culture of collaboration and innovation and leveraging technology to achieve our dynamic growth strategy.

### Position summary

The Director, Internal Audit is responsible for developing a Group-wide internal audit strategy, overseeing, preparing, and implementing a consolidated risk-based audit plan to assess, report on, and provide recommendations for improving the key governance, risk, operational and finance activities and internal controls. In conjunction with the Group's business platforms, this role includes formulating appropriate audit programs, assigning and directing resources to complete the plans scheduled, generating final audit reports for internal and regulatory review and conducting thorough follow-up audits on previously identified issues. The Director, Internal Audit also conducts this process directly for Resolution Re Ltd, a Class E Bermuda reinsurance company.

In addition to leading Group and Resolution Re internal audit activities, the Director will, as needed, manage any audits that are co-sourced with third-party audit firms as well as coordinate and assist external and regulatory auditors. The Director will work in partnership with the platform internal audit management, business management and other risk/control functions to ensure that processes, business activities, and internal controls are effective in managing operational, financial, regulatory, and business risks.

### Scope of Responsibilities

- Provides an independent and objective evaluation of the robustness of the Group's corporate governance framework, and the reliability, integrity and completeness of the design and effectiveness of the risk management function and internal controls framework, and the compliance and actuarial function.
- Reviews implementation and adequacy of internal controls, based on a defined internal control framework, and including compliance with significant policies and procedures.
- Prepares a consolidated internal audit plan for the Group, at least annually, for approval by the Group Audit Committee. Seeks input from platform internal audit departments.
- Periodically audits Resolution Re and other Group business operations. Coordinates audit operations with activities of the external auditor.
- Develops minimum standards for internal audit and a risk-based internal audit plan.
- Implements the annual work plan for internal audit, based on a risk-based analysis, with a fixed plan of activities but also allowing for appropriate investigation time for matters that emerge over the year.
- Develops recommendations for the remediation of internal or external audit deficiencies or for improvement in corporate governance, the risk management, compliance and actuarial functions and business operations (in conjunction with the platform internal audit departments). Ensures follow-up mechanism to determine if audit recommendations (both internal and external) are implemented within appropriate and agreed timetable.
- Responds to matters that emerge from appropriate referring bodies (the Board of Directors, CEO and other senior executives).
- In conjunction with Compliance, assists the Board with establishing an ethics policy and whistle blowing procedures.
- Regularly benchmarks methods and tools against peers to find areas able to be improved.
- Monitors for evolving best practice in the areas of audit, fraud prevention and internal controls.
- Ensures that Internal Audit remains independent and objective and that outputs add value to the Group's operations.
- Positive working relationship with relevant regulators and professional associations (e.g., Institute of Internal Auditors)
- Ensures compliance with the International Standards for the Professional Practice of Internal Auditing of the Institute of Internal Auditors

Management retains the discretion to add or change the duties of the position at any time.

### Requirements

#### Experience

- Bachelor's degree in accounting, finance, or related business field (BA and/or certifications (e.g., CPA, CFA, CIA, CFSA, etc.)). Certified Internal Auditor and Member of Institute of Internal Auditors.
- Life & annuity insurance experience (4+ years) required; life & annuity reinsurance experience desired.
- Demonstrated background in managing and co-ordinating in a multi-platform/geography environment required (3+ years) required.
- Progressive internal/external audit experience or equivalent financial services business experience. Merger and acquisition experience desirable.
- Experience: 5+ years Big 4 public accounting experience plus 10+ years internal audit experience.
- Firm understanding and execution experience of Sarbanes-Oxley Act, Section 404 (or international equivalent).
- Knowledge of and practical experience with accounting best practices.
- Demonstrated experience with international insurance regulators and working cohesively with independent external auditors.
- Ability to demonstrate excellent communication skills, both verbally and written.

#### Skills

- Ability to work as an individual contributor, take initiative and problem-solve.
- Ability to make recommendations and drive actions under own initiative, taking the lead in prioritising multiple requirements and deliver results under pressure in a tight timeframe.
- Ability to work autonomously, with minimal supervision and cope with ambiguity.
- Excellent ability to quickly build strong relationships with a broad network of stakeholders.
- Excellent oral and written communication & presentation skills; influences others effectively and respectfully.
- Confidentiality and discretion are essential.
- Keen ability to think and act strategically; planning for the long term while balancing the short and long-range needs of the organization. Meticulous attention to detail.
- Willingness to roll up sleeves where required given the nature of organisational size and growth stage.
- Proven track record of constant process improvement and innovation.
- Strong leadership and people management skills.
- Project management skills advantageous.
- Competent IT skills (proficient with Excel, Word and PowerPoint)

#### Physical Demands

- Normal office working environment.
- Periodic overnight travel is required on an as needed basis.

#### Compensation

Resolution Life Group offers a comprehensive benefit package that includes a competitive base salary and bonus scheme, paid time off from work and flexible work arrangements, health insurance benefits, dental and vision benefits, disability insurance, life insurance, and (Bermuda) pension plan. We are proud to support our teams' personal and professional growth and well-being through educational subsidies, corporate social responsibility program, and wellness activities.

If you are looking for a challenging opportunity in a team environment, please submit your application, including a detailed resume, to [dodi.mason@resolutionlife.bm](mailto:dodi.mason@resolutionlife.bm) (reference: Director, Internal Audit) by the 9th of June, 2021 Closing Date. All resumes will be treated with complete confidence.