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Assistant Vice President, Human Resources

Our client, Fortitude Reinsurance Company Limited, invites applications for a AVP, Human Resources. Fortitude Re, is a Class E and Class 4 licensed Bermuda liability-led reinsurer of legacy insurance portfolios complemented by sophisticated investment capabilities. The Assistant Vice President, Human Resources (HR) will be the based in our Bermuda office and a trusted partner to the organization on HR matters. While managing day-to-day HR oversight of the Bermuda office, the AVP, HR will be heavily involved in a variety of activities that will help to drive success for our dynamic and growing Company.

Key Responsibilities:

- Manage day-to-day HR oversight of the Bermuda office, including but not limited to:
 - Partnering and consulting with hiring managers on recruitment and selection
 - Onboarding and off-boarding
 - HRIS data upkeep
 - Facilitating local employee relations issues
 - Administering employee benefits and total rewards
 - Ensures compliance with employment, benefits, insurance, safety, and other laws, regulations, and requirements
- Owner for one or more core pillars of HR (e.g. HRIS/systems, total rewards, performance management, compensation, learning and development, etc.)
- Act as a Company steward for the embedding and embodiment of our culture and core values
- As required, lead HR-focused projects that will enable efficient, competitive, and successful HR processes and practices
- Maintains current knowledge of laws, regulations, and best practices in employment law, human resources, and talent management
- Other duties as assigned

Required Skills/Abilities:

- Excellent interpersonal, collaboration, and conflict resolution skills
- Strong analytical and problem-solving skills
- Excellent organizational skills and attention to detail
- Excellent verbal and written communication skills
- Thorough knowledge of employment-related laws and regulations
- Strong knowledge of and experience with varied human resource information systems
- Proficient with Microsoft Office Suite or related software

Education and Experience:

- Diploma or Bachelor's degree in Human Resources, Business Administration, or related field required
- Professional HR designation (e.g. SHRM, CHRP, PHR, etc.)
- At least 8 years of human resource experience required, with proven track record of local HR management, talent management, and HR project management experience
- Prior experience working on an HR team in a start-up environment in the (re)insurance and/or financial services industry is preferred
- Prior experience working for a small but rapidly growing company is an asset

To apply please send your résumé to jobs@expertisegroup.com. All applications are handled in a confidential manner and in accordance with Expertise's Privacy policy, available on our website.

Closing Date: September 03, 2021

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