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HR Director Global ILS & Bermuda

Arthur J. Gallagher & Co (Bermuda) Limited, an insurance brokerage and risk management company is seeking a **HR Director Global ILS & Bermuda**. Horseshoe/Artex and its associated entities employs more than 500 people in 15+ locations and are wholly owned subsidiary of Gallagher, a Fortune 500 company, listed on the NYSE: AJG. This position is a member of the Senior Leadership Team and reports jointly to the HR Director Artex & the CFO ILS/Head of Central Services Bermuda. The HR Director Global ILS & Bermuda will have responsibility for HR strategy and leadership for the Global ILS business as well as directing and managing human resources for all employees in Bermuda.

Artex is a trusted leader and provider of diverse alternative risk solutions. Established in more than 30 domiciles internationally, our global team provides creative thinking and expertise in the (re)insurance and ILS marketplace to help our clients make empowered decisions, reduce total cost of risk and improve return on capital. We believe in finding you a better way.

Horseshoe, an Artex Risk Solutions company, is the world's largest Insurance-Linked Securities ("ILS") and fund services provider, specialized in insurance management, risk transformation, fund administration, advisory and corporate services. Powered by the talent of our people, employing over 100 dedicated professionals, and operating in all major ILS locations from Bermuda, Cayman Islands, United States, Ireland, London and Guernsey, we are proud to be leading the way with our comprehensive suite of solutions.

Responsibilities will include but are not limited to:

- Partner with CEO-ILS and Head of Central Services Bermuda, to align HR activities to support business strategy.
- Lead and coordinate annual staffing budget for Global ILS.
- Partner with management on career development, succession planning, workforce planning, performance management and training needs.
- Drive engagement, performance management and talent development initiatives.
- Direct and oversee resourcing coordinating with HR partners in other jurisdictions.
- Support and help drive the company's global inclusion and diversity initiatives.
- Direct and oversee HR operations for Bermuda and Sri Lanka.
- Develop and oversee HR policies and procedures.
- Advise on employee relations matters.
- Manage relationship and liaise with external HR and benefits providers, as well as employment related government entities.
- Report to HR management and senior leadership on HR performance metrics.
- Manage HR staff in Bermuda and Sri Lanka.

Required Qualifications and Skills:

- BSc/BA in human resources, business administration or relevant field; MSc/MA in human resources or MBA preferred.
- HR certification such as SPHR or CIPD.
- 5 years' HR leadership experience within financial services or re/insurance, ideally within a global corporate environment with matrix reporting lines.
- 3 years in an HR partnership role.
- Business acumen coupled with a proven and empathetic approach to successfully engaging, recruiting and retaining staff.
- A full understanding of how a strong HR partnership can impact and contribute to the organization meeting and exceeding its objectives.
- An interest in, appreciation for and ability to advocate the importance of Inclusion and Diversity.
- Thorough knowledge of human resource management principles and best practices.
- Strong understanding of employment legislation and regulations in Bermuda, and ideally a working knowledge of employment practices in the USA and UK.
- Strong understanding of data analysis and ability to generate and use HR reports to support business initiatives.
- Outstanding organizational skills and ability to manage multiple work streams concurrently.
- Ability to build relationships with management, colleagues, direct and indirect reports, and to adapt to changing priorities.
- Highly motivated individual who is deadline driven and committed to delivering an excellent level of client service.
- Excellent verbal, written, communication and interpersonal skills with the ability to engage effectively at all levels.
- Diligent and firm with high ethical standards.
- Advanced computer literacy skills, including Excel, Word and PowerPoint.

This is an excellent career opportunity with a global and fast-growing company. 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: November 22, 2021