

Details

Details Management Ltd. is seeking a **Senior Technical Recruitment Manager – Insurance & ILS**. This role will focus on the continued development & support of our specialized (re)insurance recruitment practice, in Bermuda & overseas, & involves working with a global client base in the search for & placement of senior (re)insurance personnel.

Candidates should possess a high level of professionalism, a strong technology background, excellent written & verbal communications skills, previous experience dealing with senior management & technical personnel, & an in-depth understanding of the (re)insurance & ILS industries. This role requires a strict adherence to confidentiality.

General Duties & Responsibilities:

- Create & implement search strategies for qualified technical candidates using specialized recruiting tools such as LinkedIn, Taleo (Oracle), the Bermuda Job Boards, internal database, social media & referrals.
- Manage the company's recruitment technology platform ensuring process efficiency, software integration as well as candidate search & acquisition optimization.
- Support placements in key (re)insurance jurisdictions such as Bermuda, London, New York & Connecticut.
- Leverage our applicant tracking & CRM systems to manage applicants through discussions, contract negotiations & on-boarding.
- Administer offer letters, support compensation & where necessary candidate relocation requirements.
- Work with external human resources & hiring managers to assist with their talent search efforts, including gaining an understanding of role specific requirements involving technical fields such as modelling, actuarial, finance, underwriting & operations management, as well as working closely with clients to understand & support their forecasted growth strategies, structuring & personnel budgets.
- Assist with internal hiring efforts including the continued development of our advisory services divisions involving finance, compliance/regulatory, human resources & internal audit.
- Manage the on-going development & delivery of our local & international recruitment strategy; including job-posting development for technical (re)insurance roles, marketing, channel development, job board procurement, digital marketing, comprehensive recruitment campaign planning, & talent acquisition.
- Manage the recruitment process & life-cycle, including initial candidate assessment, interviews, & offers.
- Counsel both candidates & clients on regional standards relative to benefits, salaries, & corporate environment.
- Perform due diligence on identified candidates; including police clearance, reference, credit & qualification checks.
- Support our internship & mentoring programs.

Qualifications, Skills & Experience Requirements:

- Candidates must possess an undergraduate degree with a minimum of 5 years of insurance related industry experience.
- Previous international talent search/recruitment experience is required.
- Familiarity with the London insurance market and Lloyds is required to support onshore placement activities.
- Strong understanding of the (re)insurance & ILS industries & the ability to advise on the technical roles common within these industries (i.e. modelling, actuarial, underwriting).
- Previous CRM management experience is required.
- Must have previous working knowledge of either the LinkedIn Recruiter, Elevate or Recruiter Lite platforms.
- Previous experience using a branded talent management system is required. Knowledge of the Taleo Talent Acquisition platform (Oracle) would be a distinct advantage.
- Experience with budget formulation, profitability analysis & forecasting is required.
- A strong understanding of the MS Office Suite of products, predominantly Word & PowerPoint.
- Experience coordinating with & presenting to senior client management personnel, including presentation development.
- Excellent verbal/written communication & presentation skills.
- The successful candidate must be willing to attend industry conferences & after hour events.
- Previous experience with & the ability to manage social media platforms, such as Facebook, LinkedIn, Instagram & Twitter marketing campaigns.
- Ability to meet strict client deadlines, while maintaining the highest level of confidentiality & professionalism.

All inquiries will be dealt with in strict confidence.

Please submit resumes via www.details.bm Job Seekers::
Senior Technical Recruitment Manager – Insurance & ILS -
Job Code: **STRM080222**

Closing Date: February 18, 2022