



Head of Specialty, Global Markets Reinsurance

Bermuda

As the Head of Specialty, Global Markets, you will work closely with the underwriting and functional line managers, within the region of support and segment, to help manage profitable growth, retention, service delivery and expense oversight for all lines of business.

As the Head of Specialty, Global Markets, you must be able to navigate the regulatory, competitive, broker and economic environments within the region to facilitate underwriting units in managing and growing their business. You will be responsible for managing a group of Underwriters in ensuring that the team's goals are met as agreed, and you will be a technical expert in your area, with minimal supervision.

DISCOVER your opportunity

Closing Date: May 13, 2022

Apply to bermudahumanresources@axaxl.com

What will your essential responsibilities include?

Plan and execute the Underwriting Product/Region growth objective and strategy:

- In concert with the Chief Executive, you will be responsible for developing an annual business plan that is consistent with AXA XL's overall underwriting strategies and objectives.

Driving Underwriting Excellence to support and ensure profitable growth by:

- Achieving business plan financial objectives and profitable growth as approved by senior management.
- Developing and implementing strategic underwriting plans for the segment or region, aligned with current and long-term objectives.
- Working with the business line leaders to develop the underwriting appetite, segmentation strategy and portfolio management.
- Being an integral part of the underwriting process with focus on risk selection, structure and pricing.
- Maintaining and modifying underwriting policies, procedures and authority guidelines as required to enable underwriters to profitably achieve financial goals and maximize AXA XL's opportunities.
- Collaborating with Enterprise Risk Management (ERM) and Business Underwriting Solutions (BUS) to manage emerging risks and evolving trends.
- Provide leadership to the team.
- Collaborating with the Actuarial team, to improve pricing models and analytics necessary to support profitable risk selection and growth.
- Leading audit/review process of the functional units to ensure technical compliance through adequate underwriting controls.
- Preserve and enhance profitability through the development of sophisticated underwriting and analytic techniques, pricing discipline, competitive analysis and the development of performance metrics and controls
- Support product management and innovation by developing analytical rigor, capabilities and processes that will enable the team to achieve their growth and profitability targets
- Ensure underwriting objectives, limits, product and product enhancements are all consistent with AXA XL's overall casualty strategy
- Through regular communication discuss meeting underwriting excellence objectives through audits and loss activity consistent within AXA XL

Assisting in producer relationships and maintaining visibility in the market:

- Working with the underwriting managers, sales and regional leaders to achieve cross selling objectives and develop marketing strategies.
- Developing new business opportunities via extensive broker and insured relationships.
- Supporting customer retention.
- Mentoring and coaching the underwriting team and develop a succession plan.
- Ensuring adequate communication and flow of information as appropriate.
- Partnering with actuarial, accounting, claims, and finance and product management as required to support the underwriting strategies and service excellence.
- Developing reinsurance strategies and managing limit accumulations to avoid earnings volatility while maximizing AXA XL's opportunities on placements.
- Partnering with the Chief Risk Officer and others to implement best practices and internal controls to support enterprise risk management (e.g., internal audit, FIC, Regulatory, etc.).
- Develop and execute a focused effort targeting key distribution partners marketing the merits of AXA XL's value proposition.
- Lead with the value of a strong partnership demonstrating AXA XL's ability to now be viewed as a long-term player.
- Exhibit the front-to-back knowledge required to provide confidence in the ability for AXA XL negotiate.

SHARE your talent

We're looking for someone who has these abilities and skills:

- Bachelor's degree in Business, Management, Finance or related field from an accredited college/university.
- Professional qualifications (FCII or CPCU, FCAS/ACAS, FIA, FSA/ASA) and continuing post-graduate studies.
- Minimum of 10 years relevant experience in reinsurance underwriting in a senior position.
- Experience working with major producing brokers in London and other international markets (Direct experience in those markets would be considered a plus), including the Lloyd's Market
- Proven working knowledge of Reinsurance contracts and associated market practices
- Significant rating analysis experience of pro rata, risk excess of loss and catastrophe excess of loss business.
- In depth knowledge of external rating and exposure models, including RMS, EQECat and AIR.
- Detailed exposure evaluation knowledge including analysis of risk and contract coverage.
- Demonstrates a sound understand of reinsurance wordings and coverages
- Ability to invent custom-made solutions for customer's requirements

FIND your future

AXA XL, the P&C and specialty risk division of AXA, is known for solving complex risks. For mid-sized companies, multinationals and even some inspirational individuals we don't just provide re/insurance, we reinvent it.

How? By combining a strong and efficient capital platform, data-driven insights, leading technology, and the best talent in an agile and inclusive workspace, empowered to deliver top client service across all our lines of business – property, casualty, professional, financial lines and specialty.

With an innovative and flexible approach to risk solutions, we partner with those who move the world forward.

Learn more at axaxl.com

Inclusion & Diversity

At AXA XL, we know that an inclusive culture and a diverse workforce enable business growth and are critical to our success. That's why we have made a strategic commitment to attract, develop, advance and retain the most diverse workforce possible, while creating an inclusive culture where everyone can bring their full selves to work and can reach their highest potential. ***It's about helping one another — and our business — to move forward and succeed.***

- Five Business Resource Groups focused on gender, LGBTQ+, race/ethnicity, disability and inclusion with 20 Chapters around the globe
- Robust support for Flexible Working Arrangements
- Enhanced family friendly leave benefits
- Named to the Diversity Best Practices Index
- Signatory to the UK Women in Finance Charter

Learn more at axaxl.com/about-us/inclusion-and-diversity. AXA XL is an Equal Opportunity Employer.

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