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Head of HR - Bermuda

Headquartered in Bermuda, Fidelis Insurance Group is a global provider of bespoke and specialty insurance and reinsurance products. Fidelis is rated A- (Excellent) by A.M. Best Company, Inc.

Reporting to the Chief People Officer: Fidelis IG, the Head of HR will provide the leadership team with strategic and operational advisory services related to the people agenda of the insurance company. The successful incumbent will partner with senior leaders to help them envision, develop and execute an HR strategy that supports their growth, performance and future objectives while demonstrating the right balance between developing strategy and implementing delivery. This is a Bermuda-based role with ultimate accountability for several key global functions/deliverables across Bermuda/Ireland/United Kingdom.

Responsibilities Include:

- Lead global payroll, share schemes, rewards, benefits and talent activities including identifying opportunities to strengthen and build the talent pool and to flow key talent
- Manage the delivery and execution of core HR processes and policies
- Contribute to the development and implementation of regional/global HR initiatives
- Partner with specialists to develop, deliver and promote initiatives to achieve the organization's strategic agenda, and with specialist groups such as Employee Relations, Global Mobility etc.
- Partner with the HR and business leaders to identify organisational development improvements, particularly around culture change during periods of major transition and transformation
- Support large scale change and transformation programmes including technology, process, service delivery, restructures, etc.
- Drive efforts to increase employee engagement and the Fidelis Employee Value Proposition
- Utilize metrics & dashboards to monitor outcomes; conduct deep-dive data analytics to gain insight and influence management decisions aimed at achieving enhanced business results
- Manage and deliver multiple projects, with emphasis on M&A activities

Minimum Qualifications, Skills & Experience:

- Business, HR, or relevant university degree; Advanced degree preferred
- 7 - 10 years' experience in HR in "Financial Services" with at least 3 years as a commercial HR Manager/Business Partner in a multinational organization in Bermuda and the UK, covering payroll, benefits, incentives and HR/Employee Relations
- Prior experience running global payroll, share schemes, rewards, benefits and talent activities
- Track record of successfully supporting senior business/functional leaders together with evidence of achieving results in ambiguous and fluid situations
- Demonstrated ability to think strategically, collaborate and join up the dots in a large, complex, changing, matrix organisation
- Strong project management skills with an ability to juggle multiple conflicting priorities
- Excellent relationship and stakeholder management skills with an ability to be assertive yet build long-standing, trusted partnerships
- Excellent communication and presentation skills; ability to coach, influence and negotiate with senior managers and package communications for a variety of audiences globally
- Good overall business knowledge and a commercial approach with an active interest in drawing on best practice and encouraging excellence

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: February 10, 2023