

Our client – Bermuda Monetary Authority – invites applications for the position of **Director, Human Resources**

The BMA is a vibrant and challenging organisation offering a dynamic working experience. Its responsibilities include supervising, regulating and inspecting companies in the banking, investment, trust and insurance markets; issuing coin and currency; advising government on monetary and financial matters; and assisting with the detection and prevention of financial crime. The BMA takes a risk-based, balanced approach to regulation to ensure that the jurisdiction delivers effective oversight that meets the requirements of international regulatory standards in the context of the Bermuda market.

Reporting to the COO, the Director of Human Resources will contribute to the development and implementation of Human Resource strategies and policies, playing an active part in driving forward a determined change agenda. As the Senior Human Resources professional within the BMA, the post-holder will act as advisor and partner to all leaders on people issues, and must, therefore possess the experience, technical competency and personal qualities, to undertake these duties effectively.

Key Responsibilities will include:

- Regular interface at the Executive on strategic initiatives, as well as working collaboratively with individuals across every level of the organisation;

- Promoting a high performance culture in a rapidly changing, complex regulatory environment;
- Embedding resourcing, succession planning and work-force planning strategies;
- Building technical competencies and a platform for learning and development;
- Providing clear and effective leadership development;
- Balancing strategic, operational and representative responsibilities in the role; and
- Drive operational change and efficiencies in the HR department including enhancement to the HR information systems.

The successful candidate for the role of Director of Human Resources must be able to demonstrate the following skills and qualifications:

- A strong generalist/operations focussed HR background with between 10-15 years relevant post graduate experience, of which at least 5 years should be at a senior level in the financial services sector and/or working within a financial regulatory body;
- The post-holder will ideally be educated to Masters Degree or equivalent, with a relevant HR professional qualification such as CIPD or SHRM;
- A proven track record in strategic HR and the ability to demonstrate strong experience across all operational HR functions;

- Experienced in integrating development functions into a sustaining talent management program;
- Experience in delivering effective non-bureaucratic HR processes around recruitment, learning and development and performance management;
- Sound business acumen and demonstrable experience in how to gain immediate credibility and impact with the Executive Team;
- A strong team player with exemplary verbal and written communication skills, as well as strong interpersonal and organizational skills; and
- Highly motivated individual with initiative, creativity and the open-mindedness and ability to operate effectively with a wide range of employees across the organisation.

This is an exciting career-enhancing opportunity to play an integral role in the on-going development of the BMA at an important time in its history.

Please send a detailed resume in confidence to:

Alistair McNeish or Caroline Layzell
PricewaterhouseCoopers Executive Search
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Tel: 441-295-2000
Closing date: 4 May, 2011



Executive Search & Selection

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