

Assistant Vice President - Learning & Development

Sompo International Holdings Ltd. (Sompo International) is a global specialty provider of property and casualty insurance and reinsurance. Sompo International companies are wholly owned subsidiaries of Sompo Holdings, Inc., whose core business encompasses one of the largest property and casualty insurance groups in the Japanese domestic market. Through our operating subsidiaries, Sompo International underwrites agriculture, professional lines, property, aviation, marine and energy, financial and political risks and casualty and other specialty and catastrophe lines of insurance and reinsurance. Headquartered in Bermuda, we currently also have offices in the United States, the United Kingdom, Continental Europe, Latin America, the Middle East and Asia. Sompo International is a company driven by its core values, a carrier that holds promise, trust and the commitment to protect at the center of everything we do. We recognize that our success is derived directly from those who matter most: our people. Our culture is defined by a commitment to integrity, teamwork, agility, execution, and excellence; and we strive to create exceptional value for our clients and shareholders and maintain Sompo International as a desirable place to work.

We are seeking an Assistant Vice President - Learning & Development based in one of our UK or European offices.

The Lead, Talent Management & Learning is critical to Sompo International's continued expansion and is an integral part of our Human Resources Team. The role will oversee, enhance, facilitate, and execute the development programs that enable our business to attract and retain the strong and diverse talent needed for our continued success.

This role will partner closely with the SVP, Talent & Learning to evolve, build, reimagine and ultimately scale robust solutions across the organization. Furthermore, they will ensure we deliver high-performance, learner-centric, and instructionally sound solutions. This role will enable us to quantify and communicate the value of our learning investments through measurement and analytics. This leader will also oversee our internal learning brand, ensuring our learning solutions come to life in an aligned, compelling, and cohesive manner across all audiences and employee touchpoints.

Responsibilities include:

Program Management

- Lead the design and delivery of a cohesive set of development programs that contribute to the attraction, retention, and development of employees at all levels
- Oversee and lead the execution of established learning programming in the areas of :
 - Early in-career development - Intern and Trainee development programs
 - Leadership development journeys
 - Employee on-boarding experiences
 - Executive development programs



- Oversee the development, where appropriate of blended and scalable learning and training solutions, evaluating both face-to-face, virtual, and digital solutions for delivery to large audiences throughout the organization. Leveraging key external service and learning content providers

Communication, Marketing, and Employee Experience Enhancement

- Create and maintain a compelling & memorable learning brand across all learning programs and solutions. Identify integration opportunities to create seamless connections between learning assets and programs
- With oversight of multiple projects and partnerships, establish governance process and protocols, look for synergies, opportunities to simplify and iterate to continuously improve and create consistency/scale

Align, Measure, and Optimize

- Analyze the needs of the business to develop alternative investment related content and structure training solutions and content that is easy to absorb and retain
- Makes assessments of effectiveness of development investment in terms of employee accomplishments and performance
- Enable and enhance our ability to deliver impactful development experiences via integration of modern learning technologies and platforms, removing friction and inefficiency wherever possible
- Work in collaboration with the organization's leaders to ensure strategic alignment of development activities and ensure investments remain in line with our human capital strategy

Desired Skills & Experience

The candidate needs to have:

- 10+ years of experience in progressive Human Resources roles within high growth rapid change environments; with well-rounded experience in learning and development, leadership, performance management, organizational effectiveness, and workforce planning
- Strong organizational skills with the ability to manage multiple programs, projects, and deliverables simultaneously
- Experience orchestrating organizationally complex work and demonstrating business impact through data. Managed cross-functional initiatives that involved multiple stakeholders and required consultative stakeholder management skills
- Experience leveraging technology to enhance employee experiences {HCM, Social Platforms, and LMS}
- Experience managing multiple vendor relationships effectively
- Experience integrating Inclusive Diversity practices into areas of responsibility
- Proven hands-on leader with a willingness to analyze and build, and unafraid to roll-up their sleeves to drive programs and learning projects, in partnership with business leaders

Sompo International offers a competitive compensation and benefits package commensurate with experience.

Sompo International is an equal opportunity employer committed to a diverse workforce.

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