

AVP, Talent Acquisition

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.

Responsibilities include:

- Collaborate and build trusted relationships with hiring managers and Human Resource colleagues to understand position requirements with a focus on the knowledge, skills & abilities required.
- Partner with hiring managers to develop and execute sourcing strategies for their needs and provide consultative services regarding market conditions, competitive landscape, diversity and inclusion, and broader Talent Acquisition strategies (i.e., internship and trainee programs).
- Utilize social media, employment brand, and personal expertise to successfully target candidates through online channels, such as LinkedIn and other professional networks.
- Leverage named and known talent pools, both internally and externally, engage/screen and convert to active job applicants for current and future positions.
- Promote Sompo International's brand and culture with active & passive candidates.
- Manage market messaging to desirable talent eliciting increased applicant flow.
- Collect, maintain and deliver market data/intelligence for Human Resource Colleagues and hiring managers that reflect the availability of talent in key markets and/or linked to specific requisitions (i.e., organizational structure, scope of positions in competing companies, compensation, benefits information, market trends)
- Use your innovative mindset to leverage technology and make process improvements to create a thoughtful, relevant, engaging, and collaborative recruiting process & positive candidate experience.
- Research and implement new sourcing tools and strategies to ensure the team has the platforms needed to identify and attract diverse talent.
- Establish and implement best practices & tools to enhance hiring manager capabilities.

Desired Skills & Experience:

The candidate needs to have:

- 10+ years of experience recruiting for professional roles. Experience recruiting within the Financial Services Industry is a plus. Experience attracting talent across the EMEA region.
- Strong people management experience, preferably in the talent acquisition specialism. Proven ability to set goals, provide feedback, coach, and drive team engagement.
- Demonstrated success building and executing sourcing strategies for all types of positions.
- Leveraged data to influence leaders and drive strategies regarding sourcing talent.
- Experienced with the use of Social Media Platforms, Applicant Tracking Systems (ATSs) and Candidate Management Systems.
- Managed cross-functional initiatives that involved multiple stakeholders and required consultative stakeholder management skills.
- Demonstrated experience setting KPIs and performance standards for a sourcing or a talent acquisition team.

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

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

Visit our website at www.sompo-intl.com