



Governance and SMCR Coordinator

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.

Sompo UK is a large, established London Market Specialty player with aspirations to materially grow its UK Commercial Lines division. The UK Carrier, which supports this business, Endurance Worldwide Insurance Limited is regulated by the PRA and FCA and is subject to the Senior Managers and Certification Regime (SMCR).

Reporting to the UK CEO, this newly created role will work closely with multiple internal stakeholders from Compliance, Legal and HR. You will be a high-performing professional with a proven track record of providing high- quality governance and SMCR support. You will be able to quickly build effective relationships to work confidently with, and provide trusted and reliable advice and support to, key stakeholders. You will understand the needs of the business and have strong communication skills with a 'can do' attitude and appetite for solving problems. You will be able to work to tight deadlines, deal with the unexpected and have excellent attention to detail.

Responsibilities include:

- Work with the HR, Compliance and Company Secretarial functions to ensure:
 - the Board and SMF / Cert population are fit and proper on a rolling basis
 - all candidates being hired into Board roles and the SMF / Cert population are thoroughly vetted through a skills gap analysis with suitable, resulting onboarding, induction and coaching plans
 - the Board and SMF / Cert population is suitably trained on SMCR and other topics of relevance and importance
 - all collateral is consistent and available to the Board and SMF / Cert population in order to discharge their responsibilities (live handover documentation, templates for tracking evidence of reasonable steps, skills gap / learning templates etc.)
 - individual's SMF responsibilities are tracked and documented through the governance framework
 - the MRM, governance framework structure chart, and the TORs for each formal governance body are accurate at all times – and that they map seamlessly with each other and the individual Statements of Responsibilities
- Work with colleagues across the business to design and implement all of the above, while identifying and delivering opportunities to improve the effectiveness and efficiency of our work
- Regularly report to the Board and the SMF1 regarding SMCR compliance



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Desired Skills & Experience:

- Knowledge of, and hands on experience with the essential operational and governance requirements of the SMCR Regime is essential, preferably within a General Insurance context
- Ability to work with Board members, senior executives and colleagues across functions is essential
- Excellent stakeholder and people management skills and experience
- Excellent communication – verbal and written
- ICSA Qualified or equivalent experience, preferable

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