



Sompo International Holdings Ltd. (Sompo International) is a specialty provider of property and casualty insurance and reinsurance, established in March 2017 as the result of the acquisition of Endurance Specialty Holdings Ltd. by Sompo Holdings Ltd. (Sompo).

Sompo's core business encompasses one of the largest property and casualty insurance groups in the Japanese domestic market. In addition, Sompo is engaged in the provision of insurance services as well as other related services through its global network of businesses operating in 32 countries around the world.

Sompo International is the international operation and a wholly owned subsidiary of Sompo, which trades on the Tokyo Stock Exchange. Through our operating subsidiaries, Sompo International underwrites agriculture, professional lines, property, marine and energy, and casualty and other specialty lines of insurance and catastrophe, property, casualty, professional lines, weather risk and specialty lines of reinsurance.

As a leading global provider of insurance and reinsurance, we recognize that our success is derived directly from those who matter most: our people. Sompo International's headquarters is in Bermuda and we currently have offices in the United States, the United Kingdom, Continental Europe, and Asia. At Sompo International, a shared commitment to integrity, teamwork, agility, execution, and excellence define our culture, 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 a **Human Resources Generalist** to join Sompo International's HR team in our **Charlotte, NC** office. This role will act as a human resources generalist within assigned client groups. In addition to ensuring compliance with federal, state and local laws and regulations, this position is responsible for enabling management effectiveness through talent management, employee relations, and the delivery of targeted training programs

Sompo GRS provides a client-centric white-glove service approach by offering comprehensive multi-line capabilities to accounts in select industry verticals including real estate, hospitality, financial institutions, life sciences, technology and professional services. Taking a holistic approach to risk management, the unit offers commercial property, primary casualty (general liability, commercial auto, workers' compensation), lead umbrella, and environmental coverages, as well as parametric natural catastrophe products to small, middle-market and large accounts across target industry verticals in the U.S., Mexico and Europe. Sompo GRS also offers the same level of sophisticated services and coverages to Asian-interest accounts in the U.S. and Mexico.

**Essential Duties and Responsibilities:**

- Drive the sourcing and the selection process for all assigned groups
- Work with the HR Ops team to orient and onboard new employees as necessary
- Support and communicate employee relations practices that create a positive organizational culture and drive high performance
- Provide employee relations services to managers and employees



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- Implement and execute performance management programs and procedures, including but not limited to performance appraisals and performance improvement plans
- Assist in annual compensation planning
- Assist in the company's succession planning process and associated action planning process
- Assist in the administration, management and implementation of targeted training programs (face-to-face, or computer based training) to include the Summer Internship and Trainee program.
- Communicate compensation and benefits plans and policies
- Ensure compliance with all applicable federal, state and local laws and regulations
- Investigate and resolve employee complaints, issues and concerns regarding employment practices
- Execute and monitor policies and procedures to ensure fairness and consistency
- Partner with inside and outside legal counsel to respond to and if necessary defend complaints

### **Qualifications:**

- Bachelor's Degree, Human Resources or related field or relevant experience required
- Minimum of 5 years exempt-level Human Resource experience preferably in Insurance or Financial Services
- Must have previous experience with Recruiting, Talent Management, Organizational development/effectiveness, and Employee Relations
- Proficient in Microsoft Office; Workday experience preferred
- Strong data management and visualization skills (e.g., Excel, Visio, etc.)
- Strong written and verbal communication skills
- Willingness to adhere to strict confidentiality standards

Sompo International offers a competitive compensation and benefits package commensurate with experience. For consideration; please e-mail your resume along with your Minimum Salary Expectations as well as your Minimum Total Compensation Expectations to: [gconover@sompo-intl.com](mailto:gconover@sompo-intl.com)

**Sompo International is an equal opportunity employer committed to a diverse workforce.  
M/F/D/V**

Visit our website at [www.sompo-intl.com](http://www.sompo-intl.com)