

HEAD OF DISTRIBUTION – ITALY

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 currently looking for the Head of Distribution for Italy. This role will work closely with the the Italy Country Manager focusing on the development and expansion of our client and broker relationships, as well as supporting for the acceleration of profitable growth and retention, in line with our European and global strategies. As such the Head of Distribution Italy will work closely with the Global Markets Client Management, Strategic Distribution and Business Development Team to ensure a unified and coordinated approach in delivering on our overarching strategy.

The role will be responsible for defining the client management and distribution strategy for the country, delivering organic and inorganic growth and ensuring that the appropriate framework and methodologies are in place for the mitigation of risk in the European platform. Additionally, the role will require acting as a Company Ambassador in the marketplace and with other external stakeholders, seeking to develop and maintain relationships with these key constituents and influencers.

Responsibilities include:

- Strategic development of broker and client relationships in Italy with a focus on maximising profitable growth and potential new business opportunities.
- Focus and strengthen the quality, depth of relationships and our service proposition with the broker network and, in doing so, develop the pipeline of opportunities for Sompo International.
- Working with other members of senior management within Italy, assist in developing relationships with the global broking community, helping to identify new products and potential new business opportunities with the full support and backing of our Global Markets Team.
- Responsible for working with the Line of Business Underwriting leadership teams and Country Managers to create and drive the market strategy working collaboratively with multiple stakeholder groups.
- Develop the broker distribution strategy, ensuring consistency
- Develop effective client and potentially MGA distribution strategies.

- Facilitate cross-selling opportunities across business lines, including sharing of opportunities and knowledge.
- Support marketing efforts, creating high quality, original solutions to enhance the reputation and market presence of Sompo International.
- Fully understand client and broker needs, proactively matching those with Sompo International expertise and appetite.
- Work with underwriters to ensure broker partners deliver on the agreed services within line of business and global agreements.
- Build and develop meaningful management information systems and practices for key distribution partners.
- Focus on other value add projects, developments, and activities, as required.
- Representing Sompo externally at the highest level including interests with the press and relevant internal & external shareholders, in commercial negotiations and/or through participation in industry forums, corporate communications events, etc to raise Sompo International's profile within the market place.

Desired Skills & Experience:

The Head of Distribution Italy will be a pragmatic, action-oriented, entrepreneurial leader who is a self-starter and brings depth of experience leading and working in complex, collaborative team settings. S/he will bring a high tolerance for uncertainty and the ability to thrive in an environment of growth and change. The successful candidate will be persuasive and able to craft a compelling and urgent narrative that cultivates support.

Specifically, s/he will possess the following:

- 15+ years of experience working in senior management positions
- Deep insurance industry knowledge, underpinned by relevant qualifications and a strong track record of accomplishment.
- A strong visible leader who can carry people with him or her and is able to lead from the front, able to empower others and let them lead where they have the skills and capability to do so.
- A "business building" mindset with a demonstrated track record of success in growing an insurance business, both organically and through targeted acquisition of teams, books of business and/or companies.
- Proven strategic business development acumen underpinned by exceptional sales and marketing abilities.
- Strong interpersonal, communication and leadership skills. Able to provide clear direction through periods of change.
- The highest levels of integrity.
- Strong understanding of economic relationships, business models in the insurance industry and knowledge of strategy development.



- Ability to assess strategic issues and deliver tactical solutions. Strong experience in developing and executing annual and long-term strategic plans.
- Good understanding of the insurance regulatory environment and its influence in business development, underwriting and claims management strategies.
- Demonstrated leadership in performance management and team building, combined with extensive skills in analysing and solving issues or problems.
- Language skills: Italian and English

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