



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 its 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, Sompo International recognizes that its success is derived directly from those who matter most: its people. Sompo International's headquarters is in Bermuda and it currently has 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 its culture, and it strives to create exceptional value for its clients and shareholders and maintain Sompo International as a desirable place to work.

Sompo International is seeking a **VP GRS Financial Planning & Analytics Leader** for our **Global Risk Solutions** team in our **New York City** office. The Sompo Global Risk Solutions (GRS) team spans across the U.S., Mexico, Europe, and Asia-Pacific. Global Risk Solutions offers comprehensive multi-line capabilities targeted at select industry verticals (real estate, hospitality, financial institutions, professional services, technology, and life sciences) and its Asian Risk Solutions (ARS) client segment (U.S. and Mexico). Servicing small, middle-market, and large accounts in the U.S., Mexico, Europe, and Asia-Pacific, GRS works through a network of retail brokers who share its commitment to long-term partnerships built on white-glove service.

The **VP GRS FPA Leader** will be a key member of the Sompo GRS management team and the Sompo International Insurance FPA Leadership team, and will have primary day-to-day responsibility for leading the Financial Planning and Analysis responsibilities for GRS, including, but not limited to, leading the annual GRS planning process forecasting, and management reporting.

#### **Duties and Responsibilities:**

- Support Sompo GRS CEO, GRS Chief Actuary and Finance Officer, GRS Head of Finance and Insurance PPA Lead in providing tools necessary to meet the company's financial objectives and various business initiatives as driven by Sompo International's CEO and Executive Management Team.
- Collaborate with GRS Executive Team in providing accurate insights into business results that spans across multiple Sompo International platforms (U.S., Mexico, Europe and Asia-Pacific).



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- Partner with Financial Planning & Analytics/Portfolio, Pricing, & Analytics teams on management deliverables.
- Assist with development of infrastructure to provide GRS insights by vertical (Industry Verticals, ARS), region (US, Mexico, Europe and Asia-Pacific), product (P&C, Parametric, Global Programs, Captives) and distribution (Large Accounts, Middle Market, Small Business).
- Prepare and review material for Executive Management Team meetings. Provide executive management with advice on the financial implications of business activities.
- Key member of the GRS Management Team in charge of the company's annual financial planning by collaborating with various stakeholders.
- Report financial status by developing forecasts, reporting results, analyzing variances, and developing improvements.
- Support GRS expansion by working with the Sompo International Corporate teams to develop reporting structures necessary to access additional platforms across Sompo International or Sompo HD operations.
- Creation/monitoring of planning and reforecasting process, including tracking key KPI's via monthly scorecards.
- Interpret and clearly communicate financial results to all key stakeholders. Ensure credibility of GRS financial results by providing timely and accurate analysis of budgets, financial trends and forecasts.
- Monitor financial performance by measuring and analyzing results, initiating corrective actions, and minimizing the impact of variances.
- Must have a strong understanding of Direct Insurance and Ceded Insurance accounting concepts and application.
- Provide Monthly, Quarterly, and Adhoc monitoring and reporting of GRS P&L's.
- Support quarter close activities to ensure accurate accruals on expenses

### **Desired Skills/Experience**

- An MBA or internationally recognized accounting qualification (e.g. CA or CPA) with at least 15 years post-qualification experience, including experience in reinsurance/insurance companies, 10+ years of progressively increasing responsibility in US GAAP/IFRS accounting and reporting experience, including in the property & casualty reinsurance/insurance industry.
- Clearly presents ideas and concepts (orally and written) and influences outcomes
- Effective at building and maintaining long-term, positive working relationships. Dynamic and motivated individual, capable of handling complex structured tasks that require close attention to timing and detail, as well as unplanned projects and challenges that require effective and unique solutions, often in a compressed timeframe.
- Results-oriented and disciplined approach to achieving financial and business objectives, leveraging a high level of financial acumen
- Experience with and exposure to various operational disciplines (underwriting, claims, IT, etc.) to ensure that PP&A/Finance is communicating between units and capturing all required information for downstream financial reporting.
- Knowledge of 21st century finance and accounting software, tools and best practices.
- Ability to work within a global structure where certain core functions are modeled as shared services and managed by a corporate group.



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- Ability to obtain multiple assessments of a situation, review facts, weigh options, and recommend most advantageous course of action to influence business results and solve problems
- Strong attention to detail and work ethic, with a willingness to “roll up sleeves” when necessary and dive deep into accounting, reporting, and/or other financial issues

### **Leadership Skills**

- Demonstrate high levels of integrity, ethics and values. Should be highly respected within current and previous organizations and within the industry.
- Demonstrate management range, including being a broad, strategic leader, but also staying close to the details.
- Demonstrate high energy, resiliency, capacity and the ability to manage priorities and make ongoing decisions.
- Must be able to lead through influence, rather than authority only.
- Strong communication and influencing skills, with a natural ability to gain the support and trust of colleagues at all levels, including at executive and Board.
- Must be able to motivate, inspire and engage diverse teams of people.
- Demonstrate flexibility and agility. Able to be effective in a fast-paced changing organization, remaining calm and thoughtful, yet decisive under pressure.
- Demonstrate creativity and openness to generate and support new or better ways of doing things.
- Strong written and verbal communication skills, adept at sharing ideas and information across the organization in order to drive business.
- Confident yet displays appropriate humility, with the strength of conviction which comes with a track record of strong delivery.

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: [kpyle@sompo-intl.com](mailto:kpyle@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)