



## **COUNTRY MANAGER INSURANCE BELGIUM & NETHERLANDS**

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.

The Country Manager Belgium & Netherlands (Bene) will have profit and loss responsibility for the country and will be accountable for providing executive leadership in the building and execution of the vision, strategy, operating plans and financial goals for the region in line with our European and global strategies.

This executive leadership position will focus on implementing business and marketing strategies, developing and achieving underwriting profitability goals, driving and communicating financial goals, achieving operational excellence and will build and lead high performance teams that drive breakthrough business outcomes.

The role will be responsible for defining regional footprint, delivering organic and inorganic growth across the region and ensuring that the appropriate framework and methodologies are in place for the mitigation of risk in the European platform.

Additionally, the Country Manager will act 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:**

- Leading the development and execution of the Bene strategy to deliver sustainable growth targets, profitability, operating platforms and to increase shareholder value.
- Developing strategy for the region to improve business efficiency, achieve cost synergies and integration benefits.
- Managing full P&L accountability for the business, with responsibility for profitability and underwriting targets.
- Developing the annual business plan and lead the execution to achieve agreed targets and objectives.
- Ensuring delivery of strategic and operational goals including growth, market share and competitive position.
- Identifying new product and geographic expansion opportunities and driving the talent acquisition strategy across the region

- Ensuring robust and effective governance frameworks to manage and control all forms of business risk (insurance, reinsurance, financial, operational and regulatory).
- Making sure that Compliance infrastructure and processes are in place and build a compliance aware culture to ensure regulatory responsibilities are understood and met at all levels.
- Creating and maintaining a culture which supports and enables the delivery of the Sompo International growth and profitability ambitions.
- Ensuring Sompo Europe has the leadership capability required to meet the strategic objectives of International and Group, and to ensure people, resources and processes are aligned with business needs and are fit for purpose.
- Providing ongoing leadership, motivation, and support to the regional leadership team to empower them to deliver the plan.
- Establishing clear accountabilities and authority levels for direct reports and build a strong culture of accountability and performance to ensure delivery of business goals.
- 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.

#### **Skills & Experience:**

The Country Manager Bene 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, preferably in a pan-European role
- 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.
- Strong interpersonal, communication and leadership skills. Able to provide clear direction through periods of change.
- The highest levels of integrity.
- Strong leadership skills and a team player. Deep knowledge of international management processes and corporate dynamics as well as a thorough understanding of the market and industry environment.
- Strong understanding of economic relationships, business models in the insurance industry and knowledge of strategy development.
- Recognizes opportunities and approaches new trends with an entrepreneurial mindset.
- 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 analyzing and solving issues or problems.
- Exhibits strong verbal and written communication skills.

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Language skills: English, French, Flemish, Dutch
- Other European languages a plus
- Willingness to travel internationally as required

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](http://www.sompo-intl.com)