



Are you looking for your next opportunity?

Sompo has a unique opportunity for a **HR Manager**, in our **Continental Europe HR team**.

We are seeking a **Human Resources Manager** to join Sompo's HR team based in either our Spanish, French or Luxembourg offices, reporting to the VP, HR Business Partner Continental Europe based in Zurich. This role will assume a critical role within our HR team as a partner to our business across multiple locations across Continental Europe.

Our business, your impact, our opportunity:

What you'll be doing:

- Managing and coordinating a full range of strategic and HR requirements across Continental Europe, with a focus on Iberia, France and Luxembourg
- Acting as primary contact point for executives and senior leaders and providing client support
- Actively contribute and facilitate in the execution of all (global) HR processes along the employee lifecycle in partnership with the Centers of Expertise and the global HR team
- Organizational Development & Design: Work with HR Business Partner and Global HR team to identify opportunities to improve organizational effectiveness, and partner with business leadership to define & implement new structures, systems and processes
- Change Management: Provide support and tools to help managers guide the organization through a high degree of growth and change
- Talent Management: Participate in the development and execution of strategies to ensure optimal talent acquisition, development, and movement within the organization, ensuring local regulatory requirements are considered and executed
- Coaching: Provide advice and counsel to leaders and managers at all levels on people management and organizational issues
- Assume a key advisory and management role in employee relations matters across Continental Europe, as required and in collaboration with the wider team, ensuring matters are handled appropriately and in line with best practice and the respective legal environment
- Continually support and promote the Company's ID (Inclusion & Diversity) initiatives
- Ensure compliance with all applicable local legislations and regulations, including Collective Bargaining Agreements (CBA's)
- Assist in the review, execution and monitoring of policies and procedures to ensure effective awareness in the understanding and application
- Participate in the research, implementation, development and enhancement in both local and global projects and initiatives

What you'll bring:

- Approximately of 10 years' relevant Human Resource experience preferably within the Insurance industry in a true international matrix structure
- Experience in Spanish, French or Luxembourg market; any additional experience is an advantage
- Fluency in English, Spanish or French is a must; any additional European language is an advantage
- Experience in a Center of Expertise (eg. Compensation, Talent Management, HR Operations) is an advantage
- Strong education background
- Strong relationship building skills and experience, evidence of gaining credibility and effective working relationships at all levels
- Excellent written and oral communication skills, with a clear team focused approach and way of working
- Excellent interpersonal skills and the ability to operate within a rapidly changing, fast-paced environment



- Excellent attention to detail and organizational ability; assumes personal accountability for work output and team success
- Strong problem-solving skills with the ability to deal with and resolve ambiguous, confidential and sensitive situations and issues of a complex nature while providing flexible solutions
- Strong project management, organising and planning skills
- Strong customer service focus and common sense
- Experience with Workday an advantage

Our Benefits

We continuously evaluate and update our benefit programs to ensure that our plans meet the needs of our employees and their dependents. Below are a few highlights of our inclusive benefit programs:

- Expansive Health & Wellness Benefits
- Generous Retirement & Savings Plans
- Global Parental Leave & Adoption Assistance

In today's world, what do we stand for?

We strive to create exceptional value for our clients and shareholders while maintaining Sampo as an attractive place to work. We foster an environment of ongoing, open dialogue between managers and their direct reports, and believe in an organizational environment where everyone belongs. We proudly are a multi-racial, multi-cultural, global enterprise. We reject all forms of racism, bigotry, prejudice and injustice and continue to invest in building out an inclusive and diverse work environment.

About Us

Expert Partners.

Clarity in complexity.

Unwavering commitment.

We're Sampo, a global provider of property, casualty, and specialty insurance and reinsurance. Building on Sampo Holdings' 130 years of innovation, we're committed to applying all of our experience to simplify yours.

Our dedication to you shows up in the care we put in every detail, working to create a frictionless risk management journey for everyone we serve.

We lead with your priorities, meticulously crafting solutions, sharing insights, and understanding your needs.

Around the world, our 9,000+ employees use their expertise to learn, improve and find clear answers for your complex challenges.

Because when you choose Sampo, you choose the ease of expertise.

Sampo is an equal opportunity employer committed to a diverse workforce.

To learn more about visit our website at www.sampo-intl.com