

Are you looking for your next opportunity?

Sompo has a unique opportunity for a **Head of Pricing Northern Europe** in our **Continental Europe Pricing** team.

We are seeking a qualified actuary with at least seven years of professional experience to join our Continental Europe pricing team, preferably in Germany but other European countries linked to the role will be considered. The successful candidate will report to the Head of Pricing Continental Europe and will focus on developing and enhancing pricing capabilities across Northern Europe (Germany, Switzerland, Benelux, and Nordics), for a broad range of business lines (such as P&C, Specialties and A&H).

The successful candidate will be instrumental in driving underwriting strategy, analytics, and profitability for the Northern Europe region as part of the fast-growing Continental Europe operation.

Location: This position will be based out of our **Cologne, Munich, Hamburg, Brussels, or Rotterdam** office. We strive for collaboration which is why we offer a work environment where our employees thrive and develop long lasting careers.

Our business, your impact, our opportunity:

What you'll be doing:

- Collaborate with country operations and line-of-business heads in Northern Europe to develop localized pricing expertise.
- Lead the technical underwriting process for Northern Europe, owning pricing strategies and working closely with underwriters to challenge, review, and refine pricing parameters.
- Drive the development and implementation of pricing tools integrated into the underwriting workflow, tailored to the unique needs of Northern Europe.
- Apply actuarial pricing techniques to individual account analysis, preparing presentations and quantitative exhibits that provide actionable insights to management and underwriters.
- Deliver portfolio analyses, including profitability, volatility, and reinsurance placements, offering recommendations for growth, retraction, or restructuring.
- Provide regular performance monitoring reports, including rate change and rate adequacy metrics by country and class of business.
- Collaborate with the reserving, capital, and risk management teams to ensure a consistent actuarial approach across the business, leveraging pricing insights to inform overall strategy.
- Support the initial business planning process for Northern Europe, articulating plans and rationale with underwriters.
- Assess strategic growth opportunities by class of business and country.
- Maintain a strong awareness of industry trends and developments impacting Northern Europe.
- Contribute to regulatory reporting and represent the company in meetings with regulators as needed.
- Foster cross-group consistency in pricing methodologies and knowledge sharing within Sompo.

What you'll bring:

- Qualified member of a recognized actuarial body, such as the Institute and Faculty of Actuaries.
- A minimum of ten years' experience in European insurance, financial services, or consulting, with at least three years in a pricing role.
- Proficiency in English is required. Proficiency in German (written and spoken) or any other Northern European language is a plus.
- Expertise in actuarial concepts and a strong understanding of general insurance products.
- Advanced IT and modelling skills (e.g., R, Python, SQL) are a plus.
- Excellent interpersonal skills with the ability to engage effectively at all levels of the organization.
- Strong organizational skills and the ability to manage multiple tasks and projects in a fast-paced environment.
- Clear and concise communication skills, both written and verbal.

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 Sompo 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 Sompo, a global provider of property, casualty, and specialty insurance and reinsurance. Building on Sompo 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 Sompo, you choose the ease of expertise.

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

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