

Sovereign Talent Search



Your opportunity: Assistant Vice President, National Commercial Underwriting Resources

This is your opportunity to provide leadership and direction for Commercial Property & Casualty and Automobile Insurance operations at Sovereign and lead the National Commercial Underwriting Resources (NCUR) team. Enable corporate strategic goals by supporting regional production, dissemination of philosophy, corporate governance, reinsurance management, loss control and practice development.

Your impact:

- As a member of the senior management team, participate in the strategic development of the organization
- Provide leadership for Commercial Insurance Operations including:
 - Communicate company mission, vision and guiding principles and engage underwriting staff in contributing to its achievement
 - Communicate corporate underwriting standards, philosophy, appetite, policies, direction, goals and strategies.
 - Oversee the maintenance of corporate underwriting tools and resources, policy wordings, auto rate filings and loss control team
 - Participate in the development and implementation of corporate guidelines
 - Oversee compliance on government regulations
 - Act in and support corporate and/ or NCUR team change management initiatives
 - Oversee referral process and provide guidance to Commercial insurance staff
 - Organize and lead meetings, planning sessions, participate in conferences, seminars and training sessions.
- Establish and maintain positive mutually beneficial relationships with internal and external contacts including the NCUR team
- Participate in senior management meetings, planning and strategic sessions
- Collaborate with VP, Insurance Operations and lead in the development and planning of corporate strategies for Commercial Insurance Operations.
- Assist regional management in the hiring process of their senior/specialist underwriting staff
- Lead the reinsurance process including communicating and obtaining executive approvals and execution of placing Sovereign led treaties. Lead business contact for discussions with Group Reinsurance team in Guelph** Please note, the reinsurance function may be a “hands on” role, or it may be an oversight function only, dependent on current organization review.
- Direct corporate governance: the audit process including reports, action plans and reporting to executives
- Direct corporate governance: the authority and accreditation process for senior/specialist underwriting staff
- Oversee development and launch including training of new product development initiatives.

- Leadership and management of department staff directly or through the supporting management team including:
 - Mentoring and guidance of staff
 - Establish Sovereign General as a preferred employer
 - Recruitment and selection
 - Job Design, staff planning, succession plans
 - Motivation, coaching and performance management
 - Employee reward and recognition programs
 - Identification and implementation of employee training and development programs
- Develop and monitor department budgets and business plans

Your expertise:

- A minimum of 10 years at the specialist level in commercial property and casualty underwriting is required, along with management experience. Reinsurance experience is an asset.
- Completion of the CIP is required and FCIP designation is preferred
- Undergraduate degree or equivalent
- Consistent demonstration of the following skills and competencies at a senior leadership level:
 - Communication
 - Client Focus
 - Achievement Focus
 - Organizational Commitment
 - Problem Solving and Effective Decision Making
 - Strategic Business Sense
 - Leading Change
 - Flexibility
 - Team Work and Relationships
 - Leading and Developing Self and Others
 - Negotiation skills
 - Business Acumen
 - Project Management.

Why choose Sovereign:

- We provide a comprehensive compensation and benefits package, and encourage a positive work/life balance.
- We help you maximize your potential through ongoing training and educational opportunities.
- We focus on our people as our most important resource, the knowledge, expertise, creativity and empowerment of our insurance professionals sets us apart.

Location: Head Office, Calgary AB

** While this is a Head office function, located in Calgary, the successful candidate may be based in any of our regional offices. Travel is required to head office location and other offices as needed.*

Your Next Steps:

Learn more about the impact you can make. Apply to join Sovereign's talented team of professionals and stand out from the crowd! Please email your resume to murray.goertzen@sovgen.com
For further information about Sovereign, please visit www.sovereigngeneral.com

***The Sovereign** is one of the major insurers in Canada, dealing exclusively with independent brokers. It is also a member of The Co-operators Group of Companies, giving it access to resources one would expect from the leading Canadian-owned multi-product insurance company. The company emphasizes an innovative and entrepreneurial approach, endowing its staff with a sufficient level of authority to be responsive regionally to the needs of brokers and customers.*

Our Mission

- *To be the insurer of choice for our broker*

Our Vision

- *We will be sought out for our ability to find solutions for the specialized and complex insurance needs of our brokers and their clients.*
- *Our people are our most important resource, the knowledge, expertise, creativity and empowerment of our insurance professionals will set us apart in the Canadian insurance industry.*
- *Our long term relationships with brokers who share our values will be a significant source of competitive advantage for our brokers and for The Sovereign.*
- *We will act as a catalyst for a sustainable society by providing innovative insurance solutions*

Talented People. Choose Sovereign.

