

Director- Data Strategy & Analytics

Driven by technology and fuelled by innovation, HSB is Canada's premier specialty insurance and applied technology services provider. Offering 150 years of technical and service excellence, we are focusing on emerging trends and unlocking new opportunities for clients. Today, we are accelerating, changing the future of insurance and risk solutions, for a modern world.

At HSB, we value the strengths and contributions of our diverse workforce. We offer continuous learning opportunities, giving you flexibility to grow in your career while enjoying a healthy work-life balance and a collaborative approach in our coast-to-coast network of offices. Become part of a rewarding and impactful workplace experience while seeing first-hand technologies and risk solutions that are changing the way we live and work.

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Primary Objectives:

Working under minimal supervision, the Director, Data Strategy & Analytics, is a business minded individual responsible for understanding the data needs across the enterprise and to develop and execute a roadmap to maximize data capabilities and business insights. The Director is responsible for scaling the data function as new products and services are implemented and transforming data into insights that inform strategy and decision making to support profitable growth.

Job Responsibilities:

- Guide the future direction of data strategy and processes, including intake, sources, database design and structure, data integrity and database tools.
- Transform data and information into insights that inform high-level strategy and tactical decision-making in support of revenue and profitability objectives.
- Be a champion for a data driven culture, lead a team of cross-functional analysts and support and train staff in data systems and reporting.
- Develop and execute a plan to maximize self-service capabilities for internal users and customers.
- Proactively communicate and collaborate with internal and external customers to ensure information needs are formalized and understood and be conversant in the functional requirements for information exchange.
- Oversee internal and external application/tool development, integration and support. Where required, supervise and evaluate external consultants.
- Liaising with HSB US, UK and Munich Re as we forecast our needs, and business requirements.
- Implementing business intelligence and analytics solutions and gaining support of multiple stakeholders.
- Implementing formal data governance approach and increasing the maturity of the enterprise data capability and environment.

- Influencing and effecting business process changes to support an efficient and cost-effective business operations environment.

Qualifications:

- Seven years as an analyst, data scientist or data engineer preferably in the Property and Casualty insurance industry,
- Masters or bachelor's degree in one of the following: Analytics, Business Intelligence, Data Science, Economics, Engineering or Statistics,
- Strategic mindset with demonstrated experience in implementing data frameworks and driving continuous improvement,
- Expert communication skills and ability to influence leadership,
- Experienced manager with focus on coaching and mentoring cross functional team members,
- Knowledge of (re)insurance & products, financial metrics used in insurance and industry data sources,
- Exposure to insurance company processes and functions,
- Strong teamwork skills in order to collaborate and build strong relationships with co-workers and internal clients to support development and implementation of business solutions,
- Project management skills plans, organizes, motivates, and controls resources to achieve specified project goals and objectives while respecting defined constraints,
- Decision making skills: Solicits and objectively considers input from appropriate sources; Considers implications of actions on other areas, people, and processes when deciding,
- Agility: Adapts approaches that are appropriate for each situation, Accepts and adapts to new situations.

Creating and maintaining a work environment that promotes respect, diversity and dignity is important to us. We strive for equality in our workplace, to eliminate employment barriers, and promote a workplace based on principles which align with our company values and promote positive employee practices. Candidates requiring accommodation during any stage of our selection process should advise us of this; we will strive to work with individuals to find a suitable means to meet their needs.

If you are interested in applying for Job Reference **DA0221-RE**, please click the link: [Apply Here](#)

We thank all candidates for their interest; however only those selected for interview will be contacted.