



Position Specification

Dumfries Mutual Insurance Company

President and Chief Executive Officer

March 2022



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| POSITION | President and Chief Executive Officer (CEO) |
| LOCATION | Sheffield, Ontario (Municipality of Hamilton) |
| REPORTING RELATIONSHIP | Board of Directors, Dumfries Mutual Insurance Co. |
| DIRECT REPORTS | Five |
| WEBSITE | www.dumfriesmutual.com |

THE OPPORTUNITY

After 30+ years with Dumfries Mutual Insurance Company (Dumfries), the current President and CEO will be retiring in Q4 2022.

As the new President and CEO, you will have a unique opportunity to build on a solid foundation while strategically moving Dumfries Mutual to the next level of growth and profitability. As a strategic visionary, you embody the values that transcend the 'Mutual System' and are comfortable questioning the status quo as well as empowering change. You make decisions rooted in facts and thorough analysis, and empower those around you to take initiative.

You nurture and maintain an open and transparent relationship with the Board of Directors by providing frequent and timely reports on strategic, operational, and insurance policy matters impacting the organization and, by extension, the policy holders. Finally, you have a passion to make a difference within your community, and want to be part of something bigger.

If this sounds like you, your areas of focus will include the following:

- Strategic Planning
- Financial Leadership
- Board Advisor and Collaborator
- Employee Engagement and Empowerment
- Regulatory Compliance, Governance, and Risk Management
- External representation of Dumfries and partnerships

COMPANY BACKGROUND

Dumfries Mutual Insurance Company is a residential, auto, farm, and commercial insurance company that serves Cambridge, Kitchener-Waterloo, Guelph, rural Hamilton, and surrounding areas. The spirit behind mutual insurance is supportive and helpful. It's about looking out for the greater good — and that's what makes Dumfries

different. Founded in 1856, in the Village of Roseville, they are proud to be the oldest Ontario farm mutual insurance company.

Dumfries aspires to be *“a competitive, fair and responsible mutual insurance organization that embraces new technologies and growth. Our people operate within a culture of outstanding service and innovation to provide an exceptional stakeholder experience.”*

Their aspiration is fast becoming reality with the support of a small yet mighty team that currently underwrites approximately \$20 million in gross written premiums which contributes to a stable surplus.

EXPERIENCE and COMPETENCIES:

- A minimum of five years' management experience working in the property and casualty insurance industry, or related financial services, with demonstrated success in building cohesive, engaged and motivated teams.
- A minimum of two years' experience working closely with a Board of Directors.
- Proven leadership skills – confident, persistent, empathic, persuasive and motivating. Able to delegate and be hands-on, when necessary.
- Several years' profitable 'P &L' experience, for a business unit/company.
- Data-driven mindset with strong analytical and quantitative skills.
- Demonstrated passion for community involvement.
- Proficient in Microsoft Office with advanced Excel skills.

EDUCATION:

- Chartered Insurance Professional designation (CIP and/or FCIP).
- MBA and/or accelerated designation, or equivalent experience.
- A valid driver's license and reliable transportation is required.

REQUIRED LEADERSHIP SKILLS:

Strategic Thought Leader: Seen as an industry thought leader through a demonstrated ability to turn strategy into action and action into fiscally responsible results. Thinks critically before making decisions by tapping into a strong understanding of financials, data, analytics and market trends to support business cases that will positively influence long-term success.

People First Leadership: Empowers people to greatness by being inclusive, leading by example, and leaning into situational leadership skills that unlock individual potential. Inspires personal growth through a coaching mindset. Builds a strong team, fueled by trust and facilitates cross-functional relationships and sharing of information.

An Idea Incubator: Creates space for internal and external collaboration that drives innovation and change. Champions relationships with key stakeholders and takes an active role in furthering the success of the Mutual system.

Business Savvy: Understands business issues, is able to adapt and remain flexible during times of change. Quickly comprehends business operations and provides quality acumen as to how to achieve goals and safeguard business success.

COMPENSATION

Compensation will be commensurate with background and experience and will include a base salary, variable performance incentives, and benefits.

CONTACT

Qualified individuals are invited to apply with their résumé and a cover letter, by April 29, 2022. Please click on the following link:

[Click here to apply](#)

Questions about this opportunity may be directed to Manie Walker at recruitment@satoriconsultinginc.ca or 905.599.8433 (talk/text)

ACCOMMODATIONS

If you require accommodation during the application or interview process, please advise us as soon as possible, so appropriate arrangements can be made.

Satori Consulting thanks all those who apply; however, only candidates considered for an interview will be contacted.