



Farm Mutual Re
Collaborate. Empower. Succeed.

TEAM LEADER, UNDERWRITING QUALITY

Join our Canadian reinsurance company and experience the passion it takes to empower and advance our mutual insurance community!

We currently have an incredible opportunity for a Team Leader, Underwriting Quality within our Underwriting and Loss Control Programs Department. Within this exciting position, you will be empowered to lead an underwriting quality team and act as a liaison between Farm Mutual Re, our member companies and associations, and vendors to support organizational performance and Member Company satisfaction. You will lead and collaborate on the creation of action plans to mitigate underwriting risk through the development of underwriting best practices and execute underwriting initiatives the help Farm Mutual Re and the Mutual Community succeed!

The Role:

The Team Leader, Underwriting Quality is responsible for oversight of reinsurance underwriting audits as an internal risk control function within Farm Mutual Re business processes. The incumbent will develop and execute the end-to-end audit process including the business process framework, pre-audit work, auditing, and post-audit work. The role is also responsible for providing technical direction, guidance, and support to underwriting quality analysts, other internal departments, and membership.

As the successful candidate, you will:

- Lead and evolve the audit framework to optimize operational efficiencies within the audit process.
- Establish and coordinate the annual audit roll out plan.
- Maintain daily oversight of deliverables to meeting timelines for completion of audits.
- Provide auditing support to meet scheduled timelines.
- Identify potential risk to select underwriting criteria to be audited.
- Summarize and report on aggregate findings.
- Create communication plans to ensure transparency with all interested parties.
- Collaborate with key interested parties outside the department to support audit readiness and final reports.
- Seek opportunities to apply change management to gain alignment with all interested parties.
- Lead best practice underwriting solutions to help control risk within the member portfolio by assessing, analyzing, and actioning either internally or externally on audit findings identified during the audit.
- Develop techniques to influence the membership by demonstrating potential underwriting risk and the benefit of implementing best practice underwriting solutions to reduce portfolio risk.

Success Factors:



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- Strong technical knowledge 5 to 7 years experience, preferably in property and casualty underwriting lines of business.
- Prior experience in a supervisory or management role is required.
- A post-secondary education is required, preferably in business or a related discipline.
- Completion or working towards a professional certification or designation such as the CIP/FCIP.
- Proven success and solid ability to conduct underwriting audits for different lines of business including residential, farm, and commercial related to property and casualty.
- Ability to work independently, self-motivated, with the ability to take initiative in an unstructured environment, exercise independent judgement, function with minimal supervision, influence positive change, and exhibit a collaborative leadership style.
- Exceptional ability to develop positive working relationships with peers, leaders, and member company contacts.
- Excellent organizational, analytical, interpersonal skills, and the ability to prioritize competing demands and projects.
- A high level of accuracy and attention to detail; high proficiency in business writing and communication.
- High proficiency in Microsoft Office (Excel, Word, PowerPoint).
- Experience with business intelligence software and reports.
- Creative and innovative contributing to excellent problem-solving abilities.
- Demonstrates a complement of product, pricing, and underwriting knowledge in decision making.

Join Our Team!

Operating since 1959, Farm Mutual Re is a general reinsurer, sharing in the property, automobile, liability, and other risks originally accepted by insurance companies operating principally in Canada and the United States.

We are more than a reinsurer! We build deep-rooted relationships that drive trust and success. Our relationships are the foundation that help us empower and advance the mutual insurance community. We take pride in giving back to our community and the environment. We hold ourselves accountable for the promises we make to our members, employees, and business partners.

At Farm Mutual Re, not only are we invested in the success of our mutual community, but we believe that our employees are our greatest asset. Our office is in Cambridge, Ontario off the 401 in a state-of-the-art, environmentally friendly building. Flexibility and work life balance are key, that's why we have enabled our employees to work in a hybrid environment. Our employees enjoy perks that include complimentary access to an on-site gym, a schedule of both virtual and in-person fitness classes and wellness programming, including a Wellness Coach. Our culture is supportive of achieving a balanced, healthy, and family-oriented lifestyle.

How to Apply:



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Don't miss this opportunity to join our team. Visit our website and complete our [Employment Application](#).

Farm Mutual Re is committed to providing accommodations and to achieving a barrier-free workplace for individuals with disabilities. Should you require an accommodation to participate in our recruitment process, we will support you by considering your individual accessibility needs.

In accordance with our company values, Farm Mutual Re is committed to creating an equitable, diverse, and inclusive work environment for all, regardless of race, colour, religion, gender, gender identity, sexual orientation, national origin or age.