

## About the Position

We are seeking a talented, highly motivated Tech Lead with proven experience in managing data engineering teams. The successful candidate will lead a high performing team of data and BI engineers delivering world class solutions as prioritised to ensure alignment with strategic directives. This is an excellent opportunity for a flexible individual with an energetic and enthusiastic approach who wishes to work in a fast-paced and rapidly changing business environment.

Our technological platform is constantly evolving as we apply new and emerging technologies to our expanding business. The Portfolio Understanding team within the Portfolio & Capital Solutions domain manages the data and business intelligence solutions at the heart of RenaissanceRe's risk and underwriting strategy and supports a global userbase. The nature of our business demands high levels of agility, which in turn requires our team to be technically superior. If you value a servant leadership philosophy, are eager to work with a dynamic team designing and developing high-performing data solutions, this job is for you!

## Key Relationships

- **Reports to:** Domain Engineering Manager
- **Key Stakeholders:** PACS Domain Leaders
- **Key Partners:** Portfolio Understanding Business Lead

## Key Responsibilities

- Work closely with product management, architecture, and other engineering teams to deliver high quality data and business intelligence solutions.
- Act as a steward for the quality of new development and ensure the stability, integrity, and usability of existing solutions on platforms including AWS Glue/Athena/S3/Redshift, Python, SSAS, SSRS & Power BI.
- Manage performance of direct reports and provide appropriate feedback based on objective evaluations, including development plans and performance reviews.
- Ensure agile delivery squads have what they need to deliver solutions effectively and efficiently.
- Contribute to a culture of innovation and agile development best practices.

- Collaborate with enablement teams, other team leads and team members to develop and implement standards across the teams.
- Effectively communicate with senior management.
- Contribute hands on to development activities where necessary.
- Embrace the RenaissanceRe culture and consistently demonstrate it in day to day activities.

### **Essential Skills**

- Experience in leading high performing engineering teams using a servant leadership philosophy.
- Ability to co-ordinate well with a remote global team.
- Effective leadership and collaboration inside and beyond the team with both technical and non-technical stakeholders.
- Recruitment, management, and mentoring experience.
- Extensive experience designing and developing high quality data and business intelligence solutions in a fast-changing environment.
- Expertise in ETL, Dimensional Modelling, Reporting & Business Intelligence.
- Must be very detailed-oriented.
- Passion and ability to deliver on commitments and drive products and systems to success.
- Clear communication and good interpersonal skills.

### **Candidate Qualifications**

- Bachelor's degree in computer science or a related discipline.
- Prior experience in working in Financial Services/Insurance industry is a plus.
- Prior experience with Agile development.
- Experience working with cloud-based platforms – AWS strongly preferred.
- Experience evaluating 3rd party solutions for use within the enterprise.

### **Leadership Competencies & Values**

- *Impact*: Sets objectives, delivers results, and implements policies/operational targets with direct impact on the department or individual work outcomes
- *Execution*: Proactively identifies resources, actions and timelines needed to achieve objectives, effectively balancing tactical pressures with broader implications and downstream impact
- *Communication*: Shares relevant information in a timely manner with stakeholders and conveys points of view in a way that influences opinions and demonstrates flexibility
- *Client and solutions focus*: Identifies process and service opportunities that enhance the external and internal client experience and outcomes
- *Innovation*: Stretches self and others to think differently and innovatively, drawing upon multiple sources for ideas and inspiration
- *Learning mindset*: Seeks out and explores new assignments, exposure, or challenges in order to enhance technical skills
- *Values*: Exemplifies and champions RenaissanceRe's core values of Focus, Respect, Integrity, Precision, Passion