



Position: Senior Software Engineer

Job Location: Dublin

About RenaissanceRe

For over three decades, RenaissanceRe has helped its clients manage the risks of operating in a volatile and uncertain world. We're experts in Property, Casualty, Specialty, and Credit reinsurance, consistently recognized for the innovative way we combine data, experience and technology to understand and manage large and complex risks across the world. We are also a business with a real social purpose - we help protect communities around the globe and enable prosperity for all. Our purpose drives us forward every day as we seek solutions to some of the world's most complicated challenges. To learn more, please visit us at [Careers - RenaissanceRe \(renre.com\)](https://careers.renre.com).

Job Summary: An experienced and strategic Senior Software Engineer to lead complex technical initiatives, mentor team members, and drive architectural and operational excellence. This role requires deep technical expertise, cross-functional collaboration, and the ability to influence both technical and business decisions.

Key Responsibilities:

Innovation & Complexity

- **Leading Post-Mortems and Root Cause Analysis:** Facilitate deep dives into critical incidents to identify systemic improvements.
- **Solving Cross-Functional Technical Issues:** Troubleshoot and resolve complex issues that span multiple systems or teams.
- **Evaluating and Integrating New Technologies:** Research and pilot new tools, frameworks, or platforms to enhance team capabilities.
- **Mentoring on Complex Problem-Solving:** Guide team members through complex technical challenges and decision-making.
- **Leading System Architecture Improvements:** Identify and implement architectural changes to improve scalability, performance, or maintainability.
- **Designing Scalable Solutions:** Create solutions that anticipate future growth and evolving requirements.
- **Driving Process Optimization:** Analyze and redesign development or deployment workflows to improve team efficiency.
- **Communicating Complex Solutions to Stakeholders:** Translate technical solutions into business value for non-technical stakeholders.

Organizational Impact

- **Cross-Team Technical Leadership:** Serve as a subject matter expert across multiple teams. Contribute to shared libraries, tools, or infrastructure.
- **Quality Assurance & Risk Mitigation:** Conduct in-depth code reviews and ensure adherence to standards. Identify and mitigate technical risks early in the development cycle.

- **High-Impact Development:** Implement core features or complex modules critical to the product. Optimize performance and scalability of existing systems.
- **Advanced Software Design & Architecture:** Design scalable, maintainable system architectures. Lead technical design reviews and propose innovative solutions.
- **Technical Decision-Making:** Evaluate and recommend new technologies or frameworks. Make architectural decisions with long-term impact.

Communication

- **Representing the Team Externally:** Act as a technical representative in cross-functional or client-facing initiatives.
- **Explaining Policies and Practices:** Communicate internal development standards, security protocols, or architectural decisions to internal and external teams.
- **Resolving Technical Disagreements:** Facilitate discussions, mediate differing technical perspectives, and ensure alignment on solutions.
- **Mentoring and Coaching:** Guide mid-level and junior developers on technical and professional growth.
- **Leading Stakeholder Meetings:** Facilitate discussions with clients or business stakeholders to gather input, align on goals, and manage expectations.
- **Sharing Strategic Updates:** Provide regular updates to leadership or clients on project status, risks, and milestones.
- **Managing Expectations and Scope:** Set realistic timelines and deliverables with stakeholders and renegotiate scope when needed.
- **Influencing Operational Decisions:** Advocate for changes in team workflows, tooling, or architecture based on experience and data.

Candidate Qualifications:

Knowledge & Experience

- **AWS:** Experience developing and deploying scalable serverless solutions.
- **Full Stack:** Strong backend experience with Python, including modern web frameworks (FastAPI, Flask, Django), API design, and data modeling and manipulation. Frontend and UI development experience building user interfaces with React and TypeScript.
- **AI,** experience using AI tooling to support software engineering activities such as Github Copilot, Claude Code, etc. Demonstrated experience utilising AI tooling to improve quality and efficiency
- **DevOps & Infrastructure:** Design CI/CD pipelines and manage cloud infrastructure. GitHub Actions experience desired.
- **Advanced Programming:** Write optimized, secure, and reusable code across multiple technologies.
- **Complex Problem Solving:** Resolve deep technical issues and propose innovative solutions.
- **Code Governance:** Define and enforce coding standards and review processes.
- **Software Architecture:** Design scalable, maintainable, and secure system architectures.
- **Technical Leadership:** Lead development efforts and mentor team members.
- **Knowledge Sharing:** Lead workshops, write documentation, and mentor peers.
- **Technical Decision-Making:** Evaluate and select tools, frameworks, and design patterns.
- **Security & Performance:** Implement advanced security and performance optimizations.



- **Project Ownership:** Responsible for implementation and quality of the end-to-end delivery of features or systems, collaborating closely with business design leads and stakeholders to ensure solutions are aligned with strategic goals, user needs, and operational realities.
- **Cross-Functional Collaboration:** Work with product, design, QA, and operations teams.
- **Industry Experience:** reinsurance or insurance industry is an asset

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

We believe that meeting these requirements will position you for success in the role. However, if you fulfill most – but not all – of the expectations, we still encourage you to apply, as we are eager to explore your potential and believe in the ability to grow and learn.

At RenaissanceRe, we believe in creating a workplace culture that fosters diversity, equity, and inclusion throughout our business. We have a zero-tolerance policy for harassment and discrimination and take proactive steps to make employees feel valued and empowered to contribute to our collective success. It is RenRe's policy to ensure equal employment opportunity without discrimination or harassment based on race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or expression, age, disability, national origin, marital or domestic/ civil partnership status, genetic information, citizenship status, uniformed service member or veteran status, or any other characteristic protected by law.