



Position: Senior Software Engineer – Risk and Underwriting

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://www.renre.com/careers).

About the Position

Reporting to the Value Stream Tech Lead and working within the Gross To Net Value Stream in the Portfolio & Capital domain, the Senior Software Engineer will design and build software solutions for RenaissanceRe users. In addition, this role will provide technical leadership within the team, acting as a point of guidance and escalation for design and implementation decisions. The role is based in the Dublin office.

We are seeking a talented, highly motivated Senior Software Engineer with desire to design and develop distributed python systems in a cloud environment. The successful candidate will work within our development team building next generation solutions on AWS for our Risk & Underwriting business unit. You will play a key role in mentoring and coaching engineers, promoting engineering best practices, and supporting the professional growth of team members.

This is an excellent opportunity for an individual with an energetic and enthusiastic approach who wishes to grow their development skillsets while also developing leadership and people-management capabilities through working in a highly collaborative, 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 & Capital engineering team manages high performant solutions at the head of RenaissanceRe's risk portfolios management strategy and supports a global user base. The nature of our business demands high levels of agility, which in turn requires our team to be technically superior. As a technical leader, you will help shape the team's technical roadmap, influence architectural direction, and partner with stakeholders to ensure solutions align with business goals.

If you are eager to work in a team delivering solutions on AWS, lead and inspire engineers, and take shared ownership for team delivery, quality, and culture, this is the job for you!

Key Relationships

- **Reports to:** Value Stream Tech Lead



Key Responsibilities

Technical Leadership & Delivery

- Design, build, and maintain high-quality software and data solutions in close collaboration with product management, architecture, and engineering partners.
- Lead technical design discussions and architectural decision-making, ensuring solutions are scalable, maintainable, and aligned with long-term business goals.
- Contribute hands-on to development, including implementing core features and resolving complex technical challenges where needed.
- Ensure solutions meet quality, reliability, resilience, performance, and scalability objectives.

Architecture, Quality & Standards

- Act as a steward for engineering quality across new and existing platforms.
- Produce and review code in line with established engineering standards and best practices.
- Ensure compliance with company policies, security requirements, and platform guidelines.
- Identify and mitigate technical risks early through design reviews, code reviews, and proactive planning.

Operational Excellence & Continuous Improvement

- Support applications across their full lifecycle, including development, deployment, documentation, operation, maintenance, and enhancement.
- Lead incident analysis, post-mortems, and root cause investigations to drive systemic improvements.
- Troubleshoot and resolve complex, cross-system technical issues.
- Continuously improve development, testing, and deployment workflows to enhance team efficiency and reliability.

People Leadership & Team Development

- Manage and develop direct reports through regular feedback, performance reviews, and individual development plans.
- Mentor engineers on technical excellence, problem-solving, and professional growth.
- Ensure agile delivery squads are equipped and supported to deliver effectively and efficiently.
- Foster a culture of collaboration, innovation, and continuous learning.

Cross-Functional Collaboration & Communication

- Serve as a technical leader and subject matter expert across teams and initiatives.
- Partner with enablement teams, peer engineering leads, and stakeholders to define and implement shared standards and practices.
- Effectively communicate technical concepts, progress, risks, and trade-offs to senior management and non-technical stakeholders.



- Represent the team in cross-functional or external engagements as required.

Technology Strategy & Innovation

- Evaluate, recommend, and support the adoption of new technologies, frameworks, and third-party solutions.
- Contribute to shared libraries, tooling, and platform capabilities.
- Champion modern engineering practices, cloud-native architectures, and agile delivery principles.

Culture & Values

- Embrace and model the RenaissanceRe culture in all day-to-day activities.
- Promote accountability, inclusivity, and ownership within the team.

Candidate Qualifications:

- Strong experience designing and developing end-to-end solutions using Python & SQL.
- Degree in a relevant discipline or equivalent professional experience.
- Hands-on knowledge of CI/CD pipelines and DevOps principles.
- Demonstrated analytical thinking and problem-solving ability.
- Comfortable working independently and collaboratively in a fast-paced environment.

Technical Skills:

Required:

- Proficiency in SQL, Python, and AWS Platform (or other cloud service like Microsoft Azure), AWS EKS, Glue, Step Functions, etc.
- 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 solutions in a fast-changing environment.
- Expertise in ETL and Dimensional Modelling.
- 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.
- A passion for learning reinsurance domain concepts, as well as exploring technologies.

Nice to have:

- Certified Developer (Associate) or AWS Certified Data Engineer (Associate)
- Working knowledge of Docker, Kubernetes, etc.
- Working knowledge of infrastructure as code tooling such as CDK or Serverless.

Our Offer



- A flat team structure and a highly collaborative culture that values progress and encourages creativity and innovation.
- An engineering culture which embraces cutting edge technologies to solve valuable business problems.
- A diverse and highly motivated global team of colleagues.
- A supportive environment where team members work closely together to achieve shared goals.
- A meritocratic environment where contributions are both recognized and rewarded.

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.

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