

Job description

Job title	Cyber Team Leader (UK)
Employment type	Full-Time Permanent
Reporting to	Cyber Practice Leader
Working hours	9.30am – 5.30pm - Monday to Friday (Role requires out of hours work and potential travel)
Location	85 Gracechurch Street, London EC3V 0AA
Salary	£ Competitive
Bonus	Discretionary Bonus Plan

CFC Benefits include 25 days holiday, Private medical insurance (plus dental and Optical cashback benefit), Life insurance scheme, Income protection scheme, Pension plan, Season ticket loan, Subsidised gym membership, 24/7 employee assistance programme and dress down Fridays. CFC social events include summer party weekend, Halloween and Christmas parties.

About CFC

CFC is a specialist insurance provider and a pioneer in emerging risk. With a track record of disrupting inefficient insurance markets, CFC uses proprietary technology to deliver high-quality products to market faster than the competition while making it easier for brokers to do business. Our broad range of commercial insurance products are purpose-built for today's risks, and we aim to give our customers everything they need in one, easy-to-understand policy.

Headquartered in London and backed by Lloyd's, CFC serves more than 70,000 businesses in over 80 countries. We're privately held and growing faster than any of our competitors in the market.

Although insurance is a serious business, our culture isn't too corporate and we never take ourselves too seriously. We are 'one-team' and enjoy a culture of openness and encouragement. We invest heavily in the learning and development of our people and enjoy a fast paced working atmosphere that is friendly, supportive, and fun.

Role definition

You will be responsible for executing our Cyber strategy for the UK leading a team to develop profitable new and renewals business. Hands-on and leading from the front, you'll be involved in all aspects of underwriting including driving new business and ensuring renewals and wallet-share from your

portfolio. You will manage a team to develop and maintain long-term broker relationships and as a team leader, you'll build a high-performance culture, living out our core values, providing day-to-day guidance, support and coaching to deliver against budget and strategic objectives.

Key responsibilities & accountabilities

Strategy & plan execution

- Example Work with the Cyber Practice Leader and leadership team to execute the Cyber UK strategic plan to achieve strategic goals, financial objectives and KPIs;
- Keep up to date with any changes in the market including noteworthy changes to legislation, regulation or compliance that may impact the Cyber practice and share knowledge as required;
- Develop new business for the UK region including the management and oversight of key UK regional and London Wholesale relationships;
- Attend and participate in the Team Leader, SMM Cyber Focus and Underwriting meetings and cascade and share relevant information to the Cyber team.

New business & renewals

- Proactively seek out new business and renewal opportunities to maximise profitability of the UK Cyber team;
- Conduct day-to-day underwriting activities and act as referral point for all team Underwriters and Assistant Underwriters including training on policy wording, endorsements and processes to ensure compliance with binder agreements and internal CFC policies;
- Hands-on involvement with binder renewals including building strong working relationships with key individuals at Carriers and attendance of Cyber peer reviews;
- Play an active role in ensuring efficient workflow management for all Underwriters;
- Attend face-to-face meetings and host events for brokers/clients (UK regional travel as required);
- Work closely with the Cyber Practice Leader and Team Leaders for US and International to ensure consistency in our underwriting approach across the Cyber practice;
- Provide support for new Cyber products from conception and development to launch/marketing;
- Continually strive for excellence in all areas of Cyber underwriting, broker/client relationship management and delivery against Cyber service standards;
- Work in close collaboration with the Cyber Practice Leader and Cyber Product Leader on new products in line with SMM Cyber business plan delivery;

- Build strong internal relationships with peers, leadership/management, support functions and broader CFC colleagues treating everyone with trust, dignity and respect.

People management

- Manage the UK Cyber Underwriting team including goal and objective setting, conducting regular 121s, team meetings and completing team member six-monthly performance appraisals;
- Support Practice Leader with the training of new team members and support the ongoing training and development of the team. Act as role model daily, living out CFC's core values;
- Work with the Practice Leader and HR to recruit and attract new talent;
- Ensure that team member sickness/absence and holiday records are kept up to date on HRIS.

MI & reporting

- Provide timely MI & Reporting updates to the Practice Leader (to agreed format/standard);

Assist with input for quarterly reports to Carriers and any internal reports prepared to aid underwriting consistency and profitability.

Skills & ability

- You have a strong work ethic, with drive, commitment and a determination to succeed
- You're passionate and highly knowledgeable about your products and services
- You set the bar high for performance with a laser focus on quality and excellence!
- You're naturally comfortable leading others and have solid people management skills
- A confident and charismatic team leader with strong influencing skills
- You operate well under pressure with an ability to multi-task
- Strong numeracy skills and good attention to detail
- A flexible attitude to working hours (this role requires out of hours calls and overseas travel)

Knowledge & experience

- 5+ years Cyber & tech underwriting experience
- Solid experience of Cyber underwriting is essential;
- Previous experience working within high volume transactional small/SME business segment;

- Demonstrable experience within a team leader (people management) role.

Education & qualifications

- Example Degree level education (2:1 or higher) preferred but not essential;
- Lloyds Introductory Exam or CII certification preferred but not essential.

Our core values



CFC Core Values

<p>Passion & Perseverance</p>  <p>We're passionate about what we do and it shows.</p>	<p>Respect & Humility</p>  <p>We treat everyone as we would want to be treated.</p>	<p>Intensity</p>  <p>We hold ourselves to the highest standards, always.</p>	<p>One Team</p>  <p>We show up as one team to achieve outstanding results.</p>
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The information contained within this job description is not intended to be an all-inclusive list of the duties and responsibilities of the role. The role holder may be required to perform other related duties as assigned. CFC Underwriting Limited may at its discretion, assign or reassign duties and responsibilities as appropriate.