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Director of Financial Planning & Analysis (FP&A)

Our client, Kuvare Services Bermuda Ltd. ("KSB"), a Bermuda based service provider to affiliated and unaffiliated regulated Bermuda domiciled long-term reinsurers, is seeking a Director of Financial Planning and Analysis (FP&A) to support KSB's continued growth in business originating from the US and internationally. The successful candidate will be a key member of the finance team, supporting KSB and its affiliates.

About the role

The Director of FP&A leads the strategic financial planning, forecasting, and performance analysis functions for the organization. This role is responsible for delivering insights that drive informed decision-making, support long-term financial strategy, and enhance business performance. This position plays a critical role in aligning financial planning with the company's risk profile, capital structure, and regulatory environment. This role also involves managing communications, coordinating submissions of financial data and strategic plans, and advocating for favorable ratings to support the organization's business objectives. The Director oversees the development of annual budgets, multi-year financial plans, and scenario modeling, while also providing leadership in analyzing profitability, expense trends, and key performance indicators (KPIs). This role collaborates closely with senior executives, actuarial teams, and investment professionals to ensure financial goals are met and strategic initiatives are supported.

This role is based in the City of Hamilton, Bermuda and will report to the Chief Financial Officer. Duties and responsibilities include, but are not limited to:

- Lead the development and execution of the annual budgeting and long-range planning processes
- Develop processes for quarterly financial forecasting, variance analysis, and performance reporting
- Provide strategic financial insights and recommendations to senior leadership to support decision-making
- Partner with business units to evaluate financial performance, identify risks and opportunities, and drive accountability
- Develop and maintain financial models for scenario planning, capital allocation, and profitability analysis
- Analyze trends in revenue, expenses, claims, and investment income to inform strategic initiatives
- Prepare executive-level presentations and reports for the President, CFO and Boards of Directors
- Collaborate with actuarial, treasury, investment and risk teams to align financial planning with enterprise risk and capital strategies
- Ensure compliance with internal controls, accounting standards, and regulatory requirements
- Manage all communication and coordination with rating agencies, including meetings, presentations, and submissions of financial information
- Drive automation and process improvements in financial reporting and planning tools (e.g., Adaptive Insights, Anaplan, Oracle)
- Support M&A analysis, business case development, and strategic investment evaluations

Minimum Qualifications, Skills & Experience:

- Bachelor's degree in Finance, Accounting, Economics, or a related field; MBA or advanced degree preferred
- 10+ years of progressive experience in FP&A, corporate finance, or strategic planning, with at least 5 years in a leadership role; experience in life (re)insurance or financial services is strongly preferred
- Experience at a Bermuda based (re)insurer, captive manager or audit/consulting firm working with Bermuda based (re)insurers is desired
- Strong organizational skills with elevated level of attention to detail
- Demonstrated persistency and ability to deliver results under pressure
- Excellent interpersonal, verbal communication and proofreading skills
- Must be a flexible self-starter who can prioritize tasks, follow through and meet deadlines
- Ability to work independently with minimal supervision
- Ability to collaborate with key partners and business leaders
- Proven track record of constant process improvement and innovation
- Strong understanding of complex investments, including but not limited to: derivatives, private placements, structured products, commercial mortgage loans, and private equity securities
- Solid understanding of US STAT and GAAP accounting principles required; Bermuda EBS/BSCR framework understanding preferred
- Proficient in Microsoft Office, etc.
- Demonstrated experience and advance skills working with and manipulating data using spreadsheets (Excel) and software skills (Bloomberg), including macros. Database experience would be a plus
- Willingness and capacity to work overtime including evenings, weekends, and public holidays to meet deadlines when needed to meet time sensitive deliverables

To apply please send your résumé to bdajobs@expertisegroup.com. All applications are handled in a confidential manner and in accordance with Expertise's Privacy Policy, available on our website.

Closing Date: September 2, 2025

