



**AVP – Human Resource
Business Partner
*Cincinnati, OH***



THE CORE SPECIALTY ADVANTAGE

Core Specialty offers a diversified range of property and casualty insurance products for small to mid-sized businesses. From underwriting offices spanning the U.S., the Company focuses on niche markets, local distribution, and superior underwriting knowledge, offering traditional as well as innovative insurance solutions to meet the needs of its customers and brokers. Core Specialty is an insurance holding company operating through StarStone Specialty Insurance Company, a U.S. excess and surplus lines insurer, and StarStone National Insurance Company, a U.S. admitted markets insurer. The Company is rated A- (Excellent) by AM Best.

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CORE SPECIALTY

Essential Duties and Responsibilities: (Position based in Cincinnati, OH)

The AVP Human Resources Business Partner is the primary lead and driver of the HR organization development initiatives, helping to build the HR rhythm and processes. This role will require a strong and diverse set of HR skills, and an individual who can set direction and drive for execution. Engage with business operations to gain alignment and support the business objectives, with strong emphasis on change management. The HRBP role will include a broad range of Human Resources support and leadership, including driving performance management, coaching, organizational design, talent development, succession planning, associate engagement, policy and processes, assist compensation initiatives, involvement in the recruitment of key talent and the leadership of key strategic initiatives.

Key Accountabilities/Deliverables:

- Work closely with all levels of the organization by offering thought leadership regarding organizational design, strategy, and execution
- Lead key strategic programs and organization development programs to help build and establish a strong HR function. Including partnering with HRIS, Compensation, and talent development.
- Partner with managers to help them build and develop their people and departments
- Provide insightful data to guide decision-making and offer proactive solutions
- Empower managers to develop their teams.
- Demonstrate expertise in coaching employees through change, whether that change is company-wide, manager specific, or career development
- Coach and advise all levels of leadership in all areas relating to achieving desired business outcomes.
- Responsible to be a subject matter expert regarding organizational and people related planning and execution.
- Work with internal HR functions i.e. Comp, Ben, Recruiting, HRIS etc. to meet the needs of the organization
- Execute and support integrated talent management programs that directly tie to the business strategy and build alignment with departments and business leaders.
- Lead a growing team of HR professionals.

Technical Knowledge and Understanding:

- HR Organization Design
- Performance and talent Management
- Succession Planning
- Employee Relations
- Project management

Experience:

- Bachelor's degree in Human Resources, Business Management or related field required. Master's degree preferred
- Min 8 plus years of successful experience in a human resources business partner role
- Proven ability to prioritize rapidly; strong problem-solving skills; excellent decision making/analysis skills; ability to manage multiple projects simultaneously; change management, self-directed
- Excellent verbal and written communication, with ability to build strong relationships and influence people across all levels of the organization

At Core Specialty we believe that our employees are our most important asset. Helping our employees and their families achieve and maintain good health – physical, emotional, and financial – is the reason Core Specialty offers extremely rich and affordable benefits including, but not limited to medical, dental, vision, and life insurances; short and long-term disability; a Company-match of 100% of a 6% contribution 401(k) plan; an Employee Assistance Plan; Health Savings Account, Flexible Spending Account, Health Reimbursement Account, and gym reimbursement.