



**Compensation and Benefits
Leader
*Cincinnati, OH***



**CORE
SPECIALTY**

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

Responsible for the day-to-day duties of Compensation and Benefits for the organization. You will ensure that the company benefits, and compensation plans contribute to our ability to attract and retain an exceptional and diverse staff. Ensure that the compensation and benefits program align with the strategic direction of the organization.

Key Accountabilities/Deliverables:

- Manage day to day duties surrounding company base pay, annual bonus and long-term incentive plan
- Develop company compensation structure and ensure equity with market pay and internal equity
- Develop and manage the executive compensation plan
- Serve as the primary point of contact for all Compensation activities, partner with all stakeholders to ensure a comprehensive, consistent plan and ensure the plans tie back to the company's strategic plan.
- Work with leaders and recruitment on the creation and coordination of standardized job descriptions, that align with the compensation structure.
- Work with outside vendors as needed to ensure proper implementation of new HRIS system.
- Conduct market comp surveys
- Provide analytical support including economic and cost impact models in the development of merit budgets, variable compensation guidelines, job family structures, grades, pay lines, salary bands or other structures
- Provide pro-active compensation analysis to identify potential retention risks of key talent in the organization
- Define process improvement and best practice opportunities to current business/work processes.
- Prepare documents and reporting for quarterly compensation committee reviews

Benefits:

- Analyzes, evaluates and monitors the effectiveness of existing programs and vendors. Including the initial set-up of a new independent benefit program.
- Recommends new innovative solutions needed in order to meet the strategic objectives of the company using a data driven approach
- Manage day to day duties as it relates to the company benefits plans. Answer employee inquiries in a timely manner.
- Develops effective marketing and communications vehicles to ensure all benefit programs are fully understood, valued and used by employees.
- Analyzes, evaluates and monitors the effectiveness of existing programs and vendors. Recommends new innovative solutions needed in order to meet the strategic objectives of the company using a data driven approach

- Oversees the transfer of data to external vendors, plan providers, auditors, and consultants.
- Maintains knowledge of and analyzes government regulations, benefit program trends, and key benefit benchmarks.

Experience:

- Bachelor's degree in related field required
- 5 plus or years of experience in compensation and/or benefits
- Excellent analytical skills are required
- Experience operating in an environment that stresses both individual accountability and team-based performance.
- Strong interpersonal, negotiation, verbal and written communication, and presentation skills.
- Proven ability to establish strong working relationships and influence others with and without direct authority.
- Problem resolution and analytical skills.
- Ability to interact with all organizational levels
- Ability to use all Microsoft Office software, including: Word, Excel, Power Point, and other Databases.
- Workday Experience preferred.

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.