

# Job Title: Head of Insurance

**Line Manager:** Director of Treasury & Corporate Finance

**Grade:** 1A

**Direct Report:** 2 rising to 4

## Role Purpose

- Lead the Insurance team and oversee the effective delivery of Peabody Group's insurance strategy.
  - Ensure Peabody's insurance arrangements are comprehensive, robust, and aligned with the organisation's strategic objectives and risk profile.
  - Drive excellence in the implementation of insurance-related services, ensuring operational efficiency, compliance, and value for money.
  - Act as a key advisor and representative on insurance matters, providing expert guidance to stakeholders across the organisation.
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## Key Responsibilities

- Lead the execution of Peabody's insurance strategy, ensuring it meets organisational goals and adapts to emerging risks and opportunities.
  - Manage and oversee the delivery of a fit-for-purpose insurance programme, ensuring arrangements comprehensively cover the Group's activities and risks.
  - Represent Peabody Group in its interactions with the insurance market, ensuring effective communication of the organisation's risk profile and needs.
  - Drive commercial negotiations with insurers and brokers, ensuring cost-effectiveness and securing optimal terms aligned with Peabody's objectives.
  - Provide leadership to the Insurance team, fostering a collaborative, high-performing, and inclusive culture that reflects Peabody's values.
  - Oversee the quality and effectiveness of insurance services, including claims management, financial reporting, and data integrity, ensuring alignment with organisational priorities.
  - Provide expert advice and insights at management and governance forums, supporting risk management, financial planning, and operational decision-making.
  - Collaborate with senior leaders to embed risk awareness and integrate insurance considerations into organisational processes and initiatives.
  - Act as Peabody's representative at industry forums, including the G15 Insurance Group, contributing to sector-wide discussions and benchmarking.
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## Success Metrics

- Ensure the successful delivery of Peabody's insurance strategy, driving improvements in efficiency, compliance, and effectiveness.

- Maintain high standards of service delivery, ensuring insurance arrangements meet regulatory, statutory, and legal requirements while addressing resident and organisational needs.
  - Foster strong internal and external relationships, ensuring the Insurance team is well-positioned to support Peabody's strategic goals.
  - Achieve demonstrable value for money in insurance arrangements through effective negotiation and management of external partnerships.
  - Continuously enhance the quality of claims management, data integrity, and operational performance within the Insurance team.
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## About You

- A results-driven leader with the ability to oversee the delivery of a comprehensive and effective insurance strategy.
  - A confident and articulate communicator, able to engage effectively with stakeholders at all levels and represent Peabody externally.
  - An inspiring manager who fosters an inclusive, supportive team culture, ensuring Equality, Diversity, and Inclusion principles are embedded in all aspects of the team's work.
  - Adaptable and proactive, with the ability to balance strategic priorities and operational demands.
  - You will have:
  - A Certificate in Insurance (or equivalent), with substantial experience in delivering insurance programmes and managing complex arrangements.
  - Advanced knowledge of insurance and claims management, with a strong focus on operational delivery and stakeholder engagement.
  - Significant experience in managing teams, building capability, and fostering a high-performing culture.
  - A proven track record of leading commercial negotiations and delivering cost-effective outcomes.
  - Exceptional organisational skills, with the ability to manage multiple priorities and deliver results in a complex and dynamic environment.
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