

Head of Research

Reports to: -	Communications and Transition Director
Location: -	75 King William Street, London (We operate a Hybrid Working Model)
Date: -	October 2021

This is a full-time position however we are happy to talk Flexible Working.

Flood Re is a re-insurance Scheme that makes flood cover more widely available and affordable.

Flood Re is a joint initiative between the UK Government and Insurers. Every insurer that offers home insurance in the UK must pay into the Flood Re Scheme. This Levy raises £180m every year that we use to cover the flood risks in home insurance policies, purchase further reinsurance against catastrophic flooding and to run the Company.

Flood Re will run until 2039 and is tasked with ensuring that the market will then be offering policies with premiums based on actual flood risk. This is an exciting opportunity to join a respected, highly motivated team.

Purpose

To develop and lead a research programme to build understanding, both internally and with external stakeholders, of how Flood Re's will manage its Transition to a risk reflective market. Support Flood Re's strategically important statutory Transition Plan by working closely with the Communications & Transition Director and senior colleagues across the business.

Principal Responsibilities

Leading Flood Re's Transition Research programme to include:

- Creating and embedding a research framework including identifying areas of future research.
- Attending, representing, and presenting research findings on behalf of Flood Re at external events and conferences.
- Support Flood Re's Transition objectives by working with academia, subject matter experts and relevant public bodies in order to identify strategic priorities for Flood Re

- Building and maintaining external relationships with stakeholders in the insurance sector, public sector and academia and leveraging these relationships to support Flood Re research objectives. (potentially build an insurance researcher SME Network).
- To keep abreast of developments in related fields, 'horizon scanning' for Flood Re and review, challenge and disseminate relevant research.
- Lead and Manage work streams and projects to improve Flood Re's and the sectors understanding of Flood Re's Transition objectives (e.g. Natural Flood Management, Risk reflective pricing, flood defence data, surface water risk, climate change)
- Deliver technical advice and research papers, qualitative and quantitative analyses, and reports to build consensus and support Flood Re's Transition objectives.
- Work with the Head of Cat Modelling to support the development and implementation of the Flood Re strategy and understand affordable risk reflective pricing.
- Work with the Head of Data, IT and Security to provide solutions for Flood Re's data and dashboards in support of its reinsurance and transition objectives
- Take a use case approach to identify priorities for data solutions and tools.

Information Security Responsibilities:

- As a member of Flood Re, you are expected to foster a security-aware culture through your own actions and behaviour by exercising good judgment, being aware of Information Security risks, compliant with policies, diligent in the completion of Information Security training, mindful of any suspicious activity and proactive in your response to it.

Risk Responsibilities

- Act as First Line of Defence, to identify and manage risks, generate and review risk information, and to take appropriate actions to maintain the risk exposure within appetite. Risks should be reported to ExCo and the Risk Function

Knowledge and Experience

- Experience of managing research projects for publication
- Experience of commissioning and managing research from third parties, including academic institutions and the private sector.
- Uses initiative to find solutions and approaches problems with curiosity and open mindedness
- Strong Problem-Solving skills and attention to detail.
- Good knowledge and experience of general insurance
- Superior IT skills, in particular excellent knowledge of Microsoft Excel and programming within a Data Science context
- Strong analytical skills and ability to focus on relevant detail, without losing track of the bigger picture
- Excellent communication and presentation skills; both face to face and written
- Effective time and project management skills; able to juggle several tasks and conflicting priorities

- Excellent people and inter-personal skills with experience of interacting and building relationships with a wide variety of stakeholders

Regulatory Responsibilities

This role is a Conduct Rules role, and Flood Re has designated this role as one that requires involvement in certain aspects of Flood Re's regulated activities. This role is subject to the First Tier Conduct Rules detailed below.

First Tier Conduct Rules

	No	Rule
Tier 1 Individual Conduct Rules	1	You must act with integrity.
	2	You must act with due skill, care and diligence.
	3	You must be open and co-operative with the FCA, the PRA and other regulators.
	4	You must pay due regard to the interests of consumers and treat them fairly.
	5	You must observe proper standards of market conduct.

I have read, understood and agree to:

- 1. fulfil the role and responsibilities as set out in this job description;*
- 2. abide by the Regulatory Responsibilities detailed above; and*
- 3. abide by the Compliance Framework and Procedures.*

Signed (job holder):	
Name:	
Date:	