



Zurich is one of the world's leading insurance groups, and one of the few to operate on a global basis. Our mission is to help our customers understand and protect themselves from risk. With about 53,000 employees serving customers in more than 170 countries, we aspire to become the best global insurer as measured by our shareholders, customers and employees. We help individuals, small and medium sized companies and global corporations around the world understand and protect themselves from risk by offering a wide range of insurance products, solutions and advisory services.

## Head of Compliance (m/f/d)

Promote a culture rooted in ethics and ensure the company complies with all local and international compliance regulations. Ensure the compliance strategy is aligned with the business strategy, legal requirements, and emerging trends. Collaborate with Legal and Risk teams to implement, adopt, develop, execute, and update policies. This includes monitoring activities to identify and mitigate non-compliance risks, training and advising stakeholders (Employees & Management) on compliance policies, and liaising with external regulators. Lead the implementation of the company's compliance programs.

### Your role

- Responsible for the ongoing monitoring of company activities to ensure compliance with local laws and regulations.
- Establish robust internal controls to identify and mitigate non-compliance risks.
- Conduct regular audits and reviews to assess the effectiveness of existing compliance policies and recommend necessary improvements.
- Foster a work environment where compliance is a shared priority across the company.
- Deliver ongoing training to employees on local and Group compliance policies and procedures.
- Develop tailored training programs for various organizational levels to ensure all employees understand their compliance obligations.
- Provide guidance and support to different departments and business units to resolve complex compliance issues, ensuring decisions align with current regulations and Zurich Group policies.
- Play a critical role in integrating Zurich Group rules and policies within the local entity.
- Ensure Group compliance guidelines and standards are properly implemented and adhered to locally.
- Work closely with Group compliance departments to adapt and implement global policies considering local specificities.
- Participate in Group-level compliance meetings and committees to exchange best practices and align compliance strategies.
- As a participant in the Zurich Luxembourg Executive Committee, contribute to strategic business decisions by providing a compliance perspective.
- Ensure company initiatives and strategies comply with regulatory requirements and Group policies.
- Act as a point of contact for external regulators, managing relationships with regulatory authorities to ensure the company meets all regulatory obligations.

- Prepare and submit compliance reports, participate in regulatory inspections, and lead compliance investigations.

## Your skills and experience

- **Master's degree** in Business Law or minimum 5 years of experience in compliance
- **Fluent in English**, fluency in French and German would be an asset
- **Regulatory Knowledge:** Deep expertise in local and international laws and regulations applicable to the insurance sector
- **Audit and Internal Control:** Skilled in conducting internal audits and implementing effective compliance controls
- **Report Writing:** Proficient in drafting detailed compliance reports and communicating findings to internal and external stakeholders
- **Communication:** Excellent written and verbal communication skills, including the ability to explain complex compliance concepts clearly and concisely
- **Leadership:** Ability to lead and motivate teams and influence decisions at the executive level
- **Collaboration:** Skilled in working closely with other departments and Zurich Group compliance teams
- **Negotiation:** Strong negotiation skills to manage relationships with regulators and other external stakeholders
- **Strategic Vision:** Ability to integrate compliance into the company's overall strategy
- **Adaptability:** Ability to quickly adapt to regulatory changes and adjust compliance strategies accordingly
- **Policy Development:** Skilled in developing and implementing compliance policies and procedures

## We offer

- Full-time position in our friendly and motivated team in Luxembourg
- International working environment
- Compensation packages to high standard market rates
- A high standard Group health insurance & Pension plan
- Flexible working policy to support your work life balance
- Career path and opportunities within Zurich Group
- Executive Managers whose doors are always open
- A work model based on transparency and recognition
- Training & Development for upskilling your future experience