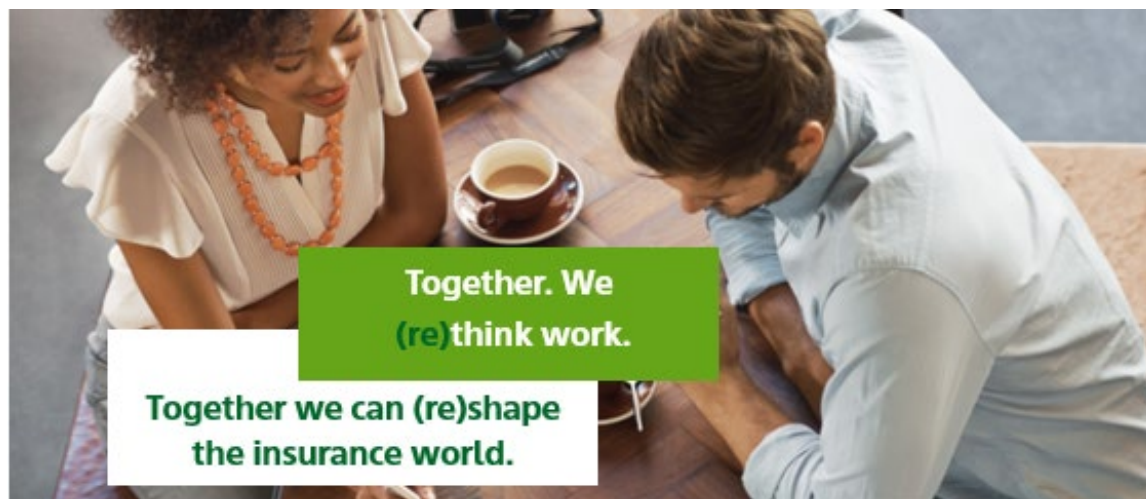




Team Lead, Mid-Market Underwriting

We are seeking an experienced, driven, and relationship-focused underwriting professional with 7+ years of experience to join our dynamic and growing team in Canada as Team Lead, Mid-Market Underwriting. Reporting to the Head of Mid-Market, the successful candidate will combine technical underwriting expertise, people leadership, and strategic business acumen to support a high-performing Mid-Market portfolio.

This is an exciting opportunity for an underwriting leader to tackle complex challenges, strengthen broker and client relationships, mentor colleagues, and contribute to the continued evolution of our Mid-Market business.

About Us

HDI Global SE delivers a comprehensive service-based offering to the commercial and specialty insurance markets. Our strategy is to create sustainable growth and build a robust company that operates successfully worldwide. Our highly competent team is committed to delivering market-leading insurance solutions.

We are part of the Talanx Group, one of the major European insurance groups, with insurance revenue of EUR 49.0 billion (2025), and more than 120 years of experience in industrial insurance. HDI Global SE operates in more than 175 countries across the globe with over 5,500 employees worldwide. Financial strength ratings: AM Best A+ (Stable), Standard & Poors AA- (Very Strong, Outlook Stable).

At HDI, we offer employees the advantages of an international organization within a modern, dynamic work environment in the heart of downtown Toronto that both challenges and rewards. We foster strong communication and achieve our objectives through our core values of Together, Ownership, and Performance. Employees are encouraged to contribute their ideas and play an active role in shaping our company's future.



Company

HDI Global SE Canada

Work Location

Toronto, ON

Contact

HDI Canada People & Culture

Functional Area

Mid-Market Underwriting

Type of Employment

Full-time permanent

Travel

As required

Learn more

[Careers.hdi.group](https://www.hdi.global/en-ca/legal/privacy)

Apply Now

Privacy

Visit:

<https://www.hdi.global/en-ca/legal/privacy>

For information on how we may collect, use, or disclose your personal information.

Accessibility

HDI Canada Branch welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Your Responsibilities

- Lead underwriting of complex new and renewal mid-market risks within established authority and risk appetite.
- Build, manage, and grow a profitable portfolio of business, maintaining accountability for growth, retention, underwriting quality, and profitability.
- Build and maintain strategic broker and client relationships, serving as a trusted advisor on complex underwriting matters.
- Contribute to the development of underwriting appetite, portfolio initiatives, and distribution strategies.
- Represent the organization in broker and client meetings, negotiations, industry events, conferences, and networking activities to strengthen relationships and enhance market visibility.
- Ensure high standards of governance, including accuracy of underwriting files, policy documentation, data quality, and compliance with internal and regulatory requirements.
- Act as a senior technical referral authority for complex risks, providing guidance on underwriting structure, pricing, coverage solutions, and risk selection.
- Provide leadership, coaching, and development to Underwriters, fostering technical excellence, collaboration, accountability, and professional growth.
- Support workload management, underwriting quality, and achievement of team business objectives.
- Contribute to portfolio reporting, business planning, and strategic initiatives in support of organizational objectives.

Your Profile (Skills, Qualifications & Experience)

- 7+ years of property and casualty underwriting experience, including complex mid-market risks.
- Advanced expertise in property and casualty policy wordings, underwriting, pricing, and risk assessment.
- Demonstrated ability to make sound underwriting decisions, manage portfolio performance, and drive profitable growth.
- Proven leadership and technical expertise, with the ability to mentor, coach, influence, and develop underwriting talent.
- Entrepreneurial and results-oriented, with a proven track record in broker relationship management, business development, and profitable portfolio growth.
- Experience leading, coaching, mentoring, or developing underwriting professionals is strongly preferred.
- Bachelor's degree and CIP designation required; FCIP designation preferred.
- Strong organizational skills with the ability to manage multiple priorities in a fast-paced environment.
- Exceptional negotiation, analytical, and problem-solving skills, combined with strong commercial acumen.
- Excellent oral and written communication skills in English.
- Working knowledge of French and/or German is considered an asset.
- Proficiency with underwriting systems and Microsoft Office applications.
- Ability to balance team leadership responsibilities with portfolio management and business development objectives.
- Occasional travel to key markets is expected.

What We Offer

- Salary range of \$100,000 – \$150,000, plus bonus opportunity.
- Competitive total rewards package and professional development support.



Flexible Working Hours



Competitive Time Off Policy



International Network



**External Education & Tuition
Reimbursement Program**



Hybrid Work Environment



Comprehensive Health & Dental Benefits



Employer-Matched RRSP Contributions



Employee Share Purchase Program

We welcome applications from motivated, team-oriented individuals who are eager to take on new challenges. Thank you to all applicants for their interest. Please note that only candidates selected for an interview will be contacted.