

# SOCIAL STUDIES

- Human Resources
- Learning & Development
- Research

The Bermuda international (re)insurance centre is made up of many company headquarters and supporting operations, like underwriting. These companies have other subsidiary offices all around the world. The members of the Association of Bermuda Insurers and Reinsurers (ABIR) do business in more than 150 countries on every inhabited continent. Some American and European headquartered insurers also set up branch offices in Bermuda to gain access to the market here. The global footprints of these companies draw on many talent sources to create vibrant businesses.



If you like social studies, you might be interested in exploring a (re)insurance career in:

## Human Resources > Learning & Development > Research

If you enjoy working with people, relish a new challenge every day and are good at solving problems, you could become a human resources or a learning & development manager. A confidential, objective and diligent approach to work is also essential.

### What do they do?

A human resources manager is responsible for many daily activities including recruitment, employee compensation and benefits, and providing advice on employee and labour relations issues. Human resources professionals also ensure compliance with company policies and Bermuda laws such as CURE and the Employment Act.

A learning & development manager coordinates educational programmes to ensure that all employees are offered opportunities for personal and professional growth to help them achieve their business and personal goals. Learning & development professionals may also manage the performance management and succession planning process, provide coaching for performance improvement and offer career guidance.

### Education and background

Most human resources and learning & development professionals have an undergraduate or master's degree in human resource development or a related field. Professional qualifications are also an asset such as SPHR – Senior Professional in Human Resources (US), CHPR - Certified Human Resource Professional (Canada) or CIPD - Chartered Institute of Personnel and Development (UK).

### Further information

[www.shrm.org](http://www.shrm.org) - SHRM - Society for Human Resource Management

[www.astd.org](http://www.astd.org) - American Society for Training & Development

[www.cipd.co.uk](http://www.cipd.co.uk) - Chartered Institute of Personnel and Development

[www.bhra.bm](http://www.bhra.bm) - Bermuda HR Association

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*The information in this flyer is provided by the Association of Bermuda Insurers and Reinsurers (ABIR) to help students explore potential careers in the insurance industry using their favourite school subjects. Please consult your career guidance counsellor and do your own research to help you plan your career path. Bermuda's insurance industry offers many interesting careers for Bermudians. Start early to make the most of the opportunities available.*

Find out more about ABIR at: [www.abir.bm](http://www.abir.bm)



Association of Bermuda Insurers & Reinsurers