



# Director, Global Treasury Operations

## Company Overview

Reinsurance Group of America, Incorporated (NYSE: RGA) is one of the largest global providers of life reinsurance, with offices around the world. RGA delivers expert solutions in individual life reinsurance, individual living benefits reinsurance, group reinsurance, financial solutions, facultative underwriting and product development. Our mission is to enhance our clients' prosperity by supporting their financial and risk management capabilities.

## Position Overview

Leads RGA's global treasury operations ensuring its processes are efficient, effective, and well-controlled. Responsible for developing and executing our global liquidity management strategy and ensuring cash resources are efficiently deployed. Works closely with all lines of business, international offices, and corporate areas to implement value-added treasury solutions and support liquidity needs. Manages a team of professionals who execute global treasury responsibilities, and is accountable for the team's performance in achieving department and company goals.

## Responsibilities

- Establish and maintain a strategy for global cash and liquidity management as well as the quality, reliability and effectiveness of treasury systems and processes.
- Set and achieve goals for global banking, cash management and treasury operations, including daily cash position, cash forecasting, payments, collections, cash investing and cash accounting for multiple U.S. and foreign legal entities. Provide leadership and represent treasury in cross departmental initiatives.
- Coordinates with international offices to ensure well controlled treasury procedures that adhere to global Treasury policies. Oversee the Global Disbursement Policy compliance process and other periodic compliance processes.
- Establish and maintain a technology strategy that supports current and future state needs. Leverage the FIS Integrity workstation capabilities to automate payment and data flows and oversee its integration with other RGA systems.
- Assess and enhance processes and controls. Maintain Foreign Bank Account reporting, Sarbanes Oxley, and business continuity planning processes and documentation. Ensure business continuity readiness and implement effective business continuity solutions to address any deficiencies.
- Manages, mentors and develops staff in support of company and department goals including quality, timeliness and volume objectives, while adhering to policies and resource constraints.
- Maintains regular and predictable attendance.
- Performs other duties and projects as assigned.

## Requirements

### EDUCATION AND EXPERIENCE:

Required:

- Bachelor's Degree in Finance, Accounting or Economics
- 10+ years of experience in treasury or cash management including 4+ years of international treasury management experience within a multi-legal entity organization
- 3+ years of personnel management experience
- 2+ years of experience working with a Treasury workstation
- Certified Treasury Professional (CTP) designation or must obtain within 24-months of hire



Preferred:

- Master's Degree
- Insurance industry experience and Experience using FIS' Integrity workstation
- PeopleSoft experience
- Bloomberg experience

#### SKILLS AND ABILITIES:

Required:

- Subject matter expert in domestic and international treasury and banking concepts, cash management forecasting and practices, and banking products and services
- Advanced understanding of foreign currency (F/X) markets and related accounting impacts. Experience with F/X spot and F/X derivative settlement process.
- Advanced ability to identify, analyze and improve complex business processes by applying treasury expertise and business acumen
- Highly developed project management skills with the ability to simultaneously manage multiple projects and to lead teams, under tight deadlines and under stressful conditions
- Experienced and effective at measuring processes and leading process change
- Experience deploying technological solutions with preference on workstation implementation
- Skilled at leading Treasury staff to achieve departmental and companywide plans and objectives
- Advanced knowledge of Microsoft Word and Excel
- Advanced ability to liaise across a wide variety of functional, geographic and technical disciplines and at all levels inside and outside of RGA
- Excellent oral and written communication skills, demonstrating the ability to clearly convey complex business processes and terminology to a multicultural audience
- Advanced people management skills, demonstrating an ability to lead, mentor, and develop associates through times of change
- Intermediate knowledge of accounting and finance principles, with the ability to apply concepts within a Treasury context

Preferred:

- Understanding of Sarbanes Oxley controls and requirements
- Knowledge of insurance principles and cash flows
- Ability to understand and administer complex structured finance transactions

Contact: Susan Pollnow at [spollnow@rgare.com](mailto:spollnow@rgare.com) or visit our website at [www.rgare.com/careers](http://www.rgare.com/careers)