

Role Title:	Associate
Reporting to:	Partners, Insurance & Reinsurance Regulatory Group
Job Location:	London
Contract Type:	Permanent
Salary & Benefits:	Excellent

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## The Firm

HFW is a UK-headquartered firm with a presence in Asia, Australia, the Middle East, Europe and South America. Although traditionally known as a specialist shipping law firm, over several decades we have significantly grown our other practice areas, including aerospace, commodities, construction, energy and resources, and insurance and reinsurance, with a particular focus on developing the corporate, finance and regulatory side of the practice.

## The Department

Our insurance & reinsurance practice is recognised internationally as an industry leader. Through our integrated global network of offices, we offer a comprehensive range of dispute resolution, transactional and regulatory legal services to the insurance sector, including insurance and reinsurance companies; policyholders; captives and mutuals; brokers and other intermediaries; managing agencies and MGAs; TPAs and other service providers. Our insurance and reinsurance work is high value, likely to be complex and multi-party, and often international in nature.

## What we do in Insurance & Reinsurance

We have a specialist insurance and reinsurance team of 20 partners and more than 40 lawyers. In addition, we have an extensive network of legal contacts, experts and correspondent firms whom we can mobilise, as required, worldwide. We pride ourselves on our in-depth industry knowledge and legal expertise. Several of our partners have worked directly in the insurance industry.

## Insurance Transactions and Regulation

The insurance sector increasingly has recognised that specialist corporate and regulatory advice is a necessity in today's competitive, heavily regulated and diverse global markets. HFW responds to that need by offering a team that understands the business of participants in the sector, as well as the commercial imperatives in this regulated – and constantly evolving – market.

Our insurance transactions and regulation team comprises specialists with many years' practice in advising the insurance industry. Our team, headed by Richard Spiller, along with Ashwani Kochhar, Nick Hutton, James Lewis and Carol-Ann Burton, has a reputation for delivering results, often in technically challenging circumstances, to the London and international insurance and reinsurance markets. The team works closely with our leading insurance and reinsurance litigation group, which enables clients to benefit from their experience of resolving disputes in the sector.

We assist with:

- Mergers, Acquisitions and Asset Purchase Transactions
- Capital and Debt Raising
- New Product Development and Policy Drafting across all business lines
- Complex Risk Transfer Transactions

- Insurance Regulation
- Commercial Agreements
- Restructuring and Run-off
- Life Insurance
- Tax

### Our experience in Insurance & Reinsurance

We provide a comprehensive range of dispute resolution and transactional legal services to the insurance sector. We provide below some examples of our recent work

#### Insurance Transactions and Regulation highlights

- Mergers and acquisitions involving Lloyd's managing agents, insurance and reinsurance companies (active or in run-off), brokers, captives and mutuals (such as the auction disposal of Jubilee Group Holdings and the acquisitions of HSBC Insurance (UK) Limited and of CFC Underwriting Limited).
- Capital raisings, including IPOs, such as of Kiln, Omega and Lancashire Holdings, and sidecars (Lancashire's Accordion Re and Catlin's Long Bay).
- Non-traditional risk transfer, such as insurance-linked securities (Catlin's Bay Haven cat bond), industry loss warranties, adverse development covers (Solicitors Indemnity Fund) and credit risk transfer (Aspen Re's credit insurance and swap of its reinsurance recoverables risk).
- Regulation, advising on domestic and cross-border regulation at all stages, including location feasibility studies, Lloyd's start-ups, passporting, systems and controls and Solvency II (Canopus' Zurich reinsurance platform).
- Commercial agreements, such as policy wording review, product development (life and general), retail distribution arrangements and Lloyd's turnkey agreements.
- Restructuring, insolvency (South of England P&I) and exit solutions, such as portfolio (Part VII) transfers (Domestic and General Life Assurance), and schemes of arrangement (Integer, MAPIC, LIBM and others).

#### The Role

To provide corporate/regulatory insurance legal expertise with a focus on Lloyd's, London market and non-life insurance and reinsurance, and act for a wide variety of clients from run-off firms to multinationals. The role will include a good balance of transactional and advisory work, both domestic and EU/international within a dedicated corporate and regulatory insurance team.

#### Key Responsibilities

The role will be varied and include:

- Advise on and coordinate local legal advice in respect of international projects such as changes in control or distribution agreements, including EU legal analysis and instructing overseas counsel;
- Provide regulatory advice on authorisation/change in control/waiver/passporting applications;
- Advisory work on PRA and FCA regulatory perimeter queries, Solvency II and SIMR, amongst other things;
- Lead on Part VII transfers, including drafting business transfer agreements, scheme documents, witness statements and court orders;
- Draft delegated authorities, appointed representative agreements and multiple principal agreements;
- Undertake policy wording reviews and advising on consumer protection requirements, including FCA rules and guidance;
- Advise on the legal and regulatory aspects of new products and drafting distribution agreements; and

- General corporate governance advice.

#### Key Skills & Experience Required

1. Track record of high quality fee earning experience in undertaking Insurance Regulatory work (at least 2-3 years post qualification experience), within a City firm environment;
2. Previous experience of pitching to clients, writing articles and presenting at client seminars;
3. Strong academics (min of a 2.1 at first degree level);
4. Bright individual with excellent analytical skills;
5. Excellent drafting skills, in relation to both advice and contractual documentation;
6. Attention to detail;
7. Strong presentation skills;
8. Keen interest in business development, marketing, professional training and development;
9. A good understanding in the workings of the financial and commercial world and interest to learn about the energy and commodities sector;
10. Project management skills, and ability to motivate and influence others to achieve goals;
11. Self-motivated, pro-active and articulate;
12. Good interpersonal skills, with the ability to communicate confidently at all levels;
13. IT literate.

#### Additional Information

Kindly note that this role profile is not contractual. It will be reviewed periodically and may be amended or altered to meet the needs of the firm.

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Holman Fenwick Willan aims to ensure equality of opportunity and we are actively working towards improving the diversity of our staff. All applications will be considered only on merit and the applicant's suitability to meet the requirements of the role.

Lawyers for international commerce [hfw.com](http://hfw.com)