

Director / AVP and Lead Actuary

Quincy Mutual | Job Description | Location: Quincy, MA — Hybrid with a minimum of 3 days in office

This position will be filled at Director or AVP level depending on qualifications.

Position Summary

The Director / Assistant Vice President and Lead Actuary is a senior actuarial leader responsible for leading major actuarial capabilities and translating actuarial analysis into business decisions across pricing, reserving, profitability, catastrophe analysis, predictive analytics, regulatory filing support, and insurance-risk capital modeling.

The position serves as the senior functional leader immediately below the Chief Actuary, owning significant areas of actuarial work, leading people and complex initiatives, and helping connect actuarial priorities to Quincy Mutual's business strategy.

The Lead Actuary is expected to operate with substantial independence and executive presence while remaining accountable to the CRO for enterprise actuarial strategy, function-wide governance, and overall actuarial priorities.

Principal Responsibilities

Functional Actuarial Leadership

- Lead significant actuarial capabilities and establish clear priorities, operating plans, standards, and delivery expectations within assigned areas.
- Allocate actuarial resources across major projects and ensure high-quality work is delivered on agreed timelines.
- Serve as a senior actuarial advisor to business leaders and contribute to enterprise initiatives.
- Identify capability gaps and recommend improvements in people, process, data, tools, and external support.

Rate Adequacy, Pricing, and Regulatory Support

- Lead pricing and rate-adequacy analyses across assigned personal and commercial lines, with particular strength in commercial lines pricing.
- Oversee rate indications, rating-factor reviews, trend analyses, segmentation, profitability studies, and rate-change proposals.
- Own actuarial analysis and technical support for regulatory rate filings within assigned scope; partner with Underwriting, Product Management, and Business Analysts responsible for the filing package and submission process.
- Provide actuarial leadership for strategic initiatives involving commercial lines expansion, appetite changes, products, states, and territories.

Reserving and Portfolio Insight

- Lead or oversee quarterly and annual internal reserve analyses within assigned scope, including estimates, ranges, recommendations, and uncertainty analysis.
- Identify emerging loss trends and material assumption changes and communicate implications to senior management.
- Support coordination with the independent Appointed Actuary for the annual reserve review.
- Develop and use profitability analytics to identify underperforming segments, risks, and growth opportunities.

Catastrophe Pricing and Exposure Analysis

- Apply deep expertise in catastrophe pricing and catastrophe-model interpretation to rate adequacy and portfolio analysis.
- Maintain a strong understanding of Quincy Mutual's view of catastrophe risk, model assumptions and limitations, exposure data, portfolio concentrations, and reinsurance implications.
- Monitor and communicate actuarial analyses and projections of catastrophe exposure as needed by senior management and as part of annual rate reviews by state and product line.

Predictive Analytics and Actuarial Technology

- Lead development, implementation, validation, monitoring, and maintenance of predictive models used for pricing and operational decisions.
- Guide actuarial adoption of modern modeling, automation, and artificial intelligence tools while maintaining professional standards and sound judgment.
- Build predictive-modeling capability across the actuarial team and coordinate with external consultants when specialized expertise is required.

Insurance-Risk Capital Modeling

- Own the actuarial methodology, assumptions, parameterization, and analysis for premium, reserve, catastrophe, and related insurance-risk components of the capital model within assigned scope.
- Provide timely, well-supported insurance-risk inputs and stress scenarios.
- Partner with the CRO to interpret capital-model results and communicate implications to senior management and the Board.

Communication and Relationship Building

- Build trusted relationships across Underwriting, Claims, Finance, Risk, Reinsurance, Product Management, and Business Analysis.
- Simplify complex actuarial information and communicate strategy, conclusions, assumptions, sensitivities, uncertainty, and business implications effectively.
- Crafts and delivers communications based on audience.
- Exercise sound judgment, constructively challenge assumptions, and escalate material concerns appropriately.

Leadership

- Lead, coach, and develop actuarial professionals and project teams; establish clear expectations, provide regular feedback, and create meaningful development opportunities.
- Thinks strategically and connects actuarial priorities to Quincy Mutual's broader business objectives.
- Builds trust and gains buy-in through strong relationships, clear communication, and sound judgment.
- Develop people through coaching, delegation, feedback, and clear career pathways.
- Balances risk and opportunity and appropriately escalate material issues.
- Demonstrates integrity, accountability, resilience, curiosity, adaptability, and respectful candor.
- Champions continuous improvement, innovation, and diverse perspectives.
- Leads effectively through change and ambiguity.

Governance and Continuous Improvement

- Ensure actuarial analyses, methodologies, documentation, testing, monitoring, and change management meet appropriate professional, regulatory, and governance standards.

- Identify and implement improvements to actuarial processes, data, documentation, automation, cycle times, and use of AI and other tools
- Manage relationships with external actuarial and analytics consultants while developing greater internal capability.

Job Requirements

Required Experience & Education

- FCAS designation.
- A minimum of 12-15 years of progressively responsible property and casualty actuarial experience
- Three years of leadership experience post receipt of FCAS designation required
- Substantial commercial lines pricing experience and meaningful property and casualty reserving experience.
- Demonstrated experience leading actuarial professionals, complex initiatives, and cross-functional business work.
- Demonstrated experience supporting property and casualty regulatory rate filings.
- Strong executive communication, judgment, business acumen, and ability to influence across functions.
- Demonstrated ability to translate actuarial analysis into clear, commercially relevant recommendations.

Preferred Experience

- Personal lines pricing experience.
- Meaningful experience with reinsurance structures and economics.
- Predictive analytics and model-development experience.
- Experience with catastrophe pricing and catastrophe models.
- Hands-on experience with Akur8 or Radar, DataRobot, R, and/or Python.
- Experience leading actuarial automation or AI initiatives.

Skills

- Strong analytical, strategic, and business acumen.
- Effective leadership, coaching, communication, relationship-building, and influencing skills.
- Sound judgment and decision-making with the ability to balance growth, profitability, risk, and agency needs.
- Ability to lead change and continuous improvement.

Compensation

- **Salary Range:** \$205,000-\$240,000 per year. This range is a good faith estimate which reflects the annual salary we reasonably expect to pay for this specific full-time position at the time of posting. The actual salary offered will be based on several factors including the candidate's experience and qualifications.
- Annual incentive eligibility is based on company and individual performance.