

COLONNADE INSURANCE S.A. IS SEEKING A

IT Recruiter



COMPANY DESCRIPTION

Colonnade Insurance S.A. specializes in non-life insurance, which is designed not only for individual clients, but also for small and large businesses. We are part of the multinational financial group Fairfax Financial Holdings, one of the world leaders in insurance and reinsurance. Colonnade operates through branches in Romania, the Czech Republic, Bulgaria, Poland, Slovakia, Hungary and a subsidiary in Ukraine.

In Europe, the Colonnade company employs over 660 experienced specialists. Our financial strength has been affirmed by the [A.M. Best Company rating A- \(Excellent\)](#).

WHY IS COLONNADE A GREAT PLACE TO JOIN?

At Colonnade, our strategy is to become a significant general insurer of scale, focusing on the CEE region. Colonnade is in a fortunate and unique position:

- Our shareholder is totally supportive of our strategy and investment in our growth
- We have a profitable foundation and are able to fund our transformation from these profits
- We want to transform and create our insurance company into a modern, successful and digital insurer, based on our Fairfax values
- We are making a multi-million Euro investment in Guidewire and additional digital systems to create a common platform across our countries

JOB DETAILS



Location: Romania, Hungary, Czech Republic, Slovakia or Bulgaria

Job type: full-time employment, definite for 12-18 months

CANDIDATE'S PROFILE



We are looking for a curious, proactive, and impact-driven IT Recruiter who thrives in dynamic environments and enjoys finding talent in creative and non-traditional ways. You will play a key role in building our technology teams, talent pipeline, recruiting for Guidewire and other enterprise IT roles, while acting as a trusted partner to hiring managers and an active member of our driven and constantly developing international HR community. You will have the opportunity to be part of reskilling and upskilling projects that are an important part of our transformation, as well as other initiatives. You will work with a dedicated team that fosters a positive atmosphere, collaborates to find solutions, and supports one another.

This role goes beyond execution — it is about ownership, innovation in sourcing, and shaping how we attract, engage and retain tech talent.

DAY TO DAY TASKS – MAIN DUTIES



- Manage and independently drive end-to-end external and internal recruitment processes for IT roles (not only) across multiple countries with very close cooperation with key stakeholders (HR team, hiring managers, leadership teams)
- Build strong, trust-based partnerships with hiring managers and act as a strategic advisor
- Understand both technical requirements, business context and organizational goals behind each role
- Apply a hands-on, data-driven sourcing approach, continuously exploring non-traditional channels to identify top talent
- Build and maintain pipelines for niche and hard-to-fill roles (Guidewire, enterprise systems, QA, integration experts, etc.)
- Conduct candidate screenings assessing job and technical fit, mindset, and long-term potential
- Own and continuously improve the end-to-end candidate experience
- Provide market insights (salary benchmarks, talent availability, trends) to shape HR and recruitment strategies and effectiveness
- Contribute to and actively build a strong employer brand
- Represent the company at events, meetups, and conferences
- Participate in online and offline networking and sourcing activities
- Actively contribute to the HR community, including knowledge sharing, HR initiatives, and process improvements
- Demonstrate flexibility by supporting broader hiring needs beyond IT when required



REQUIREMENTS

List of requirements to be successful in the future role:

- 3+ years of experience in IT recruitment
- Strong understanding of IT roles, technologies, and delivery environments
- Strong sourcing capability with proven, hands-on and data-driven practices (e.g., direct search, Boolean sourcing, market mapping, talent pipeline building)
- Demonstrated success in hiring for complex or niche technical roles
- High level of curiosity, ownership, and persistence in identifying new talent channels
- Strong stakeholder management and ability to build positive, trust-based relationships with both hiring managers and candidates
- Ability to independently manage recruitment processes and influence hiring decisions
- Excellent cooperation, communication, and interpersonal skills
- Fluent English (B2+/C1)
- Experience hiring across multiple countries or distributed teams
- Experience with ATS systems, sourcing tools, and recruitment analytics

Additionally, having experience in at least one of the areas below would be a strong advantage:

- Experience recruiting for insurance, fintech, enterprise IT environments, Guidewire or similar enterprise platforms
- Existing candidate network (maintained and leveraged in full GDPR compliance)
- Experience beyond recruitment in other HR areas (e.g., L&D, talent development, HR projects)
- Familiarity with Agile environments and delivery models
- Experience working in international, multicultural environments is an asset



WHAT WE CAN OFFER

- A competitive compensation and benefits package including cafeteria benefits, performance-based bonus, life insurance and private medical package,
- The opportunity to work from home two days a week,

- Continuous opportunities for professional growth and development,
- A high level of autonomy within a collaborative and supportive team,
- A modern, easily accessible office with excellent public transport connections,
- A family- and dog-friendly workplace where our values are reflected in everything we do.



COLONNADE VISION

We believe in fairness and simplicity in all our relationships, this is how we do business! We deliver transparent products and fast claims service that address the challenges of the changing world around us!

COLONNADE VALUES

- Honesty and integrity are essential in all our relationships and will never be compromised.
- We are results oriented – not political.
- We are team players – no “egos”. A confrontational style is not appropriate. We value loyalty – to Fairfax and our colleagues.
- We are hardworking but not at the expense of our families.
- We follow the Golden Rule: we treat others as we would want to be treated
- We always look at opportunities but emphasize downside protection and look for ways to minimize loss of capital.
- We are entrepreneurial. We encourage calculated risk taking. It is all right to fail but we should learn from our mistakes.
- We will never bet the company on any project or acquisition.
- We believe in having fun – at work!



APPLY NOW!

To apply for this opportunity, please [click here](#).