

Human Resources Business Partner

Minneapolis, US

Additional locations considered including New York & Atlanta

About BMS Group

BMS is a dynamic, independent, global broker established in 1980, delivering specialist insurance, reinsurance, and capital markets advisory services. We are a global brand with offices located across the US, Canada, Latin America, Australia, Europe and Asia with both a strong, local focus and understanding of market needs.

Our teams are respected globally for their specialist market knowledge, intelligent analysis and insight. Our people strive to be 'the best in class' and with an innovative approach and their entrepreneurial thinking, our clients truly benefit from better solutions to policy development and placement.

Being independent makes a key difference to our clients, giving our brokers the freedom to deliver the best solutions, tailored to meet their business needs. Coupled with our collaborative team approach, single platform worldwide and renowned personal service, we are the independent broker of choice.

Summary of Position

We are seeking an experienced, hands-on HR Business Partner (HRBP) to join the HR team. This role is ideal for a trusted HR advisor who thrives in close partnership with leaders and enjoys translating people and talent strategies into meaningful, practical action.

As an HR Business Partner, you will support the entire BMS Re US population (client-facing sales teams and non-client-facing functions, including Actuarial Services, Analytics, IT, Contracts, Account Management). You will serve as a thought partner to leaders while also being deeply involved in day-to-day HR execution. This role reports to the Head of HR and manages one HR Generalist as part of a collaborative HR team of four.

Key Responsibilities & Accountabilities

- Serve as a strategic and operational HR partner to leaders and colleagues in the US
- Build strong, trust-based relationships with leaders and colleagues, acting as a coach and advisor on people-related decisions

- Partner with leadership to assess organizational needs and develop people and talent strategies that support business objectives
- Lead and support performance management processes, including goal setting, feedback, development planning, and performance improvement
- Provide guidance and hands-on support for employee relations matters
- Support workforce planning efforts, including role design, headcount planning, and succession planning
- Drive talent initiatives such as onboarding, engagement, development, and retention strategies
- Manage, coach, and develop the HR Generalist, ensuring effective execution of day-to-day HR operations and consistent employee support
- Collaborate with the Head of HR to design, implement, and continuously improve HR programs, policies, and processes
- Partner cross-functionally to support change initiatives, organizational growth, and evolving business needs
- Ensure compliance with federal, state, and local employment laws and promote consistent application of company policies and practices

What we're looking for

- 5+ years of progressive HR experience, with significant experience as an HR Business Partner or similar role
- Proven success partnering with leaders and influencing at multiple levels of an organization
- Experience supporting both client-facing (sales) and non-client-facing populations
- Strong working knowledge of core HR disciplines including employee relations, talent management, and performance management
- Demonstrated ability to balance strategic thinking with hands-on execution
- Exceptional relationship-building, communication, and coaching skills
- A practical, solutions-oriented mindset with a passion for developing high-quality HR practices
- Bachelor's degree or equivalent experience (HR certification a plus)

What's in it for me?

- Opportunity to make a visible impact in a collaborative, close-knit HR team
- A role that values both strategic input and real-world execution
- Strong partnership with senior leaders and exposure across diverse functions
- A culture that values relationships, trust, and continuous improvement

Through our Diversity, Equality and Inclusion (DEI) vision, we are committed to 'building a culture of belonging for all, valuing diverse perspectives and embracing authenticity.' As such, we have created our 'BMS Together' programme, with dedicated training, collaborative committees and intentional partnerships. In support of our ESG vision, we offer two additional paid days each year to take part in charitable work.

BMS offers flexible and hybrid working policies and we're happy to discuss options with you upon application. Please let our team know if you require any adjustments to support you through the application process.

To apply to this opportunity, please forward your CV and any supporting documents to: joinus@bmsgroup.com