

Ghislain Brault-Joubert

Analytics leader & Actuary

ghislain@ghbrj.ca | Montreal, QC | 514-726-0359

About Me

Everyday I strive for superior, influential decision-making with data through my work and teams.

I engage with business leaders to identify, prioritize business issues and deliver useful data solutions and insights. I grow successful analytics teams that excel at data analysis, visualization and solving business problems.

My work philosophy is deeply customer and problem-centric: *Imperfect* but *useful* solutions to the *right* problems to advance business objectives.

I would love to continue perfecting my craft as a data analyst and manager by tackling novel, challenging business problems beyond the insurance industry.

Experience

Sr. Manager¹, Claims Analytics

Co-operators General Insurance Co. | Montreal, QC

January 2020 — Present

The business of settling claims is the promise made to ~950K policyholders when unfortunate events happen, paying out roughly \$2B per year. The Claims workforce is ~1600 employees reporting up to 8-10 Assistant Vice-Presidents (AVPs) having competing business needs. Tremendous opportunities to improve client, employee outcomes and reduce costs in an environment where the data maturity is lower but developing.

The analytics function needed to grow because of a rapid and significant increase in demand and rising expectations from Claims partners for decision-making with data. While growing, it is important to support the professional and personal wellbeing of a group of now ~30 team members, ensure the work of the team creates value and meets high quality standards.

Claims Business partners needing analytics solutions to drive better decision-making

- Acted as a *strategic leader* with business partners to facilitate the elicitation of business problems, identify and prioritize data initiatives and oversee execution by analytics delivery teams.
- Dealt with business problems ranging from *workforce management*, *operational performance management*, *process improvement* such as work segmentation & assignment, *quality assurance & risk control* and management of *vendor relationships and performance*.

Analytics professionals needing strong leadership and a supportive environment to thrive

- Acted as *people leader*, defined team mandates, roles & responsibilities and performance expectations; Hired 15+ analytics professionals; Evaluated & rewarded achievement of goals; Influenced & implemented structure and role changes.
- Acted as *practice leader*, defined and negotiated operating and service models with Claims and other partners; Defined related workflows (intake, prioritization, execution) and integrated more agile delivery principles; Built and implemented change management plans.
- Acted as *technical supervisor*, provided support and coaching on technical matters; Accompanied team members in their career development.

Skills: Problem Solving with Data | Strategic & Tactical Planning | Data Product Management | People Leadership | Performance Management | Negotiation | Change Management

Actuarial Manager² & Expert

Co-operators General Insurance Co. | Montreal, QC

May 2014 — January 2020

Driving profitable growth of commercial risks through pricing initiatives and a team of actuaries

- Led all aspects of actuarial work for a portfolio of commercial risks worth ~\$300M in annual premium. Delivered rate indications, segmentation analyses and related system implementations. Designed and implemented new rating algorithms and a risk selection framework.
- Oversaw the professional and personal wellbeing of about 6-8 team members, setting goals & evaluating performance. Acted as technical supervisor, providing support and coaching on technical matters; Accompanied team members in their career development.

Actuarial Consultant

Intact Financial Corp. & AXA Canada | Vancouver, BC

August 2009 — April 2014

Led Commercial Lines pricing assignments in Western Canada. Business lines included commercial automobile rate filings, small businesses, mid-market commercial, large accounts, specialty lines (E&O, D&O) and earthquake coverage

Skills & Knowledge

Business Insurance | Property & Casualty Actuarial Practice | Agile Delivery

Technology R | SQL | Atlassian (Jira, Confluence, Bitbucket) | Virtual Whiteboards (Miro, Mural) | Guidewire Policy Center & Claim Center | Genesys

Professional Designation

Fellow, Casualty Actuarial Society (FCAS)

May 2012 — Present

Fellow, Canadian Institute of Actuaries (FCIA)

Expired | November 2012 — September 2022

Education

M.Sc. Microprogram - Business Intelligence Data mining

HEC Montreal | Montreal, QC

2018 — 2019

B.Sc. Actuarial Science

Laval University | Quebec City, QC

2004 — 2007

Volunteer and Other Experience

Member of the Board of Directors

Bibliothèque d'Outils La Remise | Montreal, QC

October 2017 — April 2019

Montreal's first tool library. Helped the cooperative consolidating and growing its service offering to the members of the local community.

Young Directors Program 2016-2017

Institute for governance of private and public organizations (IGOPP) | Montreal, QC

Nov 2016 — May 2017

More About Me

Core Values Curiosity | Humbleness | Authenticity | Courage | Continuous Learning

Top Strengths Ideation | Adaptability | Strategic | Individualization | Learner (*From StrengthFinder 2.0*)

Languages French (Native) | English (Full professional proficiency) | German (Elementary) | Spanish (Want to learn)

References available upon request

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1. As Sr. Manager, I supervised managers and data analysts & scientists↩
 2. As Manager, I supervised actuaries (individual contributors, junior to senior)↩