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The Actuarial Profession

2026/27

38th Edition

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Your actuarial career starts here...

This guide takes you through the basics of becoming an Actuary; from entry requirements and essential skills to the different areas you can specialise in as well as the salaries and benefits one can expect at different career levels.

The **Employee Profile** section of our guide provides first-hand reports from actuarial professionals who are at different stages of their careers, from Trainees to Qualified Actuarial Professional.

You can also use the **Employer Directory** section and **Employer Matrix** at the back of the guide to help you find your future employer before applying for jobs on www.actuarialcareers.co.uk.

"Qualifying as an actuary... can open up a world of opportunities, in finance and beyond."

Paul Sweeting, President of the IFOA

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INTRODUCTION FROM THE INSTITUTE AND FACULTY OF ACTUARIES

Introducing The Actuarial Profession Guide 2026/27 is The Institute and Faculty of Actuaries (IFoA). They tell us more about the actuarial profession and the developments and changes that are being made in order to keep up with new technologies.



Institute
and Faculty
of Actuaries

When you first think of an actuary, you may immediately think of pensions and insurance. However, as experts in risk, actuaries help to solve real-world problems, and not just in pensions and insurance, but increasingly in climate change, cyber security, population growth and so much more. They apply maths and statistics to help individuals and society manage the risks we all face.

Actuaries simplify complex problems, communicate them effectively, and translate the outcomes in meaningful actions. Balancing numerical skills with technical skills and commercial acumen, the actuarial profession is a varied, demanding and fulfilling career that tackles some of society's greatest global issues. From climate change to social care, actuaries work tirelessly to help businesses and governments to navigate complex issues in a rapidly changing world.

Now more than ever actuaries not only need to be smart and analytical, but also curious and adaptable to prepare for the risks of tomorrow. Technology will no doubt play a huge role in how the actuarial profession develops with big data, machine learning and artificial intelligence, providing opportunities to develop as a profession and seek out new ways to make an impact. The reputation, professionalism and commercial awareness that actuaries possess not only make them respected by employers, but also provide them with a trusted skillset that helps organisations navigate uncertainty and plan for the future. ●

The IFoA is the UK's only chartered professional body dedicated to education, developing and regulating actuaries based in the UK and internationally.



PROFESSION OVERVIEW

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Visit www.actuarialcareers.co.uk for more

Careers
Advice

WHAT IS AN ACTUARY?

By Karim Arahji, Actuarial Analyst at LCP

& Khilen Patel, Second-Year Actuarial Analyst at LCP

What is an actuary?

At its core, an actuary is someone who uses maths to help people and organisations make informed financial decisions about the future. As pensions actuaries, we work out how much money needs to be saved today so members can be paid a pension when they retire, which could be 20, 30, or even 50 years from now! We use data (like salaries, ages, and how long people tend to live), make assumptions about the future (such as what inflation and investment returns will be), and use models to estimate the total cost of providing those pensions. Once we've run the numbers, we explain our findings to clients so they can make informed decisions. It's like solving a financial puzzle, balancing what's fair, affordable, and sustainable for both the company and its employees.

"Early in your career, it's all about building technical strength – getting to grips with spreadsheets, models, and formulas."

Why consider a career as an actuary?

One of the biggest draws of the profession is its variety. Work as a consulting actuary isn't limited to spreadsheets - it involves communicating with clients, working in teams, presenting insights to clients and contributing to real-world decisions that affect people's lives (e.g. calculating the current value of individuals' pensions). Although it's a niche profession, actuarial work is highly sought after due to our technical expertise; offering strong job security, a clear path for progression, and a competitive salary from the outset. With each exam you pass at LCP, your pay and responsibilities grow, making it a career that continuously rewards development. You can find out more about the benefits of this profession by reading the **'Why become an actuary?'** article.

"One of the biggest draws of the profession is its variety."

Entry requirements to become an actuary

In the UK, actuaries typically start with at least an A-level in Maths and typically a numerate degree, such as Mathematics, Statistics, Economics, Physics, or Engineering. Many university courses offer exemptions from some of the actuarial exams run by the Institute and Faculty of Actuaries (IFoA). From there, most graduates join a firm through a graduate scheme, continuing to study while gaining hands-on experience.

That said, it's not just about your academic background - mindset matters. Logical thinking, curiosity, and resilience are key. And the path isn't rigid, some people enter the profession from entirely different fields, even after careers in medicine or the arts. More details about these requirements kind be found in the **'Entry requirements to become an actuary'** article.

"An actuary is someone who uses maths to help people and organisations make informed financial decisions about the future."

Essential skills to become a successful actuary

Early in your career, it's all about building technical strength, getting to grips with spreadsheets, models, and formulas. But as you progress, communication becomes just as important. A key part of the role is explaining complex ideas in a clear, simple way and guiding clients toward informed decisions. Many firms look for candidates who are not only technically capable, but also proactive, adaptable, and collaborative - because the best actuaries balance analytical depth with people skills. Find out more about what skills

are required within this profession by reading the **'Essential skills to become a successful actuary'** article.

A bit of advice

Give it a go! Don't let the 13 exams scare you, they're tough, but worth it. This is a career that will stretch you, challenge you, and surprise you in all the right ways.

"In the UK, actuaries typically start with at least an A-level in Maths and typically a numerate degree – such as Mathematics, Statistics, Economics, Physics, or Engineering."

My biggest piece of advice? Persevere. Some exams will suit your strengths more than others, but with consistency and determination, you'll get there. Try not to compare your progress to anyone else's - everyone moves at their own pace, and as they say, 'comparison is the thief of joy'. ●



Karim Arahji
Actuarial Analyst
LCP

I'm an actuarial analyst at LCP, working in the pensions team in Winchester. I was born in the UK but am originally from Morocco. I studied Mathematics with Actuarial Science at the University of Southampton and joined LCP shortly after graduating with six exemptions.



Khilen Patel
Second-Year Actuarial Analyst
LCP

I'm a second-year actuarial analyst working in pensions at LCP. I grew up in Nairobi, Kenya, before moving to the UK to study Actuarial Science at the University of Kent. As part of my degree, I completed a year in industry with Lloyds Banking Group in their risk division, followed by a summer internship at AIG in marine pricing.

WHY BECOME AN ACTUARY?

By The Institute and Faculty of Actuaries (IFoA)

From job security to financial reward, there are many reasons why becoming an actuary is an ideal career path.

1. A wide range of opportunities

Historically, actuaries were often found mainly in life assurance and non-life insurance industries, but these days actuaries work in a variety of non-traditional roles.



These range from actuarial consultants, life offices and the professional financial service firms. Over half of the members of the Institute and Faculty of Actuaries (IFoA) work in non-traditional roles and these opportunities continue to grow.

"Actuaries work in a variety of non-traditional roles."

The UK actuarial qualification is highly valued throughout the world. 45% of the UK qualified members are based outside of the UK; with many international opportunities in locations such as Australia, New Zealand, India and South Africa to name but a few.

"The UK actuarial qualification is highly valued throughout the world."

2. Intellectual challenge

As an actuary, you will often be faced with intellectually challenging problems. To be successful in this field, you will need to demonstrate excellent analytical thinking and the ability to solve complicated financial problems.



Solid commercial and economic understanding, as well as being able to interpret and communicate complex information in a clear way are also essential.

"You will need to demonstrate excellent analytical thinking."

3. Job security

An actuarial career is a stable one. A sustainable society will always need pensions and insurance, which means that actuaries will always be in demand. Technology changed the landscape of many professions and the actuarial profession was not exempt from this. However, by embracing the changes and the opportunities that these technological advancements bring, you will succeed.



"Actuaries will always be in demand."

Compared to other professions, the actuarial profession is relatively small. With over 30,000 practitioners, you will be part of a high-profile, prestigious and well respected profession. It is not easy to qualify as an actuary, and the exams are rigorous.

Therefore, you will have to be willing to put the work in, not only do you have to pass your exams but you also have to excel at your day job. You will have to have focus, determination and the ability to cope well under pressure. What you will gain, however, is a world-recognised qualification with a high level of job security.

"You will have to have focus, determination and the ability to cope well under pressure."

4. A good work/life balance

The actuarial profession is both challenging and hugely rewarding. Not only will you have a career that is intellectually challenging,



many actuaries also report that this profession allows you to have a good work/life balance. Although this will differ across sectors and companies, this is one benefit that actuaries often enjoy throughout their career.

"Not only will you have a career that is intellectually challenging, many actuaries also report that this profession allows you to have a good work/life balance."

5. Excellent study support and training

On average, you will spend between 15 and 20 hours a week studying for your qualification. This requires a huge amount of commitment and dedication.



"On average, you will spend between 15 and 20 hours a week studying for your qualification."

However, the help and support given by employers is generous as many offer paid study leave, cover the cost of external tuition and exam costs as well as offering mentorship schemes.

6. Financial reward

While actuaries certainly work hard, they enjoy high financial reward as well. The average basic salary for a graduate last year was £35,000 and this can rise to above £250,000 for partner positions.



"While actuaries certainly work hard, they enjoy high financial reward as well."

As you can see, joining the actuarial profession means you are joining a hugely prestigious industry that means you are constantly challenged and gives you the opportunity to make a positive impact.

Find out what is needed to become an actuary by reading the **'Entry requirements to become an actuary'** article. ●

ENTRY REQUIREMENTS TO BECOME AN ACTUARY

By Michelle Fairbank, MSc Careers Relationship Manager, Bayes Business School

You have decided that an actuarial career is for you, so your next step is to understand what employers will be looking for in entry-level actuarial candidates. Combining my experience in recruiting and as a careers relationship manager supporting students through actuarial recruitment processes with various employers, I have reflected on what employers in the sector commonly look for and have outlined these in this article. This can be broken down into three key areas: education, employability skills, and motivation.

Education

Due to the nature of the work and the continued study you will need to undertake to become a qualified actuary, employers look for a strong academic record.

For most companies, you do not need to have studied actuarial science directly, but most will want to see that you have a good quantitative background and a keen interest in financial concepts. If you are looking at courses, do consider if and how many exemptions you can gain from the professional subjects, as some universities have partnerships with professional bodies; in the UK, this is the Institute and Faculty of Actuaries (IFoA).

“It is important that you have done some research into the professional qualifications.”

Although it is not essential to have already studied actuarial subjects or gained exemptions before you join a company, it is important that you have done some research into the professional qualifications and have an understanding of what is required, how they work, and how long they may take. Although for some roles you do not have to become a fully qualified actuary, this can limit your later career options within the industry. For most roles, you will be expected to at least complete the Core Principles subjects. More information can be found in the **‘Actuarial syllabus and exams’** article.

Employability skills

While employers will consider your academic record, strong academic performance on its own is not enough to secure a position in the industry. Make sure you look at a few job descriptions and understand the soft skills, i.e., those skills employers see as making you employable.

The skills we see coming up regularly on actuarial job descriptions are:

- **Analytical mindset and problem solving.** Actuaries are problem solvers by nature, using their analytical abilities and mathematical models to solve complex problems. As technology evolves, much of the traditional number-crunching can be done using various computer software, so actuarial roles are changing. Being able to critically analyse the outputs and apply industry knowledge to interpret the data in a meaningful way is where an actuary adds real value.
- **Communication.** Demonstrating good communication skills is imperative in general, but in recent years, actuarial employers have increasingly sought candidates who can adapt their communication style to suit different audiences and explain complex information to non-technical stakeholders. This becomes even more important if you are looking at working for consultancies.
- **Attention to detail.** Actuaries analyse data, make predictions, and calculate probabilities to assess financial risks. Meticulous attention to detail helps ensure that these calculations are accurate and reliable, and that the work is compliant with regulatory standards.
- **Teamwork/collaboration.** As well as working with people within their own teams, actuaries often have to collaborate with other teams or stakeholders, so it is important that they can use good interpersonal skills to develop relationships and work efficiently with others.
- **Time management.** For almost every organisation, good time management is a key skill. Actuarial employers want the reassurance that, if they are going to invest in your studies towards the qualification, you will be able to cope with working and studying simultaneously.
- **Perseverance.** Becoming an actuary is not easy; it takes determination and effort, including putting many hours into studying for exams alongside working. Being able to remain focused and committed to handle this pressure is important, as is being able to demonstrate resilience.
- **Commercial awareness/business acumen.** An understanding of how the business environment you work in operates, along with key topics (including both opportunities and challenges) will help you demonstrate genuine interest in the field and is essential for interpreting data meaningfully.
- **Interest in learning.** Being an actuary means your learning is never-ending, especially as new technologies mean roles are continuously evolving. Employers want to see that you have an interest in learning, which will help you succeed in studying to become a qualified actuary. Even after that, there is continued professional development to complete regularly.
- **Programming, such as in R or Python.** Another skill that is increasingly appearing in actuarial job descriptions is an understanding of programming. Although this is not essential for most actuarial roles at the moment, it can help you stand out. More and more often, actuaries are working alongside data scientists. In working with actuarial students at Bayes Business School, for instance, we have seen an increase in the number of employers particularly interested in those students who have taken some of our Business Analytics modules, such as machine learning, advanced predictive analytics, and natural language processing.

Further information about skills can be found in the **‘Essential skills to become a successful actuary’** article.

Motivation

Actuarial employers, like most employers, will ask questions to assess your motivation for the industry and role. They want to know that if they are going to invest in developing and supporting you through to qualification (many offer study packages), it is something you have a genuine interest in. Consider carefully what really attracts you to the role and sector. Make sure you have researched what the role will involve on a day-to-day basis, and understand how this differs across different types of actuarial work. Employers want to see that you have put thought into why this is the career route you want to pursue.

“Actuaries analyse data... and calculate probabilities to assess financial risks.”

One thing I would definitely recommend is to reach out and network with people in the industry, as they are the best source of information to build your knowledge and gain first-hand insights.

When you start applying take some time to reflect on how you can demonstrate the areas discussed in this article, start working on any areas you feel are development areas, talk to your careers services early to gain support.

As Paul Sweeting, the President-Elect of the IFoA recently said to me “Qualifying as an actuary can be a challenge; but the actuarial qualification can open up a world of opportunities, in finance and beyond.” ●

ESSENTIAL SKILLS TO BECOME A SUCCESSFUL ACTUARY

By The Institute and Faculty of Actuaries (IFoA)

Knowing what entry requirements you need to get your dream career as an actuary is only half the battle, you will also need to know what skills graduate employers look for beyond your qualifications. The IFoA explain a few important skills you would need to become an actuary.

Actuaries are problem solvers and strategic thinkers who use their skills to help measure the probability and risk of future events. You must be bright, determined and ready to work hard. An actuary has excellent communication skills and will offer expert advice on difficult topics

"You will need to be organised, motivated and most of all determined to succeed."

to non-specialists on a regular basis. You'll also need to have a real passion for maths and a desire to use these skills to really make a difference. However, it's not all about maths. Here are just some of the other skills you should develop if you want to become an actuary.

Communication

As an actuary, you will need to be able to communicate complex technical concepts to your colleagues, who may not have a deep understanding of mathematics or statistics, in a way that is easy for them to understand. Being able to express your ideas in a simple but confident way can help you build trust with your colleagues and become a leader in your field.

"As an actuary, you will need to be able to communicate complex technical concepts to your colleagues."

Business and financial knowledge

As an actuary, your colleagues and clients will rely on you to help them make strategic decisions. Having an understanding of how

"Actuaries are problem solvers and strategic thinkers."

businesses are structured and the world of economics, can help you apply your skills and experience in a strategic way that supports wider business objectives.

Problem-solving

Breaking down problems and finding effective solutions is a regular part of your day as an actuary. You will be presented with a variety of problems that you will need to solve in a calm and effective way, making problem-solving an essential skill for all actuaries.

Critical thinking

Another essential skill you will develop as an actuary is critical thinking. As an actuary you will be presented with vast amounts of information; not all of which will be useful or relevant to the problem you are solving. Understanding what is important and the different approaches you can take, will help you reach the best outcome for your clients and colleagues.

"Excel is widely used within the actuarial profession making it a vital skill to pick up."

Perseverance

The actuarial profession is a hugely rewarding career, but like many professions, it can take time to progress. There are a number of exams to complete before you qualify which you will complete while working. You will need to be organised, motivated and most of all determined to succeed.

Time management

Actuaries will find themselves juggling multiple projects and you may find yourself working to tight deadlines, so time management is a must.

"Breaking down problems and finding effective solutions is a regular part of your day as an actuary."

Strong computer skills

Formulating spreadsheets, statistical analysis programs, database manipulation and programming are all beneficial skills that employers look for. Excel is widely used within the actuarial profession making it a vital skill to pick up. You may want to consider learning the basics of some programming languages such as VBA, SQL, SAS or R.

Although many employers will teach you these skills on the job, any specialist knowledge that you have picked up through your degree or work experience should be highlighted. Don't forget, your skills do not equate with your qualifications and should be treated separately.

"Having an understanding of how businesses are structured and the world of economics, can help you apply your skills and experience in a strategic way."

Find out what skills can be particularly useful when becoming an actuary by view the **'Employee Profiles'** section of this guide. ●

Visit our website for more Careers Advice

www.actuarialcareers.co.uk



AREAS OF WORK

By The Institute and Faculty of Actuaries (IFoA)

While actuaries have historically been employed by the insurance industry, today they work in a variety of industries all over the world. Whether it's in traditional fields such as insurance and pensions or emerging fields like climate change, actuaries analyse the challenges of today to prepare for the risks of tomorrow.

Actuaries tackle the risks and uncertainties that financial businesses face, working in the interest of both customers and owners.

The range of opportunities for a qualified actuary is always growing especially as actuarial skills are becoming increasingly recognised across industries. Some of the traditional areas include pensions, insurance and investment. However, there are now growing areas relating to cyber risk, data science and systems thinking where actuaries are making an impact.

There are currently over 30,000 members of the Institute and Faculty of Actuaries (IFoA), with 72% based in the UK and Northern Ireland and 28% based elsewhere. Read on to find out more about each field of work, as well as emerging fields.

Life insurance

Working in companies that provide life insurance, pensions and other financial services is a traditional area for actuaries. They are involved at all stages of product development, pricing, risk assessment and marketing of the products.

LIFE INSURANCE

Life Insurance companies provide life insurance, pensions and other financial services and are one of the largest practice areas for actuaries to work in.



Pensions

Actuaries are heavily involved in designing and advising on occupational pension schemes. From formal evaluations for one person's

benefit to a whole scheme with one million members, actuaries are invaluable to the pensions industry.

PENSIONS

As the pensions sector becomes ever more complex, there is an increasing demand for specialist advice for those businesses running pension schemes.



General insurance

General insurance includes personal insurance, such as home and motor insurance, as well as insurance for large commercial risks, and general insurance companies will employ actuaries to assist with their financial management. You can also find roles in reinsurance and broking operations.

GENERAL INSURANCE

General insurance provides payments after a financial event to cover the loss a client has faced. Within the insurance industry, anything that doesn't fall under life insurance is considered to be general insurance.



Finance and investment Investment management

For decades, actuaries have been involved in investment management. They are involved in buying and selling assets, investment analysis and portfolio management. In addition, actuarial techniques are ideal for use in measuring investment performance.

Corporate finance

While this area of finance is often regarded as the province of the investment banker, actuaries can really add value in this area.

Banking

As an increasing number of insurance companies have their own banking operations, demand for actuaries in the banking field is growing and many actuaries are now filling some of the senior roles in finance and risk.

Actuaries are also found in retail banks as many are recognising that the longer term approaches advocated by actuarial professionals can add value to their business. You can find out more about this area by reading the '**Finance and Investment**' article on the **Actuarial Careers** website.

FINANCE & INVESTMENT

Actuaries working in finance and investment work in many areas, including investment management, corporate finance and banking.



Risk management

An actuary's aptitude for analysing specific risks make them well suited to work in risk management. They develop models that they can leave with a business to minimise their own future risks. An actuary will then have to explain the model well enough to the business so they can use it to full effect. Therefore, the ability to convey complex information in layperson's terms is vital in this role.

RISK MANAGEMENT

There are many challenges that the business world faces, including in the public sector. With a great level of uncertainty in this environment, businesses turn to actuaries to help manage risks and develop models to help minimise future uncertainties.



Emerging fields

Whether it's the impact of new technology or the consequences of a rapidly changing world, businesses are facing challenges they have never encountered before.

HEALTH & CARE

Health and Care touch on several practice areas such as life, pensions, risk management and resource and environment. Actuaries work with other health professionals to find appropriate solutions and health provision models to meet changing needs.

As experts in risk, actuaries are expanding into new areas of practice that support businesses as they prepare for an uncertain future.

SUSTAINABILITY

Environment and societal risks are increasingly affecting the social, business and financial world. In order to determine what changes and measures need to be taken, long-term risk managers are needed to assess these developments meaning that the Sustainability practice area is of crucial interest to actuaries.

These include areas related to Data Science, Cyber Security and Climate Change. ●



SALARIES WITHIN THE ACTUARIAL PROFESSION

A career as an actuary is a desirable one and is often referred to as ‘one of the best professions to work in’. There are many reasons for this, (as outlined in the **‘Why become an actuary?’** article), including job security, satisfaction as well as salary.

Although an actuarial career can be demanding as you begin, it is bolstered by excellent pay and benefits packages, on-the-job training and generous support from employers.

“Although an actuarial career can be demanding as you begin, it is bolstered by excellent pay and benefits packages.”

The starting pay for graduates is higher than the UK average salary. This rises as you become qualified and, as you can see from the tables, for more senior levels, salaries can get into the six-figure bracket. Also, actuaries at all levels of the profession, particularly more senior roles,

can also receive a generous annual bonus depending on the company.

“The starting pay for graduates is higher than the UK average salary.”

With the rise of environmental and cyber security issues, this has led to an increased demand for actuaries and a wide range of opportunities to work in different areas. For example, an actuarial consultant can progress to a senior risk management role with a steady salary increase as they work their way up.

“With the rise of environmental and cyber security issues, this has led to an increased demand for actuaries.”

Here, along with Hays, we have provided an overview of the expected earnings for actuaries, in different areas and career levels. ●

General Insurance Average Salaries		
	London	Outside London
Partner	£367,500	£340,000
Associate Partner	£279,000	£255,000
Chief Risk Officer	£263,500	£242,000
Chief Actuary	£219,000	£198,000
Director	£188,500	£173,000
Senior Manager	£127,000	£115,500
Manager	£95,000	£88,500
Senior Actuarial Analyst/Consultant	£75,500	£68,500
Actuarial Analyst/Consultant	£51,500	£46,500
Graduate	£39,500	£36,250

Life Insurance Average Salaries		
	London	Outside London
Partner	£310,000	£295,500
Associate Partner	£241,000	£220,500
Chief Risk Officer	£227,000	£204,000
Chief Actuary	£185,000	£168,000
Director	£162,000	£149,000
Senior Manager	£115,000	£109,000
Manager	£87,500	£81,000
Senior Actuarial Analyst/Consultant	£78,500	£62,000
Actuarial Analyst/Consultant	£50,500	£44,250
Graduate	£40,250	£35,000

Pensions Average Salaries		
	London	Outside London
Partner	£157,000	£149,750
Associate Partner	£124,000	£111,000
Scheme Actuary	£126,000	£118,000
Senior Consultant	£100,500	£95,750
Consultant	£76,000	£72,000
Senior Actuarial Trainee/Student	£62,750	£58,500
Actuarial Trainee/Student	£43,250	£39,750
Graduate	£35,000	£31,000

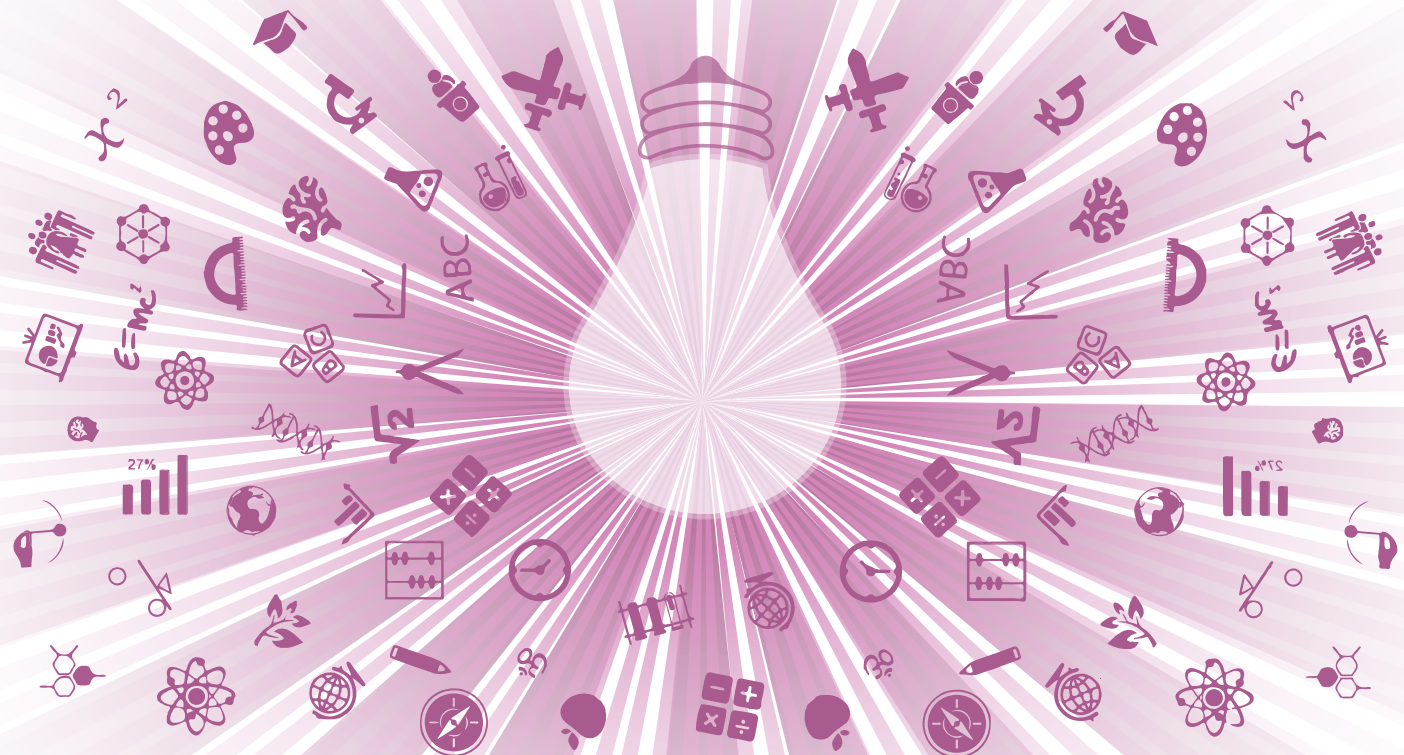
*Source: Hays UK Salary & Recruiting Trends 2026 Guide

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THE INSTITUTE AND FACULTY OF ACTUARIES (IFOA)

By The Institute and Faculty of Actuaries (IFoA)



Institute
and Faculty
of Actuaries

The IFoA is the UK's only chartered professional body dedicated to educating, developing and regulating actuaries based in the UK and internationally.

The IFoA has over 32,000 members worldwide, with 15,000 Student members and 46 partner universities. In January 2022 we launched our new Diversity, Equality and Inclusion strategy. As an international organisation with members in 117 countries, championing and embodying the benefits of a globally diverse and inclusive profession is of utmost important to our members.

Support for IFoA members

The IFoA supports actuaries at every stage of their careers so they have the skills, knowledge and experience to achieve their professional goals in an evolving global business environment. The IFoA also works closely with actuarial employers to deliver opportunities across a growing range of non-traditional sectors.

"You can begin your exams either by becoming a student member of the IFoA or by taking one of our non-member exams. "

Benefits of IFoA membership

As a member of the IFoA you will benefit from:

- A qualification that's in demand from business, organisations, and governments worldwide
- A growing range of post-qualification certificates: including Certified Enterprise Risk Actuary
- An extensive range of educational resources to support you while you study
- An annual programme of fresh professional skills development to keep you at the cutting edge
- Over 100 live and digital events every year, from short technical sessional meetings to major conferences
- Lifelong learning resources on a range of emerging fields and topics

- Practicing in line with The Actuaries' Code, our global ethical framework
- Effective regulation and practice certification to ensure public trust and support
- A host of unique volunteering opportunities, from showcasing the profession to the next generation as a Career Ambassador to supporting the education of other actuaries
- A profession that supports the public interest by bringing the actuarial perspective to issues of global importance, from climate change to social care
- An international community of actuarial professionals sharing best practice, support and innovation

Find out more about the benefits of IFoA membership via their website.

Joining the IFoA

There are a number of different types of IFoA membership that reflect different levels of qualification and progression through the actuarial profession, including:

- Affiliate
- Student
- Associate
- Fellow

You can begin your exams either by becoming a student member of the IFoA or by taking one of our non-member exams. You will however, need to be a student member before you can apply for any exemptions.

Professional qualifications

To qualify as an Associate and a Fellow of the IFoA, you will need to pass their examinations and achieve a satisfactory level of work-related competencies.

For more detail on the exams and requirements to become qualified as an Associate or Fellow, read the '[Actuarial Syllabus & Exams](#)' article.

Chartered Actuary

In November 2024, the IFoA became the first actuarial professional body to introduce Chartered Actuary designation for qualified members. A widely recognised mark of distinction, it's a way for holders to communicate and protect professional status and highlight achievements while assuring clients, employers and wider audiences that they adhere to globally recognised professional standards.

"The IFoA supports actuaries at every stage of their careers so they have the skills, knowledge and experience to achieve their professional goals in an evolving global business environment."

Chartered Enterprise Risk Actuary Qualification (CERA)

With the increasingly complex and changing business environment, organisations are seeking enterprise risk management professionals to join their teams.

To obtain the CERA qualification, students need to qualify as an Associate or Fellow, complete the specialist principles subject in Enterprise Risk Management (SP9) and attend a CERA seminar.

Personal and Professional Development (PPD)

To work effectively as an actuary, you will be required to develop your work based skills through the IFoA Personal and Professional Development (PPD) scheme. This is completed while you are a student member, as part of your journey to qualify as an actuary.

This scheme is designed for you to:

- Apply your learning in a practical environment
- Learn to work within a professional and ethical framework
- Take opportunities to reflect on your learning and personalise continuing development

New student members are required to complete two years of PPD to qualify as an Associate, and a further one year to qualify as a Fellow.

Continuing Professional Development (CPD)

Your learning and development continues after you qualify as an Associate or Fellow. All Associate and Fellows who are in work and are fully regulated by the IFoA, are required to demonstrate participation in Continuing Professional Development (CPD).

By taking part in the IFoA CPD scheme, you show commitment to lifelong learning and development and maintaining your professional and technical skills in the actuarial field. ●

As a member of the IFoA you will benefit from:

- Professional recognition of your achievements nationally and internationally
- Education and career development through the IFoA qualification syllabus and CPD
- An extensive library of educational resources to support your studies and research
- Becoming part of a global community sharing best practice and support

ACTUARIAL SYLLABUS & EXAMS

By The Institute and Faculty of Actuaries (IFoA)

What actuarial exams do you have to take to become a qualified actuary? Actuarial qualifications are rigorous, so it is good to get an idea of the type of exams you will be taking. The actuarial syllabus is reviewed and updated every year. The syllabus and examinations described below cover the full range of study required up to Associateship and Fellowship levels.

Curriculum

The employment opportunities available for those with an actuarial skill set continue to develop and grow, in some cases outside the traditional areas.

"The employment opportunities available for those with an actuarial skill set continue to develop and grow."

The IFoA has made every effort to ensure the curriculum is relevant, up-to-date, and reflects the skills, knowledge and attributes required of an actuary. Examination content is influenced by actuarial research, industry needs and global business requirements. The core subjects also align to the 2017 International Actuarial Association (IAA) syllabus, and meets international standards.

"The core subjects also align to the 2017 International Actuarial Association (IAA) syllabus."

Core reading and sample examination papers for the Curriculum are available at actuaries.org.uk/curriculum

To qualify as an Associate, you will be required to complete, or have been granted exemption(s) from the following examinations:

Core Principles

- Actuarial Statistics
- Actuarial Mathematics
- Business

Core Practices

- Actuarial Practice
- Modelling Practice
- Communications Practice

To qualify as a Fellow, you will be required to complete, or have been granted exemption(s) from the following examinations:

- Specialist Principles
- Specialist Advanced

Subjects covered

CORE PRINCIPLES

- **Actuarial Statistics** – The strength of our Actuarial Statistics subjects is the emphasis on understanding statistical concepts and methods, and their practical application to actuarial problems. In both CS1 and CS2, emphasis is placed on being able to apply statistical methods to actuarial problems using real data sets and the open-source software environment R. In designing these new subjects will enhance Actuarial Science for our student members through the development of transferable skills and enhanced employability.

"Emphasis is placed on being able to apply statistical methods to actuarial problems."

- **Actuarial Mathematics** – Actuarial Mathematics forms the core for classical actuarial expertise. The design of the new subject modules, Actuarial Mathematics for Modelling (CM1) and Economic Modelling (CM2) provides students with core reading material containing essential knowledge on areas such as how to price different financial products, such as bonds, and insurance products, such as life insurance.

"Actuarial Mathematics forms the core for classical actuarial expertise."

- **Business** – The Business subjects provide a comprehensive introduction to the core practice areas of Business Finance (CB1), Business Economics (CB2) and Business Management (CB3) in an international and global context. Through the core reading and reference texts students have the opportunity to explore a range of business topics within an actuarial context.

"Through the core reading and reference texts students have the opportunity to explore a range of business topics within an actuarial context."

CORE PRACTICES SUBJECTS

- **Actuarial Practice** – The aim of Actuarial Practice is to use the technical and business skill learnt in the Actuarial Statistics, Actuarial Mathematics and Business subjects combining them with new material on how the skills are applied to solve real world problems. The material provides the essential knowledge of risk management techniques and processes required by all actuaries and is an essential introduction to Enterprise Risk Management, subject SP9 and the Chartered Enterprise Risk Actuary qualification.

"The material provides the essential knowledge of risk management techniques and processes required by all actuaries."

- **Modelling Practice** – The Modelling Practice (CP2) subject provides actuaries with more 'rounded' skills with regards to communicating and presenting spreadsheet work in a business context. The subject builds on the technical material covered in all the earlier subjects. The aim of Modelling Practice (CP2) is to develop a student's

ability to model data, document the work (including maintaining an audit trail for a fellow student and senior actuary), analyse the methods used and outputs generated and communicate to a senior actuary the approach, results and conclusions.

"The Modelling Practice subject provides actuaries with more 'rounded' skills with regards to communicating and presenting spreadsheet work in a business context."

- **Communications Practice** – The aim of Communications Practice (CP3) is to ensure that actuaries can communicate effectively when relating concepts used by actuaries to recipients without technical expertise and that they can undertake an element of self-reflection in their communication. It builds on material covered in subject CP1 which in turn builds on some of the tools taught in the earlier subjects.

"The aim of Communications Practice is to ensure that actuaries can communicate effectively when relating concepts used by actuaries."

Specialist Principles subjects

To progress to Fellow membership, you will need to pass two of the subjects below to demonstrate your understanding of the concepts in your chosen subjects and application of principles to the various sectors.

- Alternative
- Health and Care
- Life Insurance
- Pensions and Other Benefits
- Investment and Finance
- General Insurance
- Enterprise Risk Management
- Banking

Specialist Advanced subjects

The Specialist Advanced subjects require you to pass one of these subjects below, to show that you can apply principles of actuarial practice to an advanced area.

- Alternative
- Health and Care
- Life Insurance
- Pensions and Other Benefits
- Investment and Finance
- General Insurance
- Banking

“The Specialist Advanced subjects require you to show that you can apply principles of actuarial practice to an advanced area.”

For more about the different topics covered in the syllabus, visit online at actuaries.org.uk/curriculum

Options for research

If you continue studying to become a fellow, you can opt to conduct original research as an alternative to taking one of the IFoA's Specialist Advanced exams.

“If you continue studying to become a fellow, you can opt to conduct original research.”

Your research must involve an actuarial approach to problem solving, and make an original contribution to actuarial science. The dissertation must demonstrate how the work links to relevant actuarial knowledge.

The research is expected to be at MPhil or research degree level and takes at least two years of part-time study. ●

Visit our website for
more Careers Advice

www.actuarialcareers.co.uk



A DEGREE IN ACTUARIAL SCIENCE

*By Professor Ioannis Kyriakou, Course Director, Bayes Business School
& Michelle Fairbank, MSc Careers Relationship Manager, Bayes Business School*

Why study Actuarial Science?

Studying actuarial science at postgraduate level can be very rewarding. You will develop a diverse skillset that will enable you not only to enter the actuarial industry, but also to transfer these skills, which by their nature are applicable to wider traditional and non-traditional disciplines, should you later decide on a different career path. Studying actuarial science before going into the workplace enables you to develop a deep understanding of the industry and the different types of actuarial roles, which will allow you to apply for roles in an area of interest based on the understanding you gain from the course. A career as an actuary will offer you financial rewards, growth opportunities, and engaging challenges. Actuaries enjoy a dynamic and impactful career with competitive salaries and a favourable work/life balance, especially compared to other high-earning roles in financial services like investment banking.

“Depending on your course choices, you will be able to achieve the number of permitted exemptions for universities by the IFoA required to qualify as Fellow actuaries.”

Equally important, studying actuarial science at an accredited university by the Institute and Faculty of Actuaries (IFoA) in the UK will enable you to quickly gain exemptions from professional subjects you will be expected to take when you join a firm. These exams are inherently challenging, and this can be exacerbated when trying to fit them into your day job even with study leave. The number of exemptions and the flexibility with which you can gain them varies among institutions, so we recommend that you do your research.

Who should study an actuarial postgraduate course?

First, you should have an actuarial interest and usually a strong background in quantitative subjects. However, whether you are fresh out of university or looking for a career change, or have some industry experience and are looking for a course to help you get a boost in your career or clear some of the professional exams, there is an actuarial course to suit you. For example, if

“Studying actuarial science at postgraduate level can be very rewarding.”

you have limited experience or are new to actuarial science, you would look for a course that provides you with learning and the opportunity to gain exemptions from the Core Principles subjects.

If you already have some experience and the appropriate Core Principles achieved, you may be looking to get through the remaining exams more quickly, hence be looking for a course that gives you the opportunity to study further Core Practices and Specialist Principles subjects. Depending on your course choices, you will be able to achieve the number of permitted exemptions for universities by the IFoA required to qualify as Fellow actuaries. To give you an idea, we next outline the general structure of the postgraduate degrees available.

MSc Actuarial Science

In this postgraduate course, you will study statistics, probability, stochastic processes, survival models, economics, finance and investment, insurance, financial modelling and contracts valuation, with computer-based applications. This broad and varied syllabus is typically equivalent to the Core Principles subjects (CM1, CM2, CS1, CS2, CB1, CB2), and enables you to gain exemptions from them. Variants of the typical degree structure

additionally offer you the opportunity to study modelling practice, by applying actuarial techniques to solve real-world problems, communication with non-actuaries on topics related to actuarial practice, but also business and predictive analytics modules that help you cultivate the skillset for modern actuaries and become competent in an ever-changing global business environment.

MSc Actuarial Management

This postgraduate course covers material related to the later-stage professional exams, namely the Core Practices and Specialist Principles subjects. Such a course aims to delve into concepts of core practice as well as specialist actuarial areas mentioned earlier using technical and business skill learnt in Core Principles. You can gain exemptions from Actuarial Practice (CP1), Modelling Practice (CP2), Communications Practice (CP3), and from Specialist Principles (SP) subjects. A collection of business and data analytics modules is also offered.

Questions to ask when considering courses

Who is teaching you? For example, at Bayes Business School you will be taught and receive advice on study and exam techniques by qualified actuaries, academics and other subject matter experts with commercial and research experience.

How fast can I qualify? Doing an MSc in Actuarial Science and an MSc in Actuarial Management typically enables you to gain exemptions within two years from up to 11 of 13 professional subjects required for fellowship, subject to academic performance.

Is it all about exemptions? No, it isn't. Actuaries find professional growth and personal satisfaction in various fields, such as business analytics, enterprise risk management, investments and fund management, banking and financial services, environmental finance, health and retirement financing, etc. Consider actuarial degrees with related topical pathways and distinctive opportunities (business analytics, data science, emerging global risks, entrepreneurial opportunities, etc.).

And, remember that sometimes postponing an exemption subject in favour of a non-exemption, yet highly relevant and pivotal, subject can be a unique experience offered for professional advancement.

How up to date is the course with industry trends? Courses that are tied to exemptions from professional subjects must remain aligned with the latest professional standards and curricula. However, it is worth considering how effectively and innovatively they reflect wider industry developments. Some programmes are adapting to the growing importance of analytics in the sector. Bayes, for instance, offers an MSc in Actuarial Science with Business Analytics pathway, recognising the increasing use of analytics in actuarial work. Job descriptions also frequently highlight the value of skills such as programming in Python and R, indicating a demand for graduates who can understand and apply such tools.

“Doing an MSc in Actuarial Science and an MSc in Actuarial Management typically enables you to gain exemptions within two years.”

What are the course links with industry? Understand whether you will be exposed to people working in the industry through teaching but also other activities, such as clubs and societies, as this will help you build your professional network as well as understand more about it and the opportunities available.

What does the careers support look like? This can vary among institutions, so make sure you know what this looks like and whether it matches your expectations and needs. Some questions you may want to consider include, for example, “Is careers support/professional development timetabled as part of the course?”, “Is it tailored to the course and industries I’m applying to?”, “Do I get support before I join the course and for how long after I finish?”, “What is the experience of the people delivering it?”.

Reputation of the course? This is sometimes harder to find out, but, for example, look to see if the universities are accredited to provide exemptions, have good research rankings (for example, refer to the UNL Global Actuarial and RMI Research Rankings, REF 2021: Business and Management Studies, FT Rankings, global accreditations, etc.), produce graduates in prestigious positions, are linked to the industry and are internationally recognised by the professional bodies (see Institute and Faculty of Actuaries, Society of Actuaries, Casualty Actuarial Society, etc.).

Global alumni community? Does the academic institution run a structured alumni outreach and engagement programme? Strong alumni relationships help build relationships with the new crop of talent coming through the course. This also creates opportunities to support and celebrate course developments with the connected community worldwide.

Financial support? A master’s degree can change your career and your life, but it is a significant financial investment. It is important to plan how you will finance your studies. Investigate possibilities such as course scholarships, alumni discounts and other external funding opportunities for postgraduate study.

Is there anything else that differentiates a course? For example, at Bayes we pride ourselves on the flexibility of our courses from the summer term electives, which can also be combined with research routes, including co-supervised projects with our industry partners, the variety of, even non-actuarial, disciplines, but also the greater control offered to individuals in their study path (for example, (re)take subjects you have previously missed).

Visit the ‘**Course Directory**’ section of the Actuarial Careers website for a list of universities currently offering postgraduate courses in this field. ●



Professor Ioannis Kyriakou
Course Director
Bayes Business School

Professor Ioannis Kyriakou is the Director of the world-renowned MSc in Actuarial Science and MSc in Actuarial Management of Bayes Business School (formerly Cass). In addition to his work at City, he has been a visiting professor at the University of Eastern Piedmont. Previously he worked for Lloyd’s Treasury and Investment Management.



Michelle Fairbank
MSc Careers Relationship Manager
Bayes Business School

Michelle Fairbank has over 10 years’ experience in graduate recruitment and now works within the Careers and Professional Development Team supporting students through their career journeys and managing relationships with industry particularly in the insurance and actuarial sectors.

Not only are our actuarial programmes fully accredited by the IFOA but Heriot-Watt University is a '**Center of Actuarial Excellence**' (SOA), one of only 47 universities worldwide recognised with this designation.

Become an Actuary with Heriot-Watt University



Find out more:
hw.ac.uk/study



COURSE PROVIDER DIRECTORY

Directory of Actuarial Science course providers

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Heriot-Watt University

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Queen's University Belfast

Swansea University

The University of Manchester

University College Dublin

University of East Anglia

University of Essex

University of Kent

University of Leicester

The University of Liverpool

University of Southampton

University of Strathclyde

University of York

Visit www.actuarialcareers.co.uk for our:

**Course
Providers**



The Faculty of Actuarial Science and Insurance at Bayes Business School is one of the world's leading academic actuarial departments, ranked 1st in Europe and 2nd in the world in the UNL Global Research Rankings. The MSc Actuarial Science, MSc Actuarial Science with Business Analytics and MSc in Actuarial Management are accredited by the Institute and Faculty of Actuaries UK (IFoA) and offer exemptions from some IFoA examinations.

W: bayes.city.ac.uk **E:** bayes-masters@citystgeorges.ac.uk



The BSc Actuarial Science and Risk Management and the MSc Actuarial Science programmes have been designed by qualified Actuaries to enable students to develop the theoretical and practical skills required to pursue a career as an Actuary in the fields of pensions, insurance or in the wider financial industry. Both programmes are accredited by the IFoA and offer exemptions from some IFoA examinations.

W: qub.ac.uk/mgt **E:** mark.farrell@qub.ac.uk



The Dublin City University BSc in Actuarial Mathematics provides students with a foundation in mathematics, computing and statistics for a career as an actuary or more generally in the finance industry. The course is fully accredited by the Institute and Faculty of Actuaries, UK and students may obtain exemptions from the Core Principles examinations (CS1, CS2, CM1, CM2, CB1 and CB2).

W: dcu.ie/courses **E:** kwokchuen.wong@dcu.ie



Our BSc Actuarial Science and MSc Actuarial Science degrees are accredited by the Institute and Faculty of Actuaries (IFoA), so modules in mathematics, accounting, finance and economics are aligned with the IFoA professional examinations. Graduates of the BSc can gain up to six IFoA professional examinations, and graduates of the MSc can gain up to three, which is a tremendous head start towards obtaining actuarial employment and succeeding as an actuary.

W: swansea.ac.uk/math **E:** study@swansea.ac.uk



Heriot-Watt University offers undergraduate and postgraduate programmes in Actuarial Mathematics and Statistics at our Edinburgh Campus. We were the first UK university to offer an actuarial science programme and the 1st in Europe recognised as a Centre of Actuarial Excellence by the Society of Actuaries, North America. Our programmes are fully accredited by the IFoA (UK) and our graduates enjoy outstanding career outcomes – 93% are employed or in further study within six months.

W: hw.ac.uk **E:** studywithus@hw.ac.uk



The University of Manchester offers a BSc Actuarial Science & Maths programme, fully accredited by the IFoA. The programme combines vocational actuarial courses with relevant courses in business & economics, probability, statistics, mathematical finance and applied maths that Manchester is famous for. It prepares you for a successful career in the actuarial/financial industry and the optional Placement Year allows you to make your first career steps as part of your BSc.

W: maths.manchester.ac.uk **E:** pgt-maths@manchester.ac.uk



The BSc Actuarial Science programme at the LSE has a heavy mathematical and statistical component. Furthermore, students can specialise in data driven methods by choosing data science courses and focus on developing additional computing skills. All courses are taught by world leading experts in their fields and the programme is fully accredited by the Institute and Faculty of Actuaries (IFoA).

W: lse.ac.uk/study-at-lse/Undergraduate **E:** Stats-BSc@lse.ac.uk



UCD offers the widest range of Actuarial Science programmes in Ireland. The MSc Actuarial Science course is designed for students from quantitative disciplines who wish to train as actuaries. The MSc can fast-track your career as an actuary by supporting you through the initial examinations and it fully accredited by the Institute & Faculty of Actuaries (UK).

W: ucd.ie/apply **E:** smspostgrads@ucd.ie



Our BSc Actuarial Science degree is taught in our top 10 UK and top 100 globally ranked School of Mathematical Sciences (QS 2026) and is accredited by the Institute and Faculty of Actuaries (IFoA). Students who successfully complete the programme will be able to gain up to six exemptions from the IFoA Core Principles examinations, providing a significant head start towards professional qualification.

W: qmul.ac.uk/math **E:** maths@qmul.ac.uk



At UEA you'll benefit from our excellent links to industry, both in teaching and research. We collaborate closely with Aviva, one of the largest insurers in the world. Their actuaries participate in teaching modules on our Actuarial Science programme. This allows you to learn more about the work of actuaries and the potential career paths open to you.

W: uea.ac.uk/actsci **E:** admissions@uea.ac.uk



University of Essex

Unleash your passion for mathematics and problem-solving with our IFoA (Institute & Faculty of Actuaries) accredited BSc and MSc Actuarial Science programs. Gain core skills in mathematics, real-world insurance, financial issues, and computing skills, essential for a successful career in the actuarial profession. Join us today and pave your way to a fulfilling future.

W: essex.ac.uk/departments/mathematics-statistics-and-actuarial-science **E:** maths@essex.ac.uk



Our BSc in Actuarial Science offers up to six exemptions from the IFoA CM/CS/CB subjects. Those who already have a quantitative undergraduate degree can study the 12-month MSc in Actuarial Science to target exemptions in the same subjects. Then, our MSc in Applied Actuarial Science offers opportunity for exemptions from 5 CP and SP subjects. Our team of qualified Actuaries has years of professional experience bringing real-world experience. The University of Kent is part of the London and South East University Group.

W: kent.ac.uk/smsas **E:** AskAnActuary@kent.ac.uk



Our Actuarial Science programmes are taught by industry-experienced actuaries and academics, combining high-quality education with strong workplace skills. The BSc offers up to 6 IFoA exemptions and the MMath up to 9, while the MSc provides a fast-track route to qualification with the potential to gain up to seven exemptions in one year. We work closely with actuarial employers and have a thriving local actuarial society.

W: le.ac.uk/study



The Actuarial Mathematics BSc at the University of Liverpool is accredited by the Institute and Faculty of Actuaries (IFoA) and offers up to six exemptions. It is taught by experts with both academic and industry experience. The programme is based within IFAM – a leading centre for actuarial and financial research. You'll gain a strong understanding of theory and practical skills for a successful career in actuarial science.

W: liverpool.ac.uk/institute-for-financial-and-actuarial-mathematics **E:** irro@liverpool.ac.uk



Prepare for a career as an expert actuary with an Actuarial Science master's degree at the University of Southampton. You will have an early advantage in your career with a professional actuary degree that is recognised by the Institute and Faculty of Actuaries (IFoA), offering exemptions from their professional examinations. Beyond the classroom, you can accelerate your career network by getting involved in the Actuarial Society (SUAS), which connects students directly with top-tier employers.

W: southampton.ac.uk/maths **E:** enquiry@southampton.ac.uk



The MSc in Actuarial Science at Strathclyde is a 12-month full-time conversion course based in the Department of Mathematics and Statistics, operating as an interdisciplinary alliance between the Faculty of Science and Strathclyde Business School. It offers a way into the actuarial profession for students with strong quantitative ability and aptitude.

W: strath.ac.uk/courses/postgraduatetaught/actuarialscience **E:** science-masters@strath.ac.uk



Studying on the BSc Actuarial Science degree you will enjoy the best of both worlds as a member of the School for Business and Society and the department of Mathematics, taught by academics involved in high-level research which informs what you study. The programme is accredited by the Institute and Faculty of Actuaries (IFoA). You will benefit from our strong emphasis on employability and professionalism as well as learning core actuarial skills in risk analysis and problem solving.

W: york.ac.uk/business-society **E:** sbs-admissions@york.ac.uk

If you would like to be included within the Course Provider Directory, please contact us at **mkting@insidecareers.co.uk**

For more details on individual courses visit:
www.actuarialcareers.co.uk/search/courses



Actuarial master's degrees at Bayes Business School.



"The main reason for me coming to Bayes Business School was due to its actuarial expertise and attractive location (situated at the heart of the business centre of Europe - London!). The career development centre is a real asset for the students, they went well beyond my expectations to deliver quality advice. I was able to secure a full-time job 2 months before my graduation with their help."

Siddhesh Surpatne, **MSc Actuarial Management (2021)**,
Senior Actuarial Analyst, Zurich Insurance

EMPLOYEE PROFILES

First-hand profiles from actuarial professionals

Trainees and Part-Qualified

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GAD
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Broadstone
GAD
LCP

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(UNL Business School
Actuarial Science
Rankings 2024)

50
years

of actuarial science
leadership



Institute and Faculty
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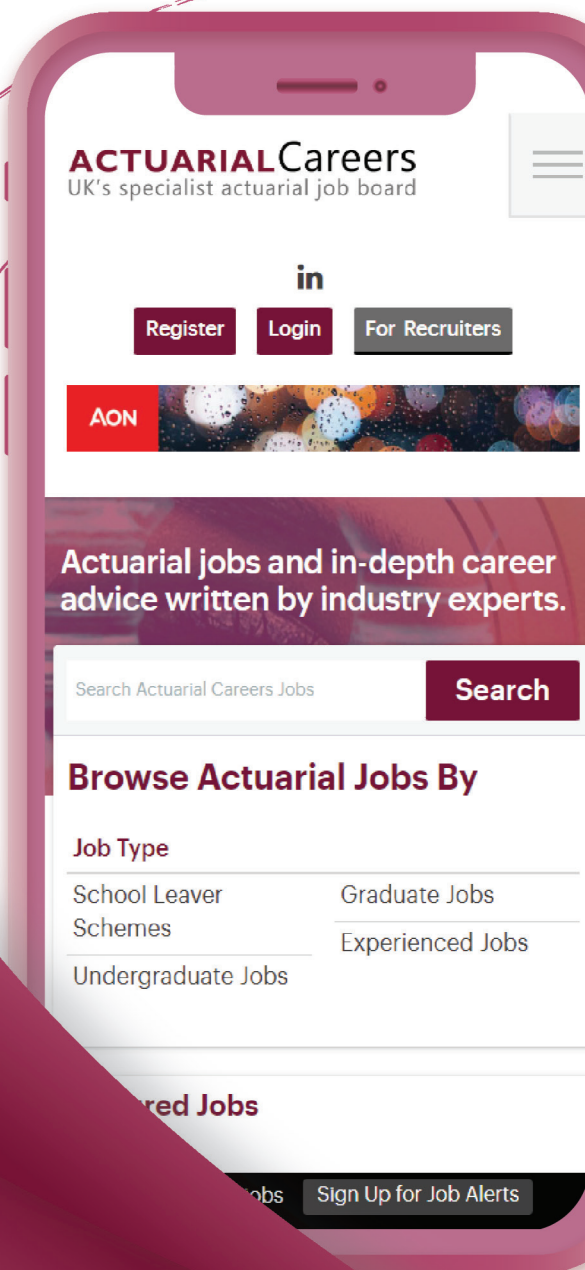
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AON ACTUARIAL ANALYST

Name
University
Degree

Riya de Caires
Bristol
BSc Mathematics

Why I decided to pursue an actuarial career

During my second year of university, I participated in Aon's Diversity in Data & Actuarial Insight Programme, where I learned more about the actuarial profession and was paired with a mentor who I met with regularly. This gave me an opportunity to connect with someone already working in the profession, learn more about the types of projects actuaries are involved in and how they make an impact. I began to understand how the theory I enjoyed at university could be applied in practice, and it gave me confidence and valuable experience to draw on when attending interviews for a graduate role.

Background, qualifications and training

I studied Mathematics at the University of Bristol with a focus on pure maths, and since graduating in 2025, have been working towards the professional qualifications as a Fellow of the Institute and Faculty of Actuaries – I am currently awaiting the results of my first two exams!

I'm fortunate to be fully supported by my employer throughout the qualification process. This includes dedicated study days, tutorials, and study materials, which makes it significantly easier to balance full time work with revision. It has also been encouraging to see that colleagues from a wide range of academic backgrounds, including those without a maths degree, are able to succeed in the exams.

My current role

I work as an Actuarial Analyst at Aon, and my day-to-day role involves tasks such as data validation, running calculations and preparing outputs that contribute to wider actuarial analyses. I also attend tutorial days, where I work in a group with peers from a range of companies exploring a variety of subjects, from statistics to economics.

Through my role, I have developed technical skills, such as a greater proficiency in Excel and other analytical tools, and soft skills like communication, problem solving and time management, particularly through attending Trustee meetings. Beyond the work itself, I've made great friends at Aon, and the supportive culture has made settling in a lot easier. I've also started attending a weekly pottery class with colleagues, which has been a fun way to get to know people outside of the office!

Future plans

Looking ahead, my main goal is to complete the actuarial exams and qualify as an actuary. It's a long-term commitment, and hard work, but I'm motivated by the range of opportunities that will come with being professionally qualified.

I also want to continue to develop in my role. I'm particularly interested in building a greater knowledge of and experience in data analysis, coding and modelling, and I'm thankful that my employer often gives colleagues the flexibility to spend time in different teams, such as the Data Solutions team, which I'm keen to explore alongside my actuarial work.

Any advice?

Connect with people already in the profession through internships, insight days, networking events or on LinkedIn.

Utilise platforms such as Bright Network, SEO London and Actuarial Careers as these helped me understand the range of opportunities available.

Take time to properly research the actuarial profession and make sure it genuinely interests you, as the qualification process is a significant commitment over several years. And building good study habits early on is valuable, as balancing work and exams can be demanding. ●



APR ACTUARIAL ASSOCIATE

Name
University
Degree

Asees Sachdev
Imperial College London
MSci, Mathematics

Asees is an Actuarial Associate and has been at APR for two years, joining straight after completing his degree at Imperial. Asees has worked on data migration, reporting, and model development projects thus far.

Why actuarial science?

Like many other maths graduates, I was drawn to actuarial science because it's one of a few fields where you get the opportunity to use mathematical skills to tackle real business problems. What keeps me excited about the field is how broad it is. Actuaries don't just stay in one lane, they can get involved in pricing, risk, capital, regulation, and everything in between. That mix of variety and the focus on continuous learning is exactly what brought me to APR.

What is it like working at APR?

Working at APR is incredibly varied, and that's a big part of what makes it so rewarding. Most of your time is likely to be spent on client projects, where you join and support client teams. These placements give you the chance to explore different roles, industries, and business problems, no two projects are ever quite the same and you're never forced to stay in one lane. You might be working on a data migration at a pensions company and then move straight on to pricing model development at a large reinsurer.

What's great about consulting is not just the variety of work, but the people you meet along the way. You get to build relationships with teams across multiple companies, expand your professional network, and see how different organisations operate. It's a great way to find out what kind of work you enjoy, build your confidence, and take more ownership of your career direction. At APR, the range of projects you are exposed to can really help to explore your interests and further development goals.

When you're not on client work, you'll likely be working on internal projects or focusing on training and development. If there's a specific area you want to grow in, or even if you're just curious to try something new, APR offers a lot of support. There's a wide range of structured training courses, regular "lunch and learn" sessions, an external training allowance, and a comprehensive in-house learning library. There is a strong emphasis placed on continuous learning, whether through formal training, mentoring, or just hands-on experience which has really helped me to grow and develop.

What is the work culture like at APR?

Culturally, APR is open, flat, and friendly. Even though people are often working in different locations, the sense of community is strong. There are regular socials, both after work and during lunch, which help you stay connected and get to know your colleagues.

While it might feel like there's pressure to deliver for external clients, you're never on your own. There's a strong support system in place, including a buddy system for new joiners, and people in the office are always happy to share knowledge or help you work through problems. It's a collaborative environment where support is easy to find, which makes it a very welcoming place to work.

Any advice?

My biggest piece of advice would be to get stuck in. Most actuaries are extremely friendly and supportive, and they're not expecting you to know everything from day one, they're simply looking for someone who's enthusiastic, willing to learn, and ready to give things a go. If you show a genuine commitment to learning and take initiative, people will be more than happy to help you along the way. Don't be afraid to ask questions or get involved early on, that's often where the best learning happens. ●



GAD ACTUARIAL CONSULTANT

Name
University
Degree

Danielle Curtis
Kent
Actuarial Science

Getting the GAD job

I am an Actuarial Consultant at GAD. I studied Actuarial Science with a Year in Industry at University of Kent, Canterbury. Studying this course gave me an insight into the type of work actuaries do and provided me with exemptions for the actuarial exams.

I spent the first six months in the Analytical Solutions team before moving to the Insurance and Investment team. I really enjoyed my placement experience as I was involved in many interesting projects and developed a good understanding of public sector pensions.

I learned how to use Mantle (a pensions software), developed knowledge of R programming language and used Tableau for the first time. This is when I decided that I wanted to pursue a career as an actuary. After completing my final year at university and working for a year in the private sector, I applied for a trainee position at GAD's London office.

Current role

I work in the Analytical Solutions team which predominantly does all the calculations for the client teams. I personally have worked on the valuation of pensions and the calculation of pension factors for the public schemes. As part of the trainee programme, I can rotate into the 3 other teams (Public Sector Pensions, Specialist Actuarial Team & Insurance and Investment).

At GAD, there is a huge focus on developing the technical skills of both analysts and trainees. The department pays for courses to learn a new programming language such as R or Python. There are opportunities to get involved in projects that build your technical knowledge of software such as SAS, Excel Visual Basic, and Mantle.

Study support

GAD provides support through the generous study package which includes paid study days, study material and by assigning each trainee their own study mentor. They are there to answer any study related questions you might have about exams. Study mentors also offer advice regarding which exams to pick depending on your career-goals.

GAD covers the costs for course notes, mock exam marking and in person or online tutorials. Also, colleagues who have previously sat exams are willing to help with any study questions and share material or study techniques that worked for them.

Flexible and friendly

The culture at GAD is supportive, flexible, and friendly. Colleagues are always willing to help and explain new concepts.

GAD organises frequent knowledge shares (in person and online) covering hot topics such as climate risk reporting, sustainability, Brexit and pensions for European officials. GAD offers flexible working as well as flexible lunch which works well if you want to participate in any lunchtime activities or revise.

There are also a range of different socials that GAD hosts such as book club, football, yoga, lunch-time wellness walks and end of project drinks.

Advice for others

GAD is a great place to start out as a trainee due to the support offered by colleagues and line managers.

There is a good focus on the development of colleagues and there is great variety of work that you can get involved in. As someone new to the actuarial career this is a great place to figure out what type of work you enjoy. ●



LCP ASSOCIATE CONSULTANT

Name
University
Degree

John Hubbard
Lancaster
Mathematics

My career path to date

I have worked at LCP in the Pensions Actuarial Consulting department for several years having joined as part of the graduate programme.

What attracted you to your role?

I chose to enter the actuarial profession as I wanted to use my analytical skills and passion for problem-solving. A role as a consulting actuary was particularly appealing as I wanted to combine technical work and analysis with a role which involved building relationships with clients and communicating complex issues.

Why LCP?

I chose to apply to LCP as my research suggested they were one of the best respected consultancies in the pensions industry. Upon applying I was struck with what a people-focused culture it seemed to have. The people I met were engaged, motivated and very friendly, which made me realise it was somewhere I could happily build a career. Since joining, I haven't looked back.

In my two years at LCP I've really enjoyed the graduate training programme, which has given me a great foundation on which to build my expertise in my chosen field. I'm already working as part of a wide range of client teams, which is giving me great opportunities to understand different client circumstances and work with a range of people across the business.

What do I do in my role?

As a junior member of the team, I am responsible for carrying out much of the analysis that needs to be done, using a combination of existing in-house models

or developing spreadsheets for certain tasks. Examples include carrying out liability calculations for entire pension schemes and individual member calculations.

Now my experience is building up, I am increasingly working with people outside LCP, for example liaising with clients or their other advisers, such as pensions administrators. I am also getting the opportunity to attend client meetings alongside more senior colleagues, which gives me a great insight into how we present and discuss our final advice with clients.

Having several clients on the go at one time means I need to plan my work carefully and regularly catch up with colleagues to make sure that different workflows are in hand and progressing at the pace required to meet client demands.

What would I like to achieve in the future?

In the coming years I'd like to complete my exams and become a qualified actuary. I'd like to continue to expand the range of clients and projects I work on, so I gain as broad a knowledge of the field as possible – with a view to potentially then specialising in any areas that particularly interest me. Ultimately, I aspire to having the responsibility of being in charge of my own projects and clients in the future.

Do you have any advice for anyone wanting to enter the profession?

In deciding what actuarial role might be right for you – think hard about your preference for a technical role verses a consulting role and be able to demonstrate that you know the difference and have the potential to demonstrate the required skills. ●



BROADSTONE SENIOR ACTUARIAL CONSULTANT

Name
University
Degree

Robbie Cox
Bristol
Masters in Physics with Astrophysics

I joined BBS Consultants & Actuaries in 2018 after finishing my degree in Physics with Astrophysics, and BBS was acquired by Broadstone in late 2019. I am a Senior Actuarial Consultant working in the Pensions team and having started my career in Bristol I now work in our Manchester office.

Why did you want to become an actuary?

Whilst at university I never had any idea of what I wanted to have a career in and ended up applying for graduate schemes across a wide range of jobs. However, this quickly became very tiresome so I decided to write a list of what I was after in a career: dealing with numbers; obvious progression path; well-paid and good security were the main criteria, and it quickly became obvious that the actuarial route fit the bill on paper.

What do you particularly like about working at Broadstone?

The best thing about Broadstone is the people, for sure. It's full of good people who look out for each other and have a passion for what they do, which is infectious and makes you enjoy working.

What follows from that collective passion is that you're naturally producing work to a really high standard and that's really satisfying. That's even more true in my eyes given I work in pensions, as I know that the pension schemes we work with are in the best possible place to provide all of the right benefits to their members.

What does your day-to-day role involve?

I provide support to our client managers who work directly with pension scheme trustees, primarily working on the actuarial calculations involved in valuing member benefits.

Alongside this, I've been heavily involved with a company-wide project to put the infrastructure in place to deal with GMP equalisation for

all our clients. This is a set of highly technical calculations, testing my mathematical skills as well as working with different teams across the business to deliver the desired results.

What's the best thing about your job?

I'd say there's two things... firstly, knowing the end product of the work I do has a positive real-world impact, (people get the pension benefits promised to them), is really satisfying. This is especially meaningful for me as when I spoke to my grandparents about working in pensions, their immediate response was that workplace pensions were a scam, having been let down by the schemes they were part of. Knowing that won't be the case for the members of the schemes we work with is pretty great.

Secondly, the variety of the work that I get to be involved in is really engaging. No two pension schemes are the same, each having their own quirks and complications. As a result, whilst my day-to-day work might have a similar goal, (e.g. valuing a member's benefits or an entire scheme's benefit commitments on a particular day), there are always complexities which mean no two jobs are the same. The pensions environment is always changing too, with regulations and legal advice evolving all the time, meaning there's always new projects to get stuck into and new aspects to think about and communicate.

Do you have any advice for someone thinking about entering the profession?

Go for it!! I've found it a really rewarding experience. If you are unsure if it's the right career for you, (and want more information instead of jumping head-first like I did!) then reach out to people working in the areas you're interested in and ask questions. I've found that all my actuarial colleagues are incredibly generous with their time and help will always be given to those who seek it. ●



GAD ANALYST

Name
University
Degree

Sam Hale
Oxford
Earth Sciences

Unique place to work

When moving to London I had not even considered working in government or even really heard of an actuary! However, I knew I wanted to do something analytical and be solving problems day-to-day. In the Government Actuary's Department (GAD), I saw a completely unique place to work within government and a potentially great place to learn new skills. I also liked the idea of being a civil servant, giving meaning to my work and providing opportunities to easily move within government in the future.

Current role

My current role is within the Analytical Solutions team which has a mixture of analysts and actuaries. We tackle data processing, actuarial calculations and set up reproducible analytical pipelines to make our work more efficient. I'm always solving problems and improving processes like manipulating data, building models or doing some kind of analysis through programming. I regularly use tools such as Excel, SAS and R, plus some specialist pieces of software for doing actuarial calculations. My current work involves processing large datasets related to public sector pension schemes, some of which have millions of members. I perform calculations to determine how much they are going to cost in the future. This is ultimately used by the Government to help budget sustainably for the future. I have previously worked on data related to clinical negligence claims against the NHS, and on predicting the future cost of the National Insurance Fund. These affect almost all of us so are really interesting to work on.

Career development

You're not expected to have masses of technical knowledge when you arrive - just an analytical mindset. I didn't come from a mathematical or actuarial background but have been able to build my skills through training

and on-the-job learning. When people join GAD as analysts, they go through a range of induction training sessions on what GAD does, actuarial methods, using R and more. GAD is building its data science skillset and expanding the work it does into less traditionally actuarial areas meaning there are always opportunities for analysts to develop.

As well as being an analyst at GAD, I am also an Office for National Statistics (ONS) data science graduate, meaning I have protected working time to get taught data science skills by the ONS. This has been an amazing development opportunity and GAD is willing to support me so I can bring those expert skills back to my work. I have also been on secondment - 'loaned out' - to another body within government for a period of time. There are lots of these opportunities and I would recommend the experience. It was great to experience a different part of government and I was able to develop new skills and create connections with other civil servants.

Life in GAD

There is a good work/life balance at GAD, with flexible working hours and the ability to use that built-up time as holiday later. I have colleagues in different part-time and hybrid working arrangements; something that the department seems willing to arrange depending on circumstance. There are regular socials within teams and sports groups to get involved for anyone who wants to. Meanwhile, the work we do is underpinned by professional actuarial standards which gives a real sense of professionalism, quality and expertise.

Advice for others

GAD is willing to be flexible to develop its employees. So, if you want to work on a project to learn something new, gain experience on secondment, or develop new skills - it's up to you to be proactive and don't be afraid to ask! ●



LCP CONSULTANT

Name
University
Degree

Avneet Gill
Nottingham
Mathematics and Economics

What attracted you to your role?

Having studied Mathematics and Economics at the University of Nottingham, I was particularly interested in a role that utilised my mathematical skills while also allowing me to work with people to solve real-world problems. A career in pensions actuarial offered the perfect blend of applying my mathematical expertise in a practical and impactful way, along with exposure to clients and the opportunity to communicate complex concepts in a clear and concise manner.

Through my research, I discovered that a career in pensions actuarial is both challenging and diverse, with each day bringing new opportunities to learn and develop. The combination of mathematical application, varied responsibilities, and the chance to cultivate a well-rounded skill set were key factors that attracted me to this field.

Additionally, the people and culture at LCP were a significant draw for me. I was impressed by the company's commitment to developing both technical and soft skills. The prospect of growing not only in my actuarial expertise but also in areas such as presentation and communication skills was highly appealing.

What are your main duties?

My main role as a pensions actuary involves a mixture of trustee and corporate work, catering to a diverse range of clients with various ongoing projects, which ensures that each day brings new challenges and opportunities. My responsibilities include managing day-to-day tasks for multiple clients and ensuring advice is delivered in a timely manner. As part of my role, I help calculate benefits for pension scheme members, evaluate scheme liabilities,

and advise clients on their long-term goals for the pension scheme.

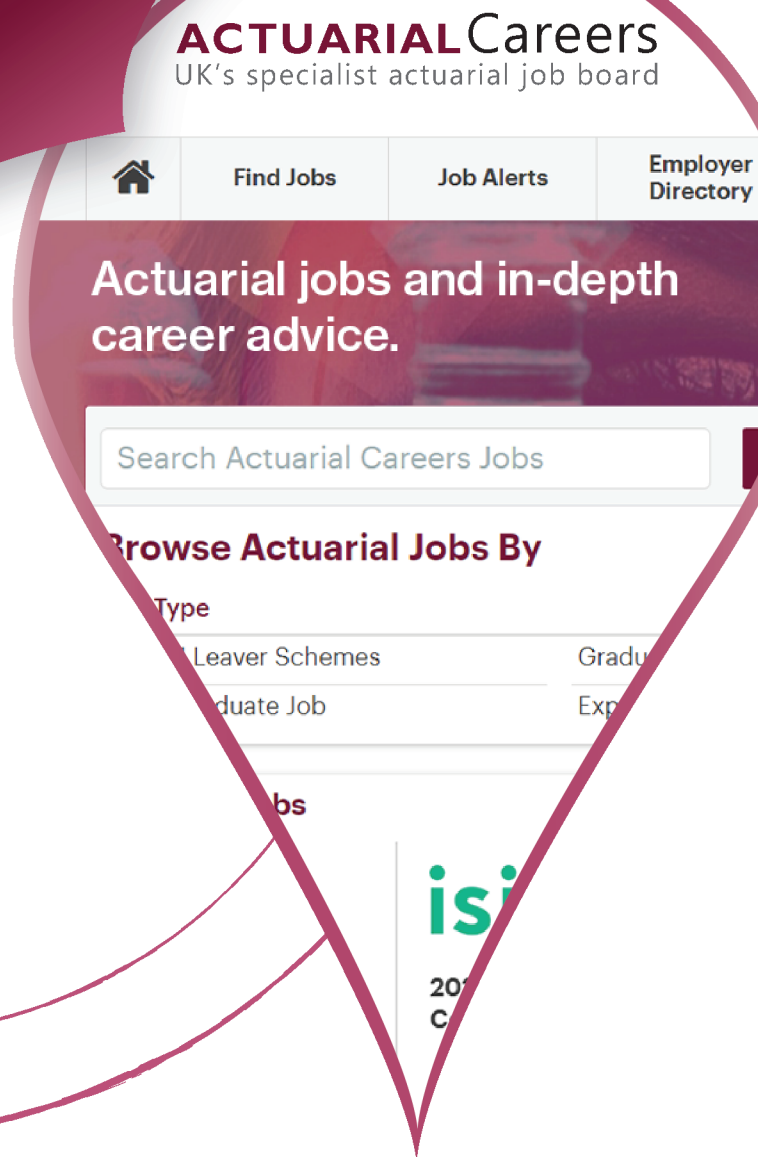
I collaborate closely with senior consultants and partners to deliver comprehensive advice to our clients, as well as working with junior team members to support their development and growth within the firm. A key part of my role involves attending client meetings to present our advice, helping clients make informed decisions about their pension schemes.

Outside of my core responsibilities, I co-chair the Multicultural Network at LCP where I help plan events and initiatives to promote diversity, equity, and inclusion within the company. Additionally, I help run and organise an LCP netball team that competes in a local league in Winchester, which is a great way to socialise with colleagues and remain active.

What skills are useful in this profession?

A career in pensions actuarial requires good numerical skills, problem-solving skills and a strong work ethic. Additionally, managing multiple projects simultaneously requires strong organisational skills to prioritise tasks effectively and ensure timely delivery of advice and reports. Collaboration is key in a consulting environment, where you often work closely with a wide range of people across various departments to provide comprehensive solutions to clients. Finally, being able to explain complex actuarial concepts and advice to clients in an understandable manner is vital. As clear and concise communication helps clients make informed decisions and builds trust in your expertise. Whether it's through written reports or presentations, strong communication skills are essential. ●

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Allianz Insurance is one of the largest general insurers in the UK and part of the Allianz Group. In the UK, Allianz Insurance employs over 4,200 people across a network of offices. The company's Head Office is situated in Guildford, Surrey. As part of the Allianz Group, there is an abundance of opportunities for those who are willing to take the initiative. Your personal development is our number one priority. What makes our graduate schemes different is that we don't just want you to spend a couple of motionless years with us; we want to see you grow, take on new responsibilities, excel while developing a fulfilling career and lead our business forward. You will have access to many valuable opportunities to expand your skill set and enhance your knowledge.

EMPLOYEE NUMBERS

Total Employees	4,200
Qualified Actuaries	20
Trainees	15

OPPORTUNITIES OFFERED

Graduate Jobs	5
Undergraduate Jobs	5
School Leaver Jobs	-



Aviva is one of the UK's leading Insurance, Wealth and Retirement businesses, with major businesses in Canada and Ireland. We give passionate people the opportunity to shape things. Create things. To shake things up. We give them work that's as rewarding as it is challenging. And we trust them to deliver the results we need. Everyone here has a say in how the business is run. And if they see something we're already doing that could be done better, we're always ready to listen. From reporting to pricing, from valuations to solvency, and from data to digital, our actuaries have a big say in everything we do. So, if you're a natural problem-solver and you'd love to be an important part of an important company (we're the UK's largest insurer), you'll find this an extremely empowering place to be.

EMPLOYEE NUMBERS

Total Employees	22,000
Qualified Actuaries	500
Trainees	100

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Aon is a global professional services firm that helps organisations and communities make better decisions about risk and people. With 60,000 colleagues in more than 120 countries, Aon's UK teams work across insurance, reinsurance, retirement, health and talent, delivering data-driven insight, advice and solutions. Aon offers UK graduate roles, internships and placements across its Risk Capital and Human Capital businesses. Early careers colleagues join real client teams from day one, helping to analyse risk, design insurance solutions and support discussions where important decisions are made. Market-leading study packages support professional qualifications, while structured development, mentoring and inclusive, collaborative teams give graduates the space to grow, explore different paths and build a varied, client-focused career.

EMPLOYEE NUMBERS

Total Employees	60,000
Qualified Actuaries	400+
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	100+
Undergraduate Jobs	50
School Leaver Jobs	30+



Why join Broadstone?

Broadstone is a growing consultancy in pensions, investments and employee benefits, known for expert service and a collaborative, values-led culture where people are supported to learn and thrive.

Thrive in a Supportive Culture

With structured actuarial training, IFoA study support and hands-on experience, you'll build technical and commercial skills quickly in an inclusive environment with flexible benefits and a strong wellbeing focus.

Who are we looking for?

We're looking for people with the attitude and aptitude to enhance our client offering - typically with at least a 2:1 in a numerate degree, A-level Maths at B or above, and strong problem-solving and communication skills.

EMPLOYEE NUMBERS

Total Employees	858
Qualified Actuaries	84
Trainees	79

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	10
School Leaver Jobs	5



APR is a specialist actuarial firm with a clear ambition: to be a deeply trusted partner to our clients. Through consulting and secondment projects, we help relieve client pressures by delivering high-quality, innovative and dependable solutions. Our talented people, supported by ongoing investment in training, have earned a strong reputation among Life and General Insurance clients across the UK, Ireland and mainland Europe. Each year, we recruit a small number of bright, technically-minded graduates and junior analysts, supporting them through our renowned intensive training programme and exposure to stimulating, challenging client projects. At our core, APR is about our people. We value fair treatment, continuous development, open communication, and sharing the rewards of a successful business.

EMPLOYEE NUMBERS

Total Employees	90
Qualified Actuaries	30
Trainees	35

OPPORTUNITIES OFFERED

Graduate Jobs	5-8
Undergraduate Jobs	-
School Leaver Jobs	4



We're the destination for people looking to live longer, healthier, and happier lives, and making a better world. **Bupa** is a global healthcare company, caring for over 68 million customers across health insurance, clinics, hospitals, dental centres, and aged care facilities. With no shareholders, our customers are our focus. We reinvest profits into providing exceptional healthcare experiences. Our diverse business enables us to offer exciting opportunities in the finance and actuarial space, with our teams benefiting from continuous training, development, and access to the latest technologies. Whether you're still studying or recently graduated, Bupa is the perfect place to start your career. Our programmes are designed to help you grow, explore different fields, and make a real impact in healthcare.

EMPLOYEE NUMBERS

Total Employees	100,000
Qualified Actuaries	34
Trainees	26

OPPORTUNITIES OFFERED

Graduate Jobs	4
Undergraduate Jobs	6
School Leaver Jobs	-



First Actuarial, A Gallagher company is an independent pensions consultancy founded in 2004, known for its fresh thinking, strong growth and people-first culture. With around 550 employees across multiple UK locations, we focus on delivering high-quality work while giving our people the time and support to excel. Our internship programme gives you hands-on experience from day one. You'll work on real projects, support client work, and learn directly from experienced actuaries in a collaborative, close-knit team. At First Actuarial, you won't just observe, you'll contribute. You'll build the skills, confidence and real-world insight needed to decide if an actuarial career is right for you. Start your journey with real experience, real responsibility and real impact.

EMPLOYEE NUMBERS

Total Employees	550
Qualified Actuaries	76
Trainees	79

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



At **Gallagher**, we help businesses grow, communities thrive, and people prosper, together. As a global leader in insurance, risk, and consulting, our colleagues, the idea makers, the problem solvers, the opportunity seizers, shape better outcomes for clients every day. In 2025, we welcomed First Actuarial, strengthening our UK pensions and actuarial capabilities and expanding the ways we serve clients with insight, scale, and innovation. Here, actuaries are embedded in strategy, empowered to lead, and supported by accessible mentors who champion your growth. If you're driven, curious, and ready to make an impact, you'll find a culture rooted in integrity, collaboration, and opportunity, where you can grow your career and help shape the future.

EMPLOYEE NUMBERS

Total Employees	70,000
Qualified Actuaries	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-



FIS is the technology that moves the world's money. You may not know our name, but you've likely used our technology. Think mobile banking, how you paid for your last cup of coffee or the systems your bank uses to manage your assets. FIS' Insurance Risk solution Prophet is a leading and award-winning enterprise-wide actuarial modelling system that helps insurance and financial services companies meet reporting responsibilities, improve risk management, and develop more profitable products faster. Over 10,000 users, across over 1,000 customer sites, in more than 80 countries, rely on Prophet to model their firm's financial business. The FIS Insurance Risk business consists of a number of actuarial teams including product management, library development, systems development and consultancy.

EMPLOYEE NUMBERS

Total Employees	45,000
Qualified Actuaries	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-



At **Grant Thornton**, we're one of the UK's fastest-growing professional services firms, helping businesses and communities grow, adapt, and thrive. We're large enough to work with complex organisations, but small enough to stay close, giving our people meaningful experience and real responsibility from day one.

We're ambitious about where we're going, investing in digital innovation, new technologies and how we work to better support our clients. At the same time, we're focused on developing our people, embracing new ideas and creating opportunities to grow. It's a collaborative, down to earth environment where you can build your skills, shape your career and make a genuine impact.

EMPLOYEE NUMBERS

Total Employees	5,000
Qualified Actuaries	-
Trainees	800

OPPORTUNITIES OFFERED

Graduate Jobs	200
Undergraduate Jobs	100
School Leaver Jobs	200



At **GAD**, we apply analysis and expert modelling to solve some of the UK's most complex and high-profile challenges. As an independent shared service provider to the government, our insights help policy-makers manage risk, navigate financial uncertainty, and shape decisions that impact millions of citizens. Operating from our London and Edinburgh offices, our team of over 200 professionals includes around 175 world-class actuaries and analysts. Joining GAD means stepping into meaningful, varied projects, spanning everything from climate change risk and infrastructure funding to public sector pensions and social security. If you want an actuarial career where your skills drive public good, your development is supported, and your work directly influences the UK's biggest national priorities, GAD is where you belong.

EMPLOYEE NUMBERS

Total Employees	241
Qualified Actuaries	120
Trainees	24

OPPORTUNITIES OFFERED

Graduate Jobs	14
Undergraduate Jobs	-
School Leaver Jobs	-



Hymans Robertson is an independent consultancy firm with a long history of helping clients make informed decisions about their financial futures. We focus on building strong, collaborative relationships by placing clients at the centre of everything we do. Our work spans pensions, investments and benefits, with opportunities to join our team across actuarial, investment, technology, business support and pensions administration. We offer a supportive environment where people can develop, move between teams and build varied careers. Our culture encourages everyone to be themselves, contribute to meaningful work and make a positive impact through client work and community activity. We invest in professional development, including support for actuarial or chartered financial qualifications, and offer exposure to a wide range of projects and clients.

EMPLOYEE NUMBERS

Total Employees	1,147
Qualified Actuaries	183
Trainees	138

OPPORTUNITIES OFFERED

Graduate Jobs	30
Undergraduate Jobs	25
School Leaver Jobs	10



Intellica is a leading independent provider of data management, business change and consultancy services for the pensions and financial services industry. Founded in 2014 and headquartered in Liverpool, the company combines specialist pensions expertise with innovative technology to help clients address complex challenges. Its proprietary Constellation platform enables smarter analysis and improved decision-making for pension schemes. Intellica works with trustees, administrators, insurers and employers to enhance compliance and operational efficiency. With a collaborative and fast-growing culture, the firm offers graduates and actuarial professionals opportunities to develop technical, analytical and consulting skills while contributing to projects that support better outcomes for pension scheme members and stakeholders.

EMPLOYEE NUMBERS

Total Employees	85
Qualified Actuaries	3
Trainees	6

OPPORTUNITIES OFFERED

Graduate Jobs	3
Undergraduate Jobs	-
School Leaver Jobs	-



L&G is a leading UK financial services group and global investor, safeguarding people's financial futures around the world since 1836. We invest for the long-term, creating value for customers, communities and shareholders. Our Actuarial Graduate Scheme is designed to help you develop the skills, experience and professional qualifications needed for a successful actuarial career. You'll earn a competitive salary, receive excellent benefits and complete a fully funded actuarial qualification while gaining hands-on experience. You'll rotate across different teams every 18-24 months, building broad business knowledge and actuarial expertise. Areas of work may include pricing, risk analysis, regulatory reporting, modelling, product development and presenting insights to senior stakeholders, all with support from experienced actuaries and managers.

EMPLOYEE NUMBERS

Total Employees	10,000
Qualified Actuaries	250
Trainees	120

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	-



Isio is a fast-growing professional services business, that offers career development through an evolving client base, diverse and meaningful work, nationwide opportunities, and a culture that rewards high performance and accountability. Working with pension trustees, employers, individuals, families and their offices, we are supported by talented colleagues across 10 UK offices. With a Big Four heritage, we combine a strong focus on quality with a fresh perspective challenging traditional thinking. We offer a supportive environment where we develop our people to grow and fulfil their potential. We invest in our services, products and technology, and provide clear, expert solutions for our clients. At Isio, we are committed to fostering an inclusive, equitable and diverse workplace, in which our colleagues feel they belong.

EMPLOYEE NUMBERS

Total Employees	1,400+
Qualified Actuaries	230
Trainees	16

OPPORTUNITIES OFFERED

Graduate Jobs	60
Undergraduate Jobs	33
School Leaver Jobs	Varies



LCP is a tech-enabled consultancy powered by curious, passionate people who use data, analytics and expert advice to help shape a better future. We're known for our market-leading work in pensions, investment and insurance, while our love of data, technology and posing solutions to the difficult questions of today has taken us into newer areas. As a certified B Corp, we're committed to using business as a force for good and creating positive impact for our clients, our people and society. Our interns and graduates benefit from a structured programme of continuous professional and technical training, giving you the skills you need to start your career with confidence. Ready to start your career with confidence? LCP awaits you.

EMPLOYEE NUMBERS

Total Employees	992
Qualified Actuaries	253
Trainees	111

OPPORTUNITIES OFFERED

Graduate Jobs	50
Undergraduate Jobs	45
School Leaver Jobs	-



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Just is a fast-growing FTSE 250 company focused on helping people achieve a better later life through market-leading retirement products and services. With over 1,400 colleagues, we put customers at the heart of everything we do. We manage £30bn of pension savings, have helped customers unlock more than £7 billion from their homes, and completed over 600 defined benefit de-risking transactions worth more than £20bn in premiums. We also invest billions in social housing, renewable energy and infrastructure, supporting pension security and UK growth. Recognised with major industry awards, we offer strong career development, excellent actuarial study support, and an inclusive, ambitious culture committed to sustainability and belonging.

EMPLOYEE NUMBERS

Total Employees	1,400
Qualified Actuaries	100
Trainees	85

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



28 million people trust us to plan, protect and manage their finances, through brands including Lloyds Bank, Halifax, Bank of Scotland and Scottish Widows. Big names, big responsibilities, and big opportunities for you. We're putting £3bn into sharper systems, smarter services and people who bring all of themselves to the table. You'll build skills that stick and see your ideas make an impact all across the UK. Actuaries are the quiet power behind smart financial moves. Combining sharp analytical thinking, technical and statistical mastery, and commercial awareness to turn numbers into knowledge and predictions into plans. At **Lloyds Banking Group**, you'll learn to think strategically, calculate risk, model the unknown and explain complex ideas so clearly your least-mathsy mate will finally get what you do for a living.

EMPLOYEE NUMBERS

Total Employees	65,000
Qualified Actuaries	180
Trainees	50

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies

MARSH

At **Marsh**, our retirement and investment teams help clients manage financial risk, improve retirement outcomes and make data-driven decisions. You'll work with specialists across investment strategy, risk modelling, pensions consultancy and actuarial analytics, delivering impact for businesses, trustees and individuals. With over 85,000 colleagues worldwide, Marsh combines global scale with deep expertise in risk, strategy and people. Join our UK teams to solve meaningful technical challenges, collaborate across disciplines and geographies, and grow your career in a client-focused, purpose-driven firm. Our graduate, internship, placement and apprenticeship programs offer hands-on experience, professional qualifications and mentorship – ideal for aspiring actuaries and investment specialists.

EMPLOYEE NUMBERS

Total Employees	85,000
Qualified Actuaries	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies

Milliman

Founded in 1947 and in the UK since 2002, **Milliman** is a global leader in actuarial and consulting services. We help clients tackle complex challenges in insurance, healthcare, risk, and retirement through a blend of analytics, technology, and expert insight. For graduates, Milliman offers the opportunity to do meaningful work from day one in a collaborative and supportive environment where different perspectives are welcomed and valued. You will be encouraged to learn, grow, and develop your strengths, with guidance from experienced colleagues who want to see you succeed. If you are curious, motivated, and ready to make a positive difference, Milliman is a place where you can build a rewarding career and fulfil your potential.

EMPLOYEE NUMBERS

Total Employees	120
Qualified Actuaries	45
Trainees	20

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	-

Munich RE

Munich Re is one of the top providers of reinsurance, primary insurance, and insurance-related risk solutions in the world. With approximately 45,800 employees across 50 locations worldwide, Munich Re introduces a paradigm shift in the way you think about insurance. By turning uncertainty into manageable risk, we enable fundamental change. Successful candidates in our UK graduate programme will join an actuarial team in either life insurance (Munich Re UK Life Branch) or general insurance (Munich Re Great Lakes).

EMPLOYEE NUMBERS

Total Employees	45,800
Qualified Actuaries	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-

NIGEL SLOAM & CO

Actuaries & Consultants

A boutique – but wide-ranging – actuarial practice specialising in pensions, investment, divorce, compensation, trust matters and funeral expenses schemes often with international dimensions. We specialise in advising entrepreneurs – at all levels – very senior executives and professionals in most spheres of activity. Our large clientele at **Nigel Sloam & Co** includes financiers and footballers, entertainers, manufacturers and bankers, senior lawyers and restaurateurs, importers and exporters, property magnates and shopkeepers, in the UK and many other territories. We aim to recruit clever and imaginative future colleagues who will enjoy working in a dynamic and creative firm operating to the highest professional standards and expanding the scope of actuarial work.

EMPLOYEE NUMBERS

Total Employees	40
Qualified Actuaries	3
Trainees	2

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-



Established in 2000, **Quantum Advisory** is an independent financial services consultancy that provides solution-based pension and employee benefit services to employers, scheme trustees and members across DB, DC and hybrid pension schemes as well as a variety of employee benefits arrangements. Our services include actuarial consultancy, pension administration, investment consultancy, secretarial services and employee benefits consultancy. We look for ambitious and driven candidates, usually with a degree in a mathematics or finance-related subject, with excellent problem-solving abilities, good communication skills, and the ability to work as a team. You will also be given the chance to further develop your skills and career as we currently support the fellowship qualification.

EMPLOYEE NUMBERS

Total Employees	155
Qualified Actuaries	17
Trainees	15

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-



Early careers with **Royal London**. Join our purpose-driven, modern mutual and help us deliver even better outcomes for our customers. Whatever your background, Royal London Group is a great place to discover your passion and potential, and kickstart your career. We have an exciting range of programmes and pathways to help you become the next future leader or technical expert and drive our business forward. We're looking for people who are innovative, curious and enthusiastic. We're a diverse business, so our programmes are open to all kinds of educational backgrounds. You'll work with and learn from experts, contributing real value from day one. Our culture is supportive and inclusive, where we're all encouraged to bring our own unique self to work each day.

EMPLOYEE NUMBERS

Total Employees	5,000
Qualified Actuaries	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	10
School Leaver Jobs	-



SDA Actuarial is a full-service actuarial consultancy serving the insurance sector across the UK, offshore and overseas, providing all forms of actuarial support from full-service packages through to specific input and individual projects. Since 2002, we've helped numerous clients including life insurance companies, friendly societies, general and medical expense insurers, offering them practical, focused solutions. Our specialist team has real depth of knowledge and each team member prides themselves on delivering expert client service and adding value. The firm is proud to have achieved the Institute and Faculty of Actuaries' Quality Assurance Scheme (QAS) accreditation.

EMPLOYEE NUMBERS

Total Employees	12
Qualified Actuaries	5
Trainees	4

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	-

SPENCE

We are on a mission to bring simpler and smarter solutions to the pensions industry. A wealth of experience and expertise are the foundation of our innovative outlook and from our founding in 2000, **Spence** has since become synonymous with practical and pragmatic pensions management and advice. Our obsession with the industry has created specialists in every area and our goal of providing healthy and worthwhile careers has created a community of actuarial, administration and pension consultancy colleagues with true purpose and drive. Every employee feels valued and empowered to bring their authentic selves to work and we provide challenging and stimulating work, which allows our staff to build rewarding careers.

EMPLOYEE NUMBERS

Total Employees	128
Qualified Actuaries	-
Trainees	16

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-

Standard Life

Standard Life is a retirement specialist focused on helping people achieve better financial outcomes in later life. For over 200 years, we've supported customers to plan, save and draw on their pensions with confidence, using data, insight and expert modelling to guide decisions. Our actuarial teams play a key role in analysing risk, designing sustainable products and ensuring long-term financial security for millions of customers. We work at the heart of a changing pensions landscape, using analytics and judgement to respond to evolving customer needs and economic conditions. With around 5,000 colleagues, we offer opportunities to develop deep technical expertise while contributing to meaningful, real-world outcomes.

EMPLOYEE NUMBERS

Total Employees	5,000
Qualified Actuaries	325
Trainees	100

OPPORTUNITIES OFFERED

Graduate Jobs	20
Undergraduate Jobs	-
School Leaver Jobs	-



Transform your tomorrow at WTW

We help organisations around the world make confident decisions about their people, risk and capital, giving them clarity for today and confidence for tomorrow. From the moment you join WTW, you'll be part of that impact. Through live client and business projects, you'll contribute to work that matters while developing the skills and experience to shape your future. On our early careers programmes, you'll be supported to be your best, encouraged to explore and empowered to drive your own progress. You'll make meaningful connections, bring your unique perspective and see your ideas and contributions valued from day one. Bring your curiosity, ambition and willingness to challenge yourself and discover how far your career could take you.

EMPLOYEE NUMBERS

Total Employees	49,000
Qualified Actuaries	570
Trainees	410

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



XPS Group is a FTSE 250 consulting and administration business specialising in pensions and insurance. For people starting their careers, XPS offers the chance to do meaningful work from the outset, supported by an inclusive and collaborative culture. We provide structured development through graduate and apprenticeship programmes, technical training, professional qualification support, coaching and mentoring, helping people build skills, confidence and long-term careers. Whether joining straight from education or at the start of a professional journey, colleagues are supported to learn, grow and contribute as part of a team. We are looking for people with potential, curiosity and a willingness to learn, who want to build strong relationships, develop their careers and make a positive impact in a business that values contribution and belonging.

EMPLOYEE NUMBERS

Total Employees	1,800
Qualified Actuaries	237
Trainees	118

OPPORTUNITIES OFFERED

Graduate Jobs	30
Undergraduate Jobs	-
School Leaver Jobs	Varies



At **Zurich**, we aspire to be one of the most responsible and impactful businesses in the world. Together we're creating a brighter future for our customers, people and our planet. With over 65,000 employees worldwide, we provide a wide range of insurance products and services to over 82 million customers in more than 200 countries and territories. Our insurance products cover business, casualty, motor, property and travel insurance, life insurance and pensions products. Our graduate schemes are a great way to get real-life experience of working in insurance and discover what you enjoy. You'll get plenty of opportunities and support to shape your career and make a difference to our customers at a time when they need us the most.

EMPLOYEE NUMBERS

Total Employees	5,500
Qualified Actuaries	75
Trainees	85

OPPORTUNITIES OFFERED

Graduate Jobs	10
Undergraduate Jobs	10
School Leaver Jobs	-

EMPLOYER MATRIX

By type of employer



Visit www.actuarialcareers.co.uk to

Find Jobs

COMPANY	EMPLOYEE NUMBERS			ACTUARIAL OPPORTUNITIES		
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
CONSULTANCIES						
	60,000	400+	–	100+	50	30+
	90	30	35	5-8	–	4
	858	84	79	15	10	5
	550	76	79	Varies	Varies	Varies
	241	120	24	14	–	–
	70,000	–	–	Varies	–	–
	5,000	–	800	200	100	200
	1,147	183	138	30	25	10

COMPANY	EMPLOYEE NUMBERS			ACTUARIAL OPPORTUNITIES		
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	1,400+	230	16	60	33	Varies
	992	253	111	50	45	–
	85,000	–	–	Varies	Varies	Varies
	120	45	20	Varies	Varies	–
	40	3	2	Varies	–	–
	155	17	15	Varies	–	–
	12	5	4	Varies	Varies	–
	128	–	16	Varies	–	–

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COMPANY	EMPLOYEE NUMBERS			ACTUARIAL OPPORTUNITIES		
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	49,000	570	410	Varies	Varies	Varies
	1,800	237	118	30	–	Varies
INSURANCE						
	4,200	20	15	5	5	–
	22,000	500	100	Varies	Varies	Varies
	100,000	34	26	4	6	–
	10,000	250	120	Varies	Varies	–
	45,800	–	–	Varies	–	–
	5,000	–	–	15	10	–

COMPANY	EMPLOYEE NUMBERS			ACTUARIAL OPPORTUNITIES		
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	5,000	325	100	20	–	–
	5,500	75	85	10	10	–
OTHER						
	45,000	–	–	Varies	–	–
	85	3	6	3	–	–
	1,400	100	85	Varies	Varies	Varies
	65,000	180	50	Varies	Varies	Varies

Visit www.actuarialcareers.co.uk to see the full details of these employers

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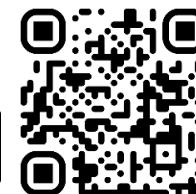
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