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The Actuarial Profession

2023/24

35th Edition



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Your actuarial career starts here...

This guide takes you through the basics of becoming an actuary; from minimum requirements needed to join the profession, essential skills to become an actuary, to professional qualifications.

You can also read first-hand profiles from actuarial professionals at various career levels. Get an idea of what it's like to be an actuary from people that work in the profession.

There is also an **Employer Directory** and **Job Finder** section at the back of the guide to help you find your future employer before applying for jobs on our website, www.actuarialcareers.co.uk.

**"The most informative guide to the
actuarial profession"**

Rosie Ellis, Aon

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ADVICE



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PROVIDERS



NEWS
ROUND-UPS

CONTENTS

Introduction from the Institute and Faculty of Actuaries (IFoA)

PROFESSION OVERVIEW

What is an Actuary?	09
Why become an Actuary?	10
Entry requirements to become an Actuary	12
Essential Skills to become a successful Actuary	14
Areas of Work	16
Salaries & Benefits	18

IFOA & QUALIFICATIONS

The Institute and Faculty of Actuaries (IFoA)	22
Actuarial Syllabus & Exams	24
A Degree in Actuarial Science	27

BECOMING AN ACTUARY

Types of Job Opportunities	32
Actuarial Graduate Programmes	36
Internships & Work Experience	38
School Leaver Schemes	40
Tips for Applying to Actuarial Jobs	43
Career Planner: First Year	44
Career Planner: Penultimate Year	46
Career Planner: Final Year	48

EMPLOYEE PROFILES

Aon - Actuarial Consultant	52
APR - Actuarial Analyst	54
Hiscox - Actuarial Graduate	56
Just. - Actuarial Analyst (Demographic Risk)	58
LCP - Associate Consultant	60

COURSE PROVIDER DIRECTORY

Directory of Actuarial Science course providers

63-68

EMPLOYER DIRECTORY

Directory of over 30 employers that recruit Actuarial Trainees

69-117

JOB FINDER

A summary of job opportunities offered

119-127

INTRODUCTION FROM THE INSTITUTE AND FACULTY OF ACTUARIES

Introducing The Actuarial Profession Guide 2023/24 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. ●

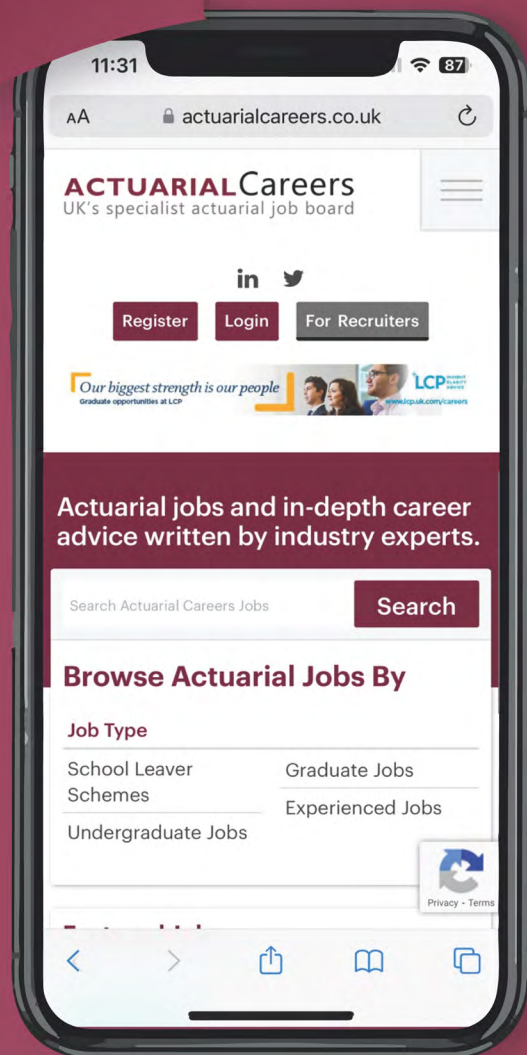
The IFoA is the UK's only chartered professional body dedicated to education, developing and regulating actuaries based in the UK and internationally.



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Areas of Work	16
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WHAT IS AN ACTUARY?

By The Institute and Faculty of Actuaries (IFoA)

'Being an actuary is the best job you probably haven't heard of' – Philip Arthur, XPS Pensions Group.

Actuaries analyse past and present data to solve real business problems. Much of an actuary's work is about risk management; assessing how likely an event may be and the costs associated with it.

"Actuaries analyse past and present data to solve real business problems."

Actuaries therefore need to develop a deep understanding of how businesses operate. Not only do they need to have a high degree of commercial and economic awareness, but actuaries also need to keep up to date with legislative changes and long-term demographic trends.

"Not only do they need to have a high degree of commercial and economic awareness, but actuaries also need to keep up to date with legislative changes and long-term demographic trends."

Every area of business, especially in the finance industry, is subject to risks so an actuarial career offers diverse employment options, including

banking, insurance, pensions, investment, plus more. Read the **'Why become an Actuary?'** article for more benefits that the actuarial profession offers.

"An actuarial career offers diverse employment options."

The actuarial profession demands a high level of academic attainment, regardless of whether you are a graduate or a school leaver. You can find out what entry requirements are needed to become an actuary by reading the **'Entry requirements to become an Actuary'** article.

"The actuarial profession demands a high level of academic attainment, regardless of whether you are a graduate or a school leaver."

When training as an actuary, you'll learn how to analyse data, evaluate financial risks and communicate this information to non-specialists.

If you have strong mathematical skills, are an innovative thinker and are a skilful problem solver, then an actuary could be the perfect role for you.

Find out more about what skills are needed to become an actuary by reading the **'Essential Skills to become a successful Actuary'** article. ●

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. 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.



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

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. ●

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ENTRY REQUIREMENTS TO BECOME AN ACTUARY

By Elliot Olympio, Early Careers Lead Recruiter, Willis Towers Watson

This article is aimed towards giving aspiring actuarial professionals in their early years' an insight into the general entry requirements to become an actuary.

Becoming an actuary typically requires a combination of education in areas such as mathematics, statistics, economics, and actuarial science, amongst other degree subjects. Although formal education could be a pre-requisite, it is essential to display a variety of soft skills including problem-solving, critical thinking as well as a great passion for data and client partnership which is essential for many organisations.

"Becoming an actuary typically requires a combination of education in areas such as mathematics, statistics, economics, and actuarial science, amongst other degree subjects."

In this article, I discuss the standardised entry requirements as well as the application journey for both apprentices and graduates.

Entry requirements for actuarial apprentices

Many organisations that take on apprentices require candidates to meet a minimum requirement set by the U.K. government to be eligible. This threshold is currently set at a minimum of 300 UCAS points (BBB) at A levels whereas some typically require a pass in five GCSEs at grade (A-C) including grade B in Maths (or grade 6 if you have taken your GCSEs in 2017 or later).

"Many organisations that take on apprentices require candidates to meet a minimum requirement."

These entry requirements differ amongst organisations and are usually the focal point for many employers during the initial stages of a candidate's application. For instance, at WTW the requirement is to have Maths A-Level at grade A/B.

Furthermore, apprenticeship schemes range from Level 3 to Level 7 which equates to a diploma, degree, or master's degree. Specifically, a Level 7 Actuary apprenticeship programme is equivalent to a master's degree which is a beacon to begin your path to qualifying as an actuary.

"Apprenticeship schemes range from Level 3 to Level 7 which equates to a diploma, degree, or master's degree."

Entry requirements for actuarial graduates

At the university level, employers typically require a minimum of 2:1 or above, ideally in a numerate subject such as mathematics, statistics, or economics.

"At the university level, employers typically require a minimum of 2:1 or above."

As a graduate, you are not expected to have any form of prior work experience. However, it is imperative to demonstrate a strong commitment and willingness for an actuarial career coupled with evidence of sufficient soft skills including communication and analytical skills at application and interview stage.

"It is imperative to demonstrate a strong commitment and willingness for an actuarial career."

Online assessment/interview stage

Typically, once selected for the next steps after meeting the minimum entry requirements, you will be expected to pass either a virtual or in-person assessment. There are various assessments such as cognitive, skills and behaviours aimed towards evaluating candidates' competencies and skills. You can find some of these practice tests online. For some organisations, an assessment centre will usually be the final stage of the application process. Offers are made to successful candidates after this point.

"You will be expected to pass either a virtual or in-person assessment."

The end goal for both aspiring actuarial candidates and prospective employers is for candidates to sit and pass their actuarial exams during or after completing their apprenticeship/graduate programme.

"The end goal for both aspiring actuarial candidates and prospective employers is for candidates to sit and pass their actuarial exams."

For this to be accomplished, you need to complete at least three years of practical experience and successfully pass the actuarial professional exams.

You can find out more about what skills are needed to become an actuary by reading the '**Essential skills to become a successful Actuary**' article. ●



Elliot Olympio
Early Careers Lead Recruiter
Willis Towers Watson



Elliot Olympio is an experienced early careers professional who finds it fulfilling to hire and nurture talented individuals who are just starting out in their careers and has helped graduates to achieve their ambitions. His current mandate is to assist hiring managers with identifying and attracting the best diverse talent for WTW's intern and graduate programmes within areas of Investment, Retirement, Work, and Reward amongst others. Elliot is committed to contributing to making WTW an employer of choice for students and graduates across the U.K. by partnering with universities and their career services.

For more careers advice visit:
www.actuarialcareers.co.uk

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.

“Actuaries are problem solvers and strategic thinkers.”

An actuary has excellent communication skills and will offer expert advice on difficult topics 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

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.

“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.”

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.

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

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.

“Understanding what is important and the different approaches you can take, will help you reach the best outcome for your clients and colleagues.”

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.

“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.

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.

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

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.

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

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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.

Find out more about each field of work, as well as emerging fields, below.

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 the 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 & BENEFITS

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	South	Midlands	North	Yorkshire
Partner	£335,000	£314,000	£297,000	£279,000	£286,000
Associate Partner	£255,000	£232,000	£226,000	£208,000	£219,000
Chief Risk Officer	£238,000	£219,000	£211,000	£193,500	£192,000
Chief Actuary	£199,000	£181,000	£172,000	£157,500	£164,000
Director	£174,000	£159,000	£151,000	£139,000	£148,000
Senior Manager	£116,000	£105,000	£102,000	£94,000	£87,000
Manager	£86,000	£80,000	£76,000	£70,000	£72,500
Senior Actuarial Analyst/Consultant	£68,000	£62,000	£60,000	£56,500	£58,000
Actuarial Analyst/Consultant	£46,500	£42,000	£40,000	£37,250	£38,000
Graduate	£36,000	£33,000	£32,000	£30,000	£30,500

Life Insurance Average Salaries					
	London	South	Midlands	North	Scotland
Partner	£284,000	£270,000	£258,000	£243,000	£237,000
Associate Partner	£220,000	£202,000	£195,000	£187,000	£173,000
Chief Risk Officer	£205,000	£188,000	£183,000	£163,000	£163,000
Chief Actuary	£168,000	£152,000	£147,000	£142,000	£132,000
Director	£149,000	£137,000	£132,000	£125,000	£122,000
Senior Manager	£105,000	£100,000	£92,000	£79,000	£84,000
Manager	£77,500	£73,500	£69,000	£67,000	£63,000
Senior Actuarial Analyst/Consultant	£77,500	£57,000	£56,000	£52,500	£51,000
Actuarial Analyst/Consultant	£44,000	£40,000	£38,000	£36,500	£34,500
Graduate	£36,500	£31,500	£31,500	£31,500	£26,250

Pensions Average Salaries					
	London	South	Midlands	North	Scotland
Partner	£144,000	£139,000	£130,000	£122,000	£122,000
Associate Partner	£112,000	£102,000	£101,000	£97,000	£91,000
Scheme Actuary	£115,000	£109,000	£105,000	£102,000	£97,000
Senior Consultant	£92,000	£87,500	£83,000	£83,000	£80,000
Consultant	£69,500	£66,500	£64,500	£62,000	£62,000
Senior Actuarial Trainee/Student	£57,500	£53,500	£51,500	£48,500	£48,500
Actuarial Trainee/Student	£39,500	£36,000	£35,000	£34,000	£32,000
Graduate	£32,000	£28,500	£28,500	£26,500	£26,500

*Source: Hays UK Salary & Recruiting Trends 2023 Guide

IFOA & QUALIFICATIONS

The Institute and Faculty of Actuaries (IFoA)

22

Actuarial Syllabus & Exams

24

A Degree in Actuarial Science

27



THE INSTITUTE AND FACULTY OF ACTUARIES (IFOA)

By The Institute and Faculty of Actuaries (IFoA)



Institute
and Faculty
of Actuaries

IFOA & QUALIFICATIONS

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 120 countries, championing and embodying the benefits of a globally diverse and inclusive profession is of utmost important to our members.

Read more about our commitment to Diversity, Equality and Inclusion at ifoa.foleon.com/dei-strategy/ifoa-dei

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.

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 and Data Science
- 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 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.

Data Science

The IFoA is delighted to be working with the Southampton Data Science Academy to present a certificate in data science jointly accredited by the Web Science Institute at the University of Southampton.

The Certificate in Data Science is part of the IFoA's lifelong learning agenda and is a significant step for the IFoA as we seek to provide opportunities for our Members to continually develop their skillset in a fast-moving, ever-changing business environment. The certificate is open to all our members - Fellows, Associates, Students, and Affiliates; whatever your background or experience in this area. No prior knowledge of coding is required.

The purpose of this certificate is to provide an introduction to the concepts, tools, and techniques used in data science, and their relevance within an actuarial context.

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 2 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)

IFOA & QUALIFICATIONS

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 www.actuaries.org.uk/studying/curriculum-2019

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

- Core Principles
- Core Practices

- Personal Professional Development
- Professional Skills Course (PSC)
- Online Professional Awareness Test (OPAT)

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

- Core Principles
- Core Practices
- Specialist Principles x 2
- Specialist Advanced x 1
- Personal Professional Development
- Professional Skills Course (PSC)
- Online Professional Awareness Test (OPAT)

Subjects covered

CORE PRINCIPLES

In **Actuarial Statistics**, emphasis is placed on being able to apply statistical methods to actuarial problems using real data sets and the open-source software environment R. This area comprises of two separate modules, each with two elements of assessment. Each module can be sat in different exam sessions but the two assessments which cover the module must be completed during the same exam session.

"In Actuarial Statistics, emphasis is placed on being able to apply statistical methods to actuarial problems."

Actuarial Mathematics provide students with core knowledge on areas such as how to price different financial products, such as bonds, and insurance products, such as life insurance. This area comprises of two separate modules, each with two elements of assessment. Each module can be sat in different exam sessions but the two assessments which cover the module must be completed during the same exam session.

"Actuarial Mathematics provide students with core knowledge on areas such as how to price different financial products."

Business subjects

There are 3 business subjects

- Business Finance
- Business Economics
- Business Management (case studies and simulation). This comprises business strategy and law, and includes a business simulation

CORE PRACTICES SUBJECTS

The **Actuarial Practice** subject builds on knowledge and skills learned in the Core Principles, to apply these principles to real actuarial problems. The material also covers risk management techniques and processes required by actuaries.

"This subject builds on knowledge and skills learned in the Core Principles, to apply these principles to real actuarial problems."

In **Modelling Practice**, you learn 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 results and conclusions to a senior actuary.

"In this subject, you learn to model data, document the work (including maintaining an audit trail for a fellow student and senior actuary)."

COMMUNICATION PRACTICE

The Communication Practice subject helps ensure that you can communicate actuarial concepts to a non-technical audience. Students are encouraged to reflect on their communication style and become effective communicators.

"The Communication Practice subject helps ensure that you can communicate actuarial concepts to a non-technical audience."

Specialist Principles subjects

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

- **Health and Care:** the provision of health and care business
- **Pensions and Other Benefits:** financial management of pensions and other benefits.
- **Investment and Finance:** management of investments
- **Financial Derivatives:** the types, usage and valuation of financial derivatives in trading markets
- **General Insurance:** Reserving and Capital Modelling
- **General Insurance Pricing:** mathematical and economics techniques for general insurance operations
- **Enterprise Risk Management:** qualitative and quantitative aspects of risk management, how these risks are aggregated and risk management frameworks.

"To progress to Fellow membership, you will need to pass two of the Specialist Principles subjects subjects."

Specialist Advanced subjects

The Specialist Advanced subjects require you to show that you can apply principles of actuarial practice to an advanced area by passing one of these subjects below:

- Health and Care

- Life Insurance
- General Insurance
- Pensions and Other Benefits
- Investment and Finance

“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 the IFoA website.

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.

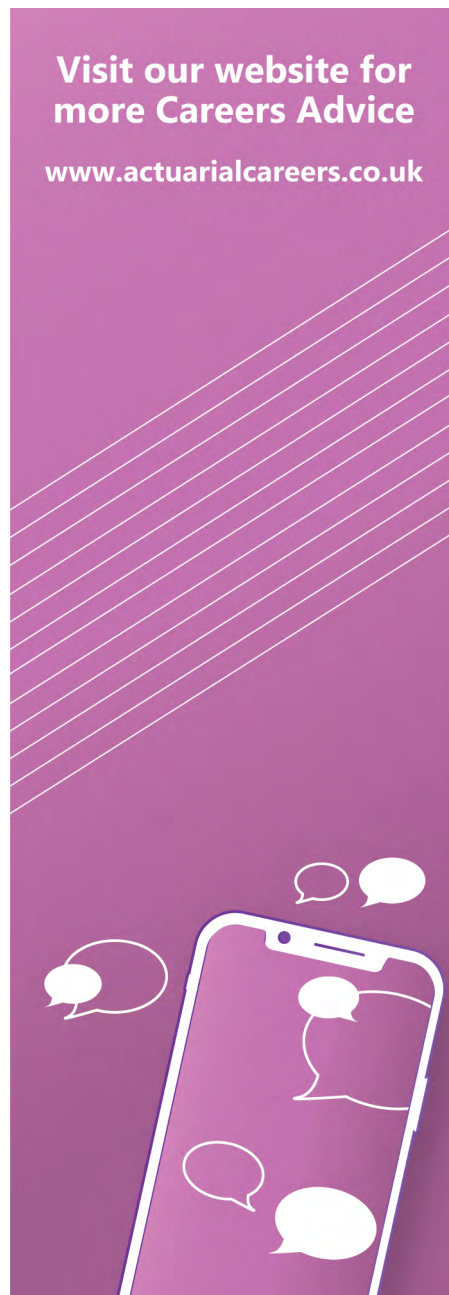
“If you continue studying to become a fellow, you can opt to conduct original research.”

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 Dr 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 to not only enter the actuarial industry, but also transfer these skills, which by nature are applicable to wider traditional and non-traditional disciplines, should you later decide on a different career path.

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

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 that interests you from the understanding you gain from the course.

“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.”

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 exams you will be expected to take when joining a company.

“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 exams.”

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 of what exemptions you can gain does vary 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 mathematical / quantitative subjects. However, whether you are fresh out of university or looking for a career change, or even 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.

“You should have an actuarial interest and usually a strong background in mathematical / quantitative subjects.”

For example, if you have limited experience or are new to actuarial science, you would be looking 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 quicker, 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 available postgraduate degrees.

“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.”

MSc Actuarial Science

On this postgraduate course, you will study statistics, probability, stochastic processes, survival models, economics, finance and investment, insurance, pensions, 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 this degree 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 helping you cultivate the skillset for modern actuaries and become competent in an ever-changing global business environment.

“Variants of this degree additionally offer you the opportunity to study modelling practice, by applying actuarial techniques to solve real-world problems.”

MSc Actuarial Management

On this postgraduate course, material is covered relating to the later stages of the professional exams, namely, the Core

Practices and Specialist Principles subjects. Such a course aims to delve into concepts of core practice as well as specific 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 the 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-specialists with commercial experience and research expertise.

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 fits with 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 for whether universities are accredited to give exemptions, have good research rankings and links with the industry and the professional bodies.

GLOBAL ALUMNI COMMUNITY?

Does the academic institution run a structured programme of alumni outreach and engagement? Strong alumni relationships help build relationships with the new crop of talent coming through the programme. This also creates opportunities to support and celebrate programme 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 fund your studies. Investigate possibilities like 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, offering more flexibility, a variety of disciplines, but also more control over studies to the individual.

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



Dr Ioannis Kyriakou
Course Director
Bayes Business School

Dr 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.

BECOMING AN ACTUARY

Types of Job Opportunities	32
Actuarial Graduate Programmes	36
Internships & Work Experience	38
School Leaver Schemes	40
Tips for Applying to Actuarial Jobs	43
Career Planner: First Year	44
Career Planner: Penultimate Year	46
Career Planner: Final Year	48



There are plenty of opportunities out there for those wanting experience in the actuarial industry, ranging from a couple of weeks to something more long-term. With the wide variety of student and graduate work opportunities out there, it can be difficult to navigate your options. The summaries below have been put together to help you identify what you should be doing, and when.

Graduate Jobs

Also called: graduate scheme, graduate programme

Graduate jobs are the number one reason that people go to university – to get a job that requires a degree. This has become the foundation of entry-level recruitment in many professions, with many larger employers creating structured training programmes to both entice and induct new graduates.

“Graduate jobs are the number one reason that people go to university – to get a job that requires a degree.”

Graduate programmes in many industries have a dual focus of developing talent and initiating recruits into the corporate culture, which typically lasts a year or two before promotion. Training can take longer in professions where members are required to achieve chartered status, on average it takes four years for an actuary.

Most graduate scheme intakes take place in September following graduation, with the application process opening – and often closing – during the preceding autumn term. For the most competitive professions and prestigious companies, the application window can close as early as October – so it is worth keeping an eye out for vacancies on www.actuarialcareers.co.uk.

Placements

Also called: industrial placement, year in industry, sandwich year

Placements are most associated with engineering or business-related disciplines however, there are also placements to be found with many employers within the actuarial profession. Although placements are a compulsory component for many courses, this is not the case for all. It is the perfect way to get to know the employer and see whether they are the right firm for you.

Prior to their final year of study, many students spend between six and twelve months in industry, working full-time and get fully paid for it. Approximately 55% of the employers listed in this guide offer placements. Participants are generally required to complete a project and submit progress reports to their university during the placement year.

“Approximately 55% of the employers listed in this guide offer placements.”

Internships

Also called: work experience, Easter/Summer internship

Actuarial firms are increasingly making a point of opening their doors to penultimate year students. Approximately 67% of the employers listed in this guide offer internships.

Employers often run internships in a bid to source the best candidates for their graduate programmes, which is why the majority are aimed at students in their penultimate year of university. They last between six and twelve weeks, and usually take place over the summer. Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright.

“Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright.”

In addition to bolstering CVs and boosting employability skills, interns can expect to be paid for their work. Perhaps most importantly, they allow you to try your hand at a profession or company before you make the decision about where to start your career.

Given all of this, it's unsurprising that internship placements are fiercely competitive. As is the case with graduate jobs, some recruiters fill their internship quotas in autumn, though many often recruit into February. Either way, it is recommended that you apply as early as possible.

Insight Days

Also called: open day, insight week

Insight days are relatively rare, with only 21% graduate recruiters making a point of opening their doors to first year students, inviting career-focused candidates to spend a day (or week) learning about the inner workings of their organisation. The focus here is more on the company than the profession, but attendance at an insight day is still very much a form of work experience and should be listed on a CV accordingly. Events like these are most commonly found over holiday periods – Easter in particular – with students advised to apply at least a month in advance.

“Insight days are relatively rare, with only 21% graduate recruiters making a point of opening their doors to first year students.”

School Leaver Schemes

Also called: school leaver programme, apprenticeships

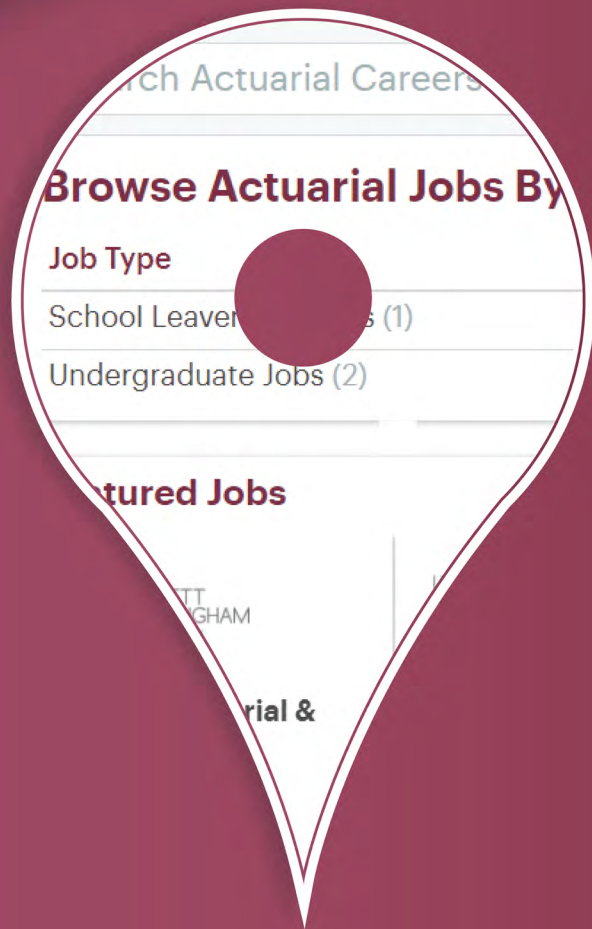
School leaver programmes are designed for those who wish to start working straight after finishing school. In this guide, 42% employers in this guide offer these programmes. They offer training and, in many cases, the chance to gain a professional qualification whilst you are earning. These schemes vary in length and content, but they usually offer the chance for you to gain work experience with real clients whilst you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession, but you will already have relevant experience working within the company and will have interacted with their clients. Effectively you have the chance to 'learn while you earn'.

School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession. If you know what you want to do, a school leaver scheme could be the ideal way to get there straight away without spending more time in education.

“School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession.”

The **Job Finder** section at the back of this guide provides details on the types of job opportunities offered by each employer. Alternatively, visit our website to find out which firms are currently recruiting. ●

The right place
to start your career



www.actuarialcareers.co.uk

TYPES OF JOB OPPORTUNITIES

PROGRAMME	WHO SHOULD APPLY?	HOW LONG DOES IT LAST?	WHEN DOES IT GENERALLY START?
Graduate Jobs <i>Or graduate scheme, graduate programme</i>	Finalists and graduates	1-2 years for corporate training programmes; 3+ years where professional qualification is required	September
Placements <i>Or industrial placement, year in industry, sandwich year</i>	Those seeking a placement year as part of their degree	6-12 months	Penultimate year of university
Internships <i>Or work experience, Easter/Summer internship</i>	Students in penultimate year of study	4-12 weeks	Easter/Summer
Insight Days <i>Or open day, insight week</i>	Undergraduates, particularly first years	1-5 days	Easter/Spring
School Leavers Schemes <i>Or school leaver programme, apprenticeships</i>	School leavers – Some schemes accept leavers who have finished their GCSEs, others prefer candidates to have A levels or an equivalent	4-6 years	September

ACTUARIAL GRADUATE PROGRAMMES

By Hannah Traylen and Philip Arthur - XPS Pensions Group

BECOMING AN ACTUARY

Being an actuary is the best job you probably haven't heard of. It is an intellectually challenging, highly respected career path that allows you to apply maths, economics, and risk management to real life business situations. Actuarial graduate programmes offer tailor-made routes into the profession for capable graduates. In this article, Hannah Traylen and Philip Arthur from XPS Pensions Group explore what these programmes are.

"Being an actuary is the best job you probably haven't heard of."

Career options

Actuaries work in a variety of industries; they are basically found wherever there is financial risk involved. There are numerous graduate opportunities available in pensions, insurance, investment management, banking, and working for the government. The number of different opportunities for actuaries is increasing with more non-traditional roles opening up in areas such as asset risk management, predictive modelling within businesses and environmental finance.

"Actuaries work in a variety of industries; they are basically found wherever there is financial risk involved."

Graduate possibilities are particularly strong in:

- **Risk management** – Analysing and managing financial risks that face a firm (e.g. for a bank).
- **Insurance** – Extensive products and specialist situations provide opportunities in health, life and general insurance.
- **Benefits** – Giving consultancy advice to companies which provide benefits to people (e.g. companies which provide pensions to its employees).

It is a highly regarded profession worldwide, and many actuaries take the opportunity to work abroad. The roles all have the same exam structure but will differ in the

day-to-day work. Make sure you research the company and sector to see if it is the right fit for you. Ask yourself whether you want to be a client-facing consultant, or whether you would rather work in-house.

Graduate programmes

There are also opportunities to attend tutorials that provide focussed training for the exams. It will be long and hard work, with the typical qualifying time being 4 to 6 years. However, you will be working with other people who are going through, or who have been through, the same process as you and who are willing to offer help and advice.

"It will be long and hard work, with the typical qualifying time being 4 to 6 years."

Candidate requirements

The actuarial profession draws on logical thinking and problem solving, making a numeracy-based degree preferable. Most companies will expect candidates to have obtained or be on track for at least a 2:1 degree with honours and have a B grade or higher in maths at A-level.

"The actuarial profession draws on logical thinking and problem solving, making a numeracy-based degree preferable."

Often an actuary is required to explain complex ideas to a client, where the client may not have full understanding of the mathematical calculations or the technical background. Therefore, it is important that potential actuarial graduates are able to communicate clearly in simple terms, both verbally and in writing.

It is important to have sound IT skills. You need to be self-disciplined because maintaining a balance between your personal life, work and studying can be a difficult task.

Benefits

Any graduate programme offers great opportunities, allowing you to develop many skills, such as time management and teamwork. I think that actuarial graduate programmes offer other particular benefits:

- **Experience** – I have gained valuable knowledge about financial industries that is very useful in my job; as well as for any related work. Actuarial work can expose you to areas such as finance, law, and administration, which will help broaden knowledge.
- **Constant learning** – The exams help to expand knowledge in a way that many other careers may not. Beyond exams, continuous learning is expected throughout your actuarial career. Different roles within an actuarial situation also allow learning of skills in a work environment.
- **Highly-regarded** – Being an actuary is looked upon favourably by many employers and professionals. The skills required for the job, plus the demanding nature of the exams, are a strong start to any CV.

"Any graduate programme offers great opportunities, allowing you to develop many skills, such as time management and teamwork."

Support training and development

One thing that can put some people off the actuarial profession is the prospect of the exams. They are indeed a challenge for an actuary in their early years and do require work and commitment from the graduate in order to pass them. However, graduate programmes usually offer generous study packages; which include time off work to study, as well as study material and support networks within the company.

"Graduate programmes usually offer generous study packages; which include time off work to study."

The application process

Applying for an actuarial role can seem like a daunting experience to start with. The application process is normally very thorough, and there is a lot of competition out there. But with the correct preparation, you should be fine. Although not all application processes are the same, the process often involves an online application form, a telephone interview, online tests and an assessment centre.

"The application process is normally very thorough, and there is a lot of competition out there."

Graduate roles start appearing around October, with the normal starting date being the following September. Many organisations also offer internships, and the application process for these is similar.

"Graduate roles start appearing around October, with the normal starting date being the following September."

Read the **'Tips For Applying To Actuarial Jobs'** article to find out more about what applying for an actuarial role can entail. ●

INTERNSHIPS & WORK EXPERIENCE

By Rachel Pegrum, Consulting Actuary, Barnett Waddingham

Actuaries work in many different fields – pensions, insurance and investment to name just a few – and the work involved in each area is very different. Read our **'Areas of Work'** article to find out more about these sectors.

Companies recognise that choosing an actuarial path to go down is just as important a decision for your career as the decision to become an actuary in the first place. Many companies are therefore offering opportunities to gain insight and work experience to help you find the right path, whilst acquiring invaluable experience to help build a strong application for any jobs you apply for in the future.

Career events at school and university

Schools and universities all run career events – this may be how you first found out about the actuarial profession. If you would like to learn more about becoming an actuary, raise this with the careers officer, who can invite someone in to speak from a local actuarial firm.

"Schools and universities all run career events – this may be how you first found out about the actuarial profession."

These talks usually give a broad introduction to the profession, including the qualifications you need to apply for jobs, and the qualifications and training you would get as an actuarial student. But school and university visits are also a good chance for firms to plug their own work experience, internships and graduate programmes, so you might get a few hints and tips about upcoming opportunities for which you could apply.

Work Experience

If you are in sixth form or in your first year at university and want to gain a better understanding of the work that an actuary gets involved in to help decide whether this is the career for you, don't be afraid to contact a few actuarial firms to see if there is the

opportunity to shadow an actuary or actuarial student for a few days. The advantage of this is that you get some first-hand experience of life as an actuary.

You'll meet people at different stages in their careers, and can keep in touch with those you meet to ask them questions when you come to apply for roles in the future. However, don't be disheartened if the company says they are unable to cater for you – shadowing is a very time consuming exercise to run, and so some employers have stopped offering this.

"You'll meet people at different stages in their careers, and can keep in touch with those you meet to ask them questions when you come to apply for roles in the future."

Insight Days

As a compromise, an increasing number of employers have introduced 'insight' days or weeks for sixth-formers and university students. These are a lot more formal than shadowing a member of the team; the day is often structured, with talks from different practice areas and workshops where you can get stuck into some practical actuarial problems.

As well as meeting actuaries, you will also get a chance to talk with other students who are interested in the profession. However, you might find that insight days are not very well advertised on company websites, as students invited along are those who have proactively sought work experience – yet another reason to approach firms yourself if you want to gain some experience!

It is a good idea to **register your interest** or **sign up to email alerts** as soon as you have decided to join the profession. This can be done on www.actuarialcareers.co.uk.

Internships

If you are strongly considering a career as an actuary, then an internship is the best way to strengthen your knowledge and experience in the profession. They typically run over the summer holidays, lasting between six and eight weeks, and will include a series of structured training sessions as well as the opportunity to get stuck into some real work.

You are often assigned a mentor who will help you adapt to working life and will be your port of call if you have any queries. You will often be placed in a particular practice area – which is something you will have to choose when you apply – although you may be given the opportunity to get involved with projects in other departments as well.

Most applications for summer internships open during the previous September, with assessment days around Christmas. The application process may be just as demanding as applying for graduate jobs, so don't be dispirited if you fail to get an offer from your first application. Candidates are generally expected to have A Level maths and be on track to achieve a 2:1 in a numerate degree.

"Most applications for summer internships open during the previous September, with assessment days around Christmas."

But as well as good academic results firms will also be looking for proactivity, enthusiasm and a desire to learn. All these things can be demonstrated through previous work experience and through a little bit of research

on the company when you apply.

As well as gaining invaluable experience and building your actuarial network during an internship, many companies use their internship programmes as a way to recruit to fill their graduate vacancies the following summer, so you might even secure a graduate job.

How to make the most out of any work experience

As much as these opportunities are for you to get to know the work and the company, it also gives the company a chance to get to know you. If they like what they see they may remember this if ever you apply to any of their roles in the future.

First impressions are key – both with any correspondence you have had in arranging the work experience and in person during your visit. Take care to use a sensibly named email address, avoid spelling and grammar errors and typos and be prompt with your responses in any email communication. You will need to be able to demonstrate that you can conduct yourself in a professional manner – and part of this will be dressing appropriately.

Don't be afraid to make conversation and ask questions. Employers like questions – they show a willingness to learn and demonstrate your interest in the firm and what they do. You might find it useful to do a little research on the company before going along, so that you can make sure to ask relevant questions – and they'll be flattered that you took the time to learn about the company!

But most importantly, enjoy the experience. If it looks like you are enjoying the work and networking, then you will make an impression with the actuaries you come across. ●

It is a common misconception that the only route into the actuarial profession is via university. However, this is simply not the case. School leaver schemes are becoming more popular across all sectors, and the actuarial profession is not exempt from this.

So what is a school leaver scheme? How do they work? And, how can you apply for one? In this article, we tell everything you need to know about school leaver schemes.

What is a school leaver scheme?

A school leaver scheme is a programme that you can join straight out of school, once you have completed your A-Levels. They offer full training and, in the case of actuarial school leaver schemes, give you the opportunity to gain professional qualifications. Essentially, it's a way to 'learn while you earn'.

Schemes vary in length, though they are often longer than a graduate scheme, but they offer the chance for you to gain work experience with real clients while you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession and you will also have relevant experience working within the company.

School leaver schemes will usually last between 4-6 years and will give you a real insight into the accountancy profession. If you are sure that a career as an actuary is right for you, then a school leaver scheme could be the ideal path to take without spending more time in education.

"School leaver schemes will usually last between 4-6 years and will give you a real insight into the profession."

Am I eligible for a school leaver scheme?

School leaver schemes are exactly that, they are for school leavers. Some schemes accept leavers who have finished their GCSEs whereas others prefer to have A levels.

If you are looking at an actuarial school leaver scheme, then they often require at least a grade B in Maths at A-Level, though some just ask for a B in a Maths-related subject. It does vary from company to company and from scheme to scheme so we recommend doing your research before applying.

Some companies may allow people who have not recently left school onto their schemes if they are looking to go into the profession however, they will be for those who did not go to university.

What are the advantages of a school leaver scheme?

There are plenty of reasons to consider a school leaver scheme, for example:

YOU GO STRAIGHT INTO THE WORLD OF WORK

Instead of going to university and delaying entering the world of work, a school leaver programme will mean you jump straight into working while you study.

YOU GAIN EXPERIENCE

By the time your peers graduate, you will already have had three years of experience working in your chosen field, experience which will be invaluable when the time comes for you to move jobs.

YOU GET THE BEST OF BOTH WORLDS

With a school leaver scheme, you don't have to sacrifice your education for work, and vice versa. You get to study while working and earning money.

IT IS AN ALTERNATIVE TO UNIVERSITY

Some school leaver schemes have entry requirements to rival Russell Group universities and therefore are a genuine alternative to university.

YOU AVOID STUDENT DEBT

If you don't like the idea of being lumped with a considerable amount of debt after three years at university, then a school leaver scheme is a no brainer. Not only do you not have any debt but you could also earn over £22,000 on a school leaver scheme.

What are the disadvantages of a school leaver scheme?

While there are many advantages, there are also disadvantages, and it's important you consider both before you apply. For example;

YOU WILL BE TAKING ON A LOT OF RESPONSIBILITY

Starting your career at eighteen can be daunting, and the responsibility of an adult job straight out of school could take a toll on your wellbeing.

YOU WON'T EXPERIENCE THE UNIVERSITY LIFESTYLE

For some, being part of a young adult is having the opportunity to go to university and have the lifestyle to go with it. Going straight into a school leaver scheme means you miss out on this experience.

THE COMPETITION IS TOUGH

With rising university fees and employers increasingly turning to school leavers as opposed to graduates, competition for school leaver schemes is tough.

YOU COULD FIND IT HARDER TO CHANGE CAREER IN THE FUTURE

If you do a school leaver scheme as opposed to a degree and you decide a few years down the line that your chosen career is not the one for you, you may find it harder to change careers as you will not have a degree.

School leaver schemes are a great way to get straight into earning money while gaining valuable skills and qualifications. If you want to jump straight into working in your chosen industry and work towards professional qualifications but without the university debt then a school leaver scheme may be perfect for you. Competition is fierce and you will be taking on a lot of responsibility early on in your career.

Take a look at current school leaver schemes on the **Actuarial Careers website**. ●

Visit our website for more Careers Advice

www.actuarialcareers.co.uk



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the latest jobs

ACTUARIALCareers
UK's specialist actuarial job board

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Your latest jobs!

Hi Graduate,

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[Join, 2023 Pensions Actuarial Graduate Programme - Pensions & Investments](#)

Location: London, Reading, Bristol, Leeds, Croydon, Birmingham, Manchester, Glasgow & Edinburgh

Field of Work: Investment, Pensions

Start Date: 02 October 2023

[Technical Graduate Roles at Agema](#)

London

Insurance

TIPS FOR APPLYING TO ACTUARIAL JOBS

By Gary Heslop, Partner, APR

Prioritise prospective employers

I recognise that your primary objective may be to gain an offer from any actuarial employer, but you'd be wise to go down the list of actuarial employers, check the companies out, and figure out which ones you'd most like to work for. Do you want to work for a big or small company? Which sector of actuarial work interests you? This will almost certainly come up in an interview, so candidates that appear to have given some genuine thought to this will be better placed to sell themselves to the companies they're most keen on.

"You'd be wise to go down the list of actuarial employers, check the companies out, and figure out which ones you'd most like to work for."

Knowledge of the profession

It costs a lot of money for an employer to sponsor a student through the actuarial exams. You don't need to be able to reel off the name, syllabus and pass rate of all 15 modules, but it's important to show you have some understanding of what you're letting yourself in for. We've rejected candidates with great CVs for not appearing to have done the most cursory research around the actuarial profession.

"It's important to show you have some understanding of what you're letting yourself in for."

CV typos

Your CV is your key pre-interview marketing tool and is unlikely to vary greatly between employers. As such, there is no excuse for typos and errors in it. If you appear to lack

the ability to exercise care in such a crucial document, it's not unreasonable for an employer to conclude you lack the attention to detail that is a key attribute of most good actuarial students.

"Your CV is your key pre-interview marketing tool."

Tailored cover letter

It's good to strike a balance between conciseness and substance. Most importantly, it should be tweaked towards the application in question. Sending out the same cover letter for all applications, changing only the name of the company, can usually be spotted a mile off. For example, as a provider of actuarial services predominantly within the UK, some candidates seem to think we will be flattered by being told 'we enjoy a global reputation' – we don't currently, and inclusion of such a line only harms a candidate's chances.

"Sending out the same cover letter for all applications, changing only the name of the company, can usually be spotted a mile off."

Be truthful

Here are just two examples:

- Don't suggest you're full of initiative if, for example, you graduated a year ago and don't appear to have taken steps to increase your attractiveness to actuarial employers in that time (e.g. by sitting the CT1 exam or developing relevant IT skills).
- Don't overstate your competency in key areas (e.g. Excel or programming languages) because this can be easily shot down at interviews. ●

If you have just started university, we are sure that you are busy meeting new people, attending Freshers events, settling in and adjusting to your new academic environment. As important as these are, there is another goal you need to start thinking about when you start university, and that's planning for your future career.

What should I be doing in my first year of university?

Beginning to think about and plan for your future as early as possible is the best way to ensure that you are prepared for graduation and ready to move on to a successful career in the right industry for you.

The first thing you should be doing is considering your options and deciding exactly what that career might be. If you are reading this article, the chances are you are considering a career as an actuary and are doing research about the profession before you start pursuing an actuarial career.

Luckily, we have plenty of information on becoming an actuary, from what qualifications you need to what skills you need to demonstrate to help you be sure that a career as an actuary is right for you.

An actuarial career is a hugely rewarding one, but because of that, it is also a hugely popular one. Therefore, you will need to start preparing early to maximise your chances of success.

Where can I meet recruiters in my first year?

Meeting recruiters is a great way to establish links with potential employers and find out more about themselves and the profession. But where do you meet recruiters in your first year?

On campus

Your university careers service is a good place to find out about events on campus. There are a lot of great opportunities to meet and establish links with employers, who will visit campus regularly throughout the year.

Some bigger employers may be on campus for drop-in sessions and workshops that you could

take advantage of. We advise you going to your university careers service and checking in your subject department for any specific events that may be of interest.

Insight Days

Many of the big graduate employers hold insight days aimed at first years. These insight days are a great way to meet potential employers, find out more about their training schemes, what the application process involves and to just generally make a good impression.

In such a competitive industry as the finance industry, head-hunting happens very early on, so it's vital to get involved in events like these as much as possible.

What does an insight day involve?

An Insight Day is similar to an open day and you will take part in a number of sessions which will help you develop your knowledge of the company and the actuarial profession. Activities could consist of things such as;

- Presentations from people at the firm
- Networking with current trainees
- Application and interview sessions
- Employability skills sessions
- Q&As

Although insight days are a more informal event, they can also double-up as mock assessment centres, so it's important you stand out. To do this, you will have to dress smartly, research the company and the areas they specialise in, and show a good level of commercial awareness. Take every opportunity to ask questions, talk to the current trainees, and get to know the people also on the insight day.

Some graduate employers, such as APR, also offer the opportunity to attend inside weeks or Talent/Leadership Academies. These last from three to five days and aim to go beyond a basic introduction to the company and the profession, instead they go into more detail about the profession and seek to develop your professional skills.

Internships and work experience

Internships are usually only offered to those in

their penultimate year of university. However, companies may offer shorter internships or work experience while in your first year or going into your second year.

Any form of work experience is a great way of exploring your career options and deciding whether or not an industry is right for you. You will also gain valuable experience and learn skills that you will need to demonstrate in future interviews.

If you are thinking of applying for an internship or a work experience place, then you will have to start applying as early as you can in your first term as they fill up very quickly. You can find the latest internships on our website.

Societies and volunteering in your first year at university

One of the first things you can do as a student to help your future career is to get involved in some societies. Many societies, especially subject specific and entrepreneurial societies are valued and can even be actively targeted by employers.

Joining a society can help you in lots of different ways:

- Network and meet other people who share your interests
- Demonstrate your commitment and interests in a specific area
- Gain valuable experience by taking an organisational role within the society, such as treasurer.

- Provide examples of your ability to manage multiple responsibilities

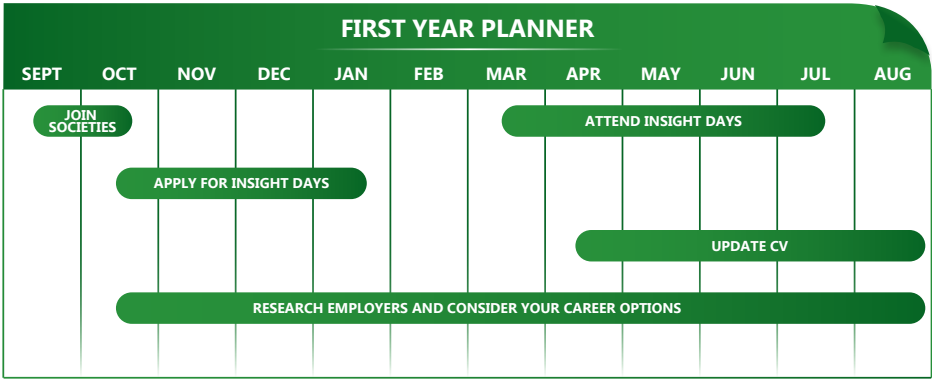
Volunteering is also a great way of developing skills outside of your academic work that will make you more employable. It is also a great way to give back to the community, obviously.

Should I create a CV in my first year?

While it might seem early, it is never too early to start building your CV.

Your CV is a document that needs constant refinement. Once you have started getting involved with societies and volunteering opportunities, update your CV with all the details. It is also a good idea to start making your CV more tailored to the actuarial profession; bringing out the relevant skills and interests and summarising your ambitions in the profile section. While it might not seem like a priority now, it will save you a lot of time further down the line.

In conclusion, in your first year at university you should start looking at the work experience and insight days that recruiters are offering. You should also look at joining societies and taking up any volunteering opportunities that you think may be of interest. Hopefully this has given you some idea of what you should be doing in your first year when it comes to career planning, and if you want to visualise your year, you can take a look at our career planner below! ●



Your penultimate year is a vital time for career planning and gaining work experience. With our career planner for penultimate year students, you will find all you need to know to plan your career.

Whether you are on a three or four year course, your penultimate year at university is increasingly regarded as a vital time for career planning and gaining work experience.

By carefully planning your penultimate year, establishing links with employers and gaining valuable experience, you can put yourself in the best possible position when it comes to applying for jobs. This also means that when it comes to your final year, you can be confident in your position, avoid the last minute panic and focus on what counts: getting the degree results you need to begin the career you want.

What should I be doing in my penultimate year at university?
You may already have an idea of which employers you want to work for. If not, you can explore the different actuarial employers in the employer directory section at the back of this guide.

Once you have done your initial research, it is best to concentrate your efforts on a focused selection of suitable employers as places for actuarial internships, placements and graduate vacancies are often highly sought after.

What is happening on campus in my penultimate year?
At the beginning of the academic year, usually in October and November, your university careers service will hold autumn careers fairs. These are an ideal chance to meet with employers and discuss the internship and graduate opportunities available to you as well as ask any questions you may have about their recruitment processes.

Employers will also be on campus at various other times in the autumn term holding drop-ins, skills sessions or presentations. We strongly recommend that you go to as many of these as you can, as these will help you identify and hone the skills and competencies valued by graduate employers, such as commercial awareness.

How do I get an internship in my penultimate year?
Your second year is an ideal time to apply for internships with big graduate recruiters. Internships give you the opportunity to decide whether a company or industry is right for you and can also lead to securing a graduate job with the same company. RSA, for example, do not advertise for graduate vacancies but instead offer internships and recruit the best candidates from there.

Internships can last from a few weeks to two months, and you will often be paid a wage. This differs to work experience, which is usually up to two weeks and may be unpaid.

These internships will usually take place in the summer between your second and third year, but recruitment for these places begins a lot earlier. Ideally, you will need to start applying for these from early September onwards. It is a good idea to apply as early as possible as spaces for internships are always competitive, especially with certain employers and locations. You can find the latest actuarial internships on www.actuarialcareers.co.uk.

How do I get a placement in my penultimate year?
If you're doing a four year course, you may have the option of studying abroad or doing a placement in your third year. This will consist of either six or twelve months.

There is usually dedicated placement staff within your subject department or careers centre to help you organise these. Alternatively, you can look on our website or in the **Job Finder** section at the back of this guide to see which employers offer placements.

Don't forget to update your CV!
If you undertake an internship, a placement, or any form of work experience or shadowing then you will need to remember to update your CV accordingly.

This should also be the case if you are volunteering, you take up part-time work or become more involved in a university society.

Hopefully this has given you a good idea of the sort of thing you should be doing and when in your penultimate year at university. If you do these things this year, it will save a lot of stress when it comes to your final year. Take a look at our handy career planner calendar for an overview of what you should be doing and when. ●

PENULTIMATE YEAR PLANNER											
SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
	ATTEND CAREERS FAIRS										
	TALK TO EMPLOYERS ON CAMPUS									COMPLETE INTERNSHIP	
	APPLY FOR INTERNSHIPS									UPDATE CV	
RESEARCH EMPLOYERS AND CONSIDER YOUR CAREER OPTIONS											
VOLUNTEER, WORK SHADOW, COMPLETE PART-TIME WORK AND PURSUE EXTRA-CURRICULAR ACTIVITIES											

Visit our website for more Careers Advice

www.actuarialcareers.co.uk



If you are going into your final year, balancing studying and applying for jobs can be overwhelming. Our career planner for final year students has everything you need

As you enter your final year of university, you should not only be focussing on your final exams and your dissertation, but you should also be thinking about life after university.

“As you enter your final year of university, you should not only be focussing on your final exams and your dissertation, but you should also be thinking about life after university.”

Are you going to pursue further study? Take a year out? Or perhaps you want to get straight into the world of work and start a graduate scheme.

Whichever you path you choose to take, you should have a plan. We’re going to look at what you should be doing and when, as well as some tips to help you score your dream job.

What should I be doing in my final year of university?
Your final year should not only be about study, but also what you want to do in the future.

We will mainly be focussing on applying to graduate schemes in this article, however, we will be touching upon postgraduate courses too.

If you are hoping to get a place on an actuarial graduate scheme, then you will have to think ahead. It is a good idea to get started on applications as soon as possible. Getting your applications out of the way before your final exams and dissertation will help remove unnecessary stress and distractions.

Some graduate employers open applications for graduate training schemes early, such as LCP and Barnett Waddingham, so you will need

to start checking our website as soon as you get back to university.

That said, a majority of graduate schemes will open between September and December. You should apply to these schemes as early as possible, an actuarial career is a hugely desirable one but is also hugely competitive and many schemes will fill up quickly.

“A majority of graduate schemes will open between September and December.”

However, it is important to note that the recruitment processes of large and mid-tier firms differ from that of small to medium businesses (SMEs). Unlike the structured recruitment process of graduate schemes usually offered by the larger firms, SMEs tend to recruit as and when they need to, so they do not follow a rigid recruitment cycle.

Applying to graduate schemes
Applications for graduate schemes can be a lengthy process, but don’t be put off. There is lots of information out there so when the time comes to applying you will know what to expect and how to prepare.

The process typically begins with filling out an online application form along with a CV and cover letter. If you are successful at this stage, you will progress to online testing which may involve verbal, numerical and personality tests.

This stage is usually followed by a telephone interview before being invited to an assessment centre. If you are unsure about any stage of the application process, you visit your university careers centre.

Updating your CV
As you reach the end of your university career, a good CV is really important as it is often the first thing the recruiter sees. It is worthwhile getting a friend, family member or careers adviser to have a look before you submit your CV to a potential employer to make sure it’s just right.

Applying to postgraduate courses
Alternatively, you may not be ready to leave the world of education just yet and you may want to look at postgraduate courses.

If you wish to continue your education, it is worth seeking advice from your university tutors as well as your careers service about the variety of postgraduate options available to you. Alternatively, you could take a look at the actuarial postgraduate courses on offer in the **Course Provider Directory** section at the back of this guide or on our website.

Generally, postgraduate courses don’t have strict application deadlines, but admissions may be on a first come first served basis, so it’s worth making your applications early.

What is happening on campus in my final year?
In October or November, your university careers centre will hold an autumn career fair. This is the ideal chance to meet with employers to discuss graduate opportunities and the recruitment process. You may also want to discuss whether it is an option to defer your place for a year.

Employers will also be on campus at other times in the autumn term, giving you a chance to ask recruiters any questions you may have if you missed them at the career fair. You can visit your career service to find out when employers are on campus.

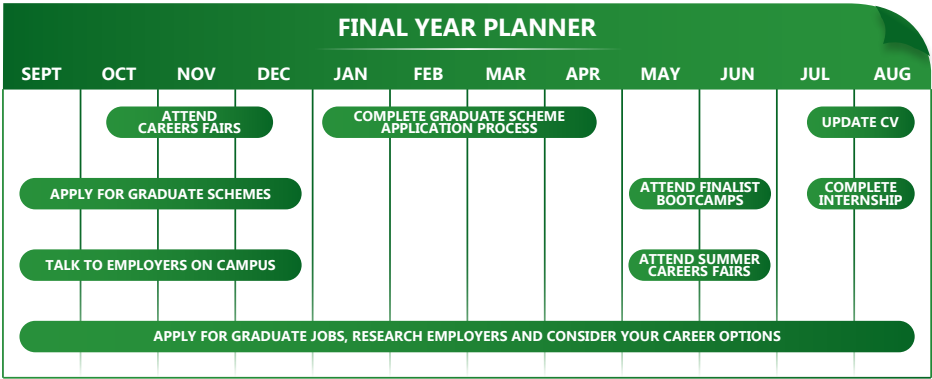
If you are considering a postgraduate course then keep an eye out for postgraduate talks and events that are happening around the university. Your careers centre or department may host events on what to do after your Masters or PhD; these are worth looking out for.

Recruiters will also be on campus for campus recruitment events in the autumn term. These could be presentations, skill sessions or attendance at the careers fair.

What happens if I haven’t secured a job before the end of the year?
Don’t panic! Many universities will hold summer career fairs in May or June when you have finished your final exams. These are aimed at finalists who may have not secured a graduate job and will have employers who still have places available.

Similarly, in the last few weeks of term, some universities will run events specifically for finalists such as boot camps, which aim to prepare you for the transition from university to employment.

Hopefully this has given you some idea of what you should be doing in your final year of university. There is, however, something that we haven’t quite touched upon, and that’s enjoying yourself! It’s your last year at University, make it count both academically and socially. Take a look at our career planner below for a visual of what your final year can look like. ●



EMPLOYEE PROFILES

Aon - Actuarial Consultant	52
APR - Actuarial Analyst	54
Hiscox - Actuarial Graduate	56
Just. - Actuarial Analyst (Demographic Risk)	58
LCP - Associate Consultant	60



AON ACTUARIAL CONSULTANT

GEORGINA GAYLES



DURHAM UNIVERSITY
MATHEMATICS BSC

“Be proactive, whether that is putting your hand up for work, or raising a new solution to a client.”

Why I decided to pursue this profession?

I desired a career where I could use the mathematical and analytical skills I developed at university and continue learning through professional exams. Aon stood out to me as a graduate because of their exceptional study policies, support throughout the application process and the inclusive, welcoming nature of the company.

“I desired a career where I could use the mathematical and analytical skills I developed at university and continue learning through professional exams.”

I started working on a range of trustee advisory and corporate advisory client teams and, after being promoted to consultant, eventually decided to join the corporate consultancy team. I enjoy the fast-paced work involved with corporate consulting and being face-to-face with clients.

“I enjoy the fast-paced work involved with corporate consulting and being face-to-face with clients.”

Background to qualifications and training

I completed the actuarial examinations towards becoming a fellow of the Institute and Faculty of Actuaries (IFoA). This involved 13 exams, one of which I had an exemption from my university course. The exams started by covering the basics of actuarial mathematics, statistics, business finance, economics, modelling and communications. Then, the later exams focus on actuarial practices and pensions specific actuarial consulting.

Throughout my career I have had exceptional training opportunities, including a two week in person induction and regular training days. A lot of my technical knowledge came from my senior team members, who always took the time to pass on their knowledge and answer any questions. I have also had great opportunities to meet clients and develop my presentation skills and style.

“Throughout my career I have had exceptional training opportunities, including a two week in person induction and regular training days.”

What my current role involves

My main role as a corporate actuarial consultant is to assist client leads with

providing strategic and funding advice to sponsors of DB pension schemes. A large part of this role involves producing pension accounting disclosures for the sponsor's wider financial accounts.

I am also a member of the member options specialist team and IFA selection team where we advise clients on how they can reduce their liabilities via liability management exercises and provide members with more options and support at retirement. I am also a local resourcing manager for my office and Actuarial Apprenticeship champion, assisting actuarial students with their apprenticeship.

Future plans

I am going to continue developing in my role as a consultant and over time work my way towards being a client team lead, directly advising clients on the appropriate strategy for supporting their pension scheme. I am also planning to take on a people management role to assist in the development of more junior colleagues.

I am always looking out for opportunities to present to continue improving my confidence and presentation style.

Advice

The main piece of advice I would give to someone in the actuarial career is to be proactive, whether that is putting your hand up for work, or raising a new solution to a client. Sometimes timescales for projects can be tight, especially when producing accounting disclosures, so it is important to be actively on top of work in progress and deadlines.

I would also advise any aspiring actuaries to push themselves out of their comfort zone. When I started my career I had limited experience delivering presentations and I assumed that I would be more comfortable in the calculations side of my role. As my career has developed, as expected I enjoy the mathematical elements of being an actuary but I also love the client facing aspect of my role and being able to speak to clients and other pensions industry contacts. ●

Visit our website for
more Trainee Profiles

www.actuarialcareers.co.uk



APR ACTUARIAL ANALYST

JENNIFER CLAYBOURN



University wasn't for me, but this didn't act as a barrier to entering the profession.

Why did you choose a job in this profession?

I always enjoyed maths at school but more importantly I like to be challenged. Because of this, my dad suggested the actuarial profession, something I had never heard of before, but after researching I was amazed not only at how maths-based the day-to-day work was but how varied the work could be. This is because of the different sectors you could work in e.g. data, pricing, reporting. The profession ticked everything I wanted from a career with the added benefit of being globally prestigious meaning it could take me anywhere.

"The profession ticked everything I wanted from a career with the added benefit of being globally prestigious meaning it could take me anywhere."

University wasn't for me, but this didn't act as a barrier to entering the profession. When I joined APR, the CAA Global qualification (Certified Actuarial Analyst) was available, which provided a great alternative to the university route allowing you to get a taste for the profession (and a route to full qualification if this is something you wanted to pursue) and apply your knowledge in your day-to-day work. APR now offers the Junior Analyst Scheme, which is much the same as the CAA

qualification with the added benefit of gaining a deeper insight into programming, something which is invaluable in the actuarial profession.

What attracted you to your role?

When I was searching around for actuarial apprenticeships offering the CAA qualification there were only a handful out there, but APR stood out. Firstly, their website was informative and helpful with it clearly stating my roles and responsibilities, career projection, study structure and the staff profiles gave great insight into what it's like being an analyst at APR.

When you join you will receive 6 weeks of training to bring you up to speed with the inner workings of the industry. You are not expected to know everything when you start working, which helped me with the transition from school to work. There are study coordinators who help with all your study needs and in general everyone at APR is friendly and more than happy to offer their knowledge which is why the Lunch and Learns are popular.

"You are not expected to know everything when you start working."

Being a consultancy firm, you will spend time working with various insurers on an assortment of projects. My first project was modelling

support, where you determine changes that need to be made to the insurer's models (mainly built in Excel), feeding in new inputs and analysing the outputs to determine the financial impact on the insurer. Currently I am a code migrator, which involves migrating an insurer's code from one program to another whilst trying to speed up their processes along the way. This work has at times been complex and not something I thought I would be involved in so early in my career. I have gained great insight across the industry and departments within insurance firms so the knowledge and experience you can gain at APR is second to none.

Lastly, APR pride themselves in doing what is right. This is seen with the countless charity initiatives at APR such as the annual Charity Day, the Give as You Earn scheme or the sponsorship activities. Extensive work has also been carried out regarding sustainability, tackling climate change, wellbeing and Diversity & Inclusion. APR is much more than just an actuarial consultancy firm, you can get involved in much more than standard actuarial work which is exciting and makes you a more well-rounded individual, allowing you to be the best professional.

"You can get involved in much more than standard actuarial work which is exciting and makes you a more well-rounded individual, allowing you to be the best professional."

What skills are useful in this profession?

The work actuaries can get involved in is so diverse, hence there are a variety of transferable skills which are great for an actuarial career, but the main skills are as follows:

Willingness to learn: Firstly, many actuarial programs are created using code to make processes more streamline and quicker. If like me, you didn't gain any coding experience at school, don't worry APR offer extensive training in a variety of coding languages and once you've learnt a few it's relatively easy to apply the same principles to other programs.

I'm enjoying my current code migration project despite struggling to get to grips with coding when I first joined APR, you just need a willingness to learn, and you'll be fine. Also, the actuarial profession is very technical, and it can seem daunting at first, but it is important to accept you won't know everything and people don't expect you to, but a willingness to try and understand is greatly appreciated and will lead to a fulfilling career.

Good communication: Being an actuary can be complex at times meaning you need to keep others informed how your work will impact them. This could be communicating a model change or presenting financial implications to a chief actuary and senior stakeholders in a business.

Both are equally as important so you must make sure you can clearly explain your work and findings in both written and verbal form whilst thinking about your audience and how complex your explanation should be. ●

CHALANI WICKREMASINGHE



UCL
MSCI MATHEMATICS AND STATISTICAL SCIENCE

“A good work-life balance is one of the main reasons I chose to follow actuarial science in General Insurance.”

Why did you choose a job in this profession?

Whilst studying an integrated Master's in Mathematics and Statistical Science, I wanted to work in a role where I could use my technical skills. I also wanted to learn how a business model works and what skills are needed to run a successful business. The actuarial career path seemed like a great fit for what I was looking for. As an actuary on the Hiscox Graduate Programme, I am currently completing three rotations in the Capital Management, Pricing and Reserving teams. My rotations give me the opportunity to get an in-depth insight into how the business operates, as well as sharpening up my technical skills.

“The actuarial career path seemed like a great fit for what I was looking for.”

Specialty insurance is a special industry. Being one of Lloyd's largest syndicates, learning about the history and journey of the industry and Hiscox is always fascinating. There are so many kinds of products being insured, ones I never even thought of. This provides many exciting opportunities especially for actuaries involved in Pricing work.

A good work-life balance is one of the main reasons I chose to follow actuarial science in General Insurance. Of course, there are busier

times at work, but in general, the hours are amazing. Especially during exams, I have felt so supported by my team and the firm.

“During exams, I have felt so supported by my team and the firm.”

How did you get your job at Hiscox?

During my penultimate year of university, I completed a summer Internship at Hiscox in Actuarial Analytics where I was able to develop my technical and soft skills. My work was challenging and stimulating, but also allowed space for being creative. I had the opportunity to network with many individuals around the company, giving me insight into other teams and roles which were of interest. So, I didn't think twice when I was asked if I would be interested in applying for the Graduate Programme at the end of the Internship.

“I had the opportunity to network with many individuals around the company, giving me insight into other teams and roles which were of interest.”

What skills are useful in this profession?

As an Actuarial Analyst I use large data sets in extremely complicated models. It is essential to know how to organise your work in a clear and structured way, so that when you look back, or hand things over, it is easy to follow. Having an eye for detail is important so that you can spot any mistakes or notice key movements in data/analysis.

Having good interpersonal skills is so important in any career. Working in a team full of people from different backgrounds and experiences means that there will always be someone to help you when you are stuck, and there will always be someone out there for you to support when they need it. Putting in the time and effort to collaborate with your colleagues is always worthwhile, and really helps to make the team and firm in general thrive!

Being genuinely curious pushes you to ask the right questions and, therefore, fully understand your work rather than simply following instructions. As such you can develop your holistic learning experience, and ultimately be more creative and innovative.

What are your main duties?

In the Capital Management team one of my main duties was being the Lead Broker Credit Risk Modeller. It is a less material risk category compared to the other risks, so as a fresh graduate it was a great chance to showcase my skills and take on responsibility. Of course, I had all the support I needed from my graduate buddy and manager, but it was my responsibility to carry out the relevant meetings, send out data requests and gather required data, carry out any improvements to the modelling procedure and ensure all governance and documentation was completed thoroughly.

I was also leading a side project which required me to understand the modelling structure of our capital model. We use different 'classes' of the business to model and report on the firm's capital. In this project I reduced the number of modelling 'classes'

that are used for reporting purposes in our model, simplifying the output of the model and making it more relevant to the analysis that different business units require.

What would you like to achieve in the future?

During the Graduate Programme my main goal is to develop the breadth of my knowledge of the business and profession. This links with my long-term goal of holding leadership roles in the future.

In addition to this, I would like to develop my ability to convey technical analysis, extracting and interpreting the relevant output to others so they can understand and use this for key business decisions. Having studied Mathematics at A-Level and university, I have always been surrounded by peers who are quite technical so I had not considered how to translate a technical concept into a simpler idea that can be universally understood. However, knowing the importance of this particularly as an actuary, it is something I would like to develop.

Any advice?

The main advice I can give is to be proactive. As a young person entering the industry, one of the best things to do is to reach out to people and ask them questions about their journey, their roles, etc. If you don't know where to start, start with LinkedIn. It will widen your network and allow you to explore what other options are out there. The more you explore the more confident you will be about choosing what's right for you. Personally, I love getting to know other people and what they do because it keeps me inspired and pushes me to be more creative with my work.

One last thing that I have been living by recently, is not taking any opportunities for granted. Whether it's a coffee chat or a final-stage interview, always try to show how much you care about what you do or want to do, by talking about your past experiences or any ideas that you have. It will show how passionate you are about your career, and it will only open more doors for you. ●

JUST. ACTUARIAL ANALYST (DEMOGRAPHIC RISK)

ALEX LEONIDAS



SOUTHAMPTON UNIVERSITY
MECHANICAL ENGINEERING WITH ENGINEERING MANAGEMENT

“Speak to people in the profession and look into the syllabus and the exam structure set by the IFoA.”

Why did you choose a job in this profession?

Having come from an educational background in engineering and growing up working on a market stall, the actuarial profession was perhaps not the first to be calling my name. However, it instantly became an attractive career path for me after meeting many highly intelligent and positive people in the profession through friends and through actuarial assessment centres and interviews. At Just I work with fantastic people on a daily basis and I feel I made the right choice when I joined as a graduate in 2019.

“It instantly became an attractive career path for me after meeting many highly intelligent and positive people in the profession.”

Like many other mathematically inclined graduates applying for actuarial opportunities, I was looking for intellectually stimulating roles that would allow me to put my problem solving skills to good use. In particular, I had read about how the actuarial profession was evolving in a technological sense. Studying engineering at university gave me the technological agility that has meant I have been well equipped for a role where I use programming languages such as R, SQL and VBA.

How did you get your job at Just?

When I graduated from university, I wasn't immediately sure what career I wanted to go into. I worked as a research assistant at my university for a few months before starting to apply for actuarial roles in London.

That's when I found Just, and after reading their new starter profiles as well as what the company stands for, I applied. I have now been working at Just since 2019 and haven't regretted a single moment.

What was the application process like – any advice?

The application process involved me submitting my CV online. Following that there were aptitude tests, a phone interview and finally a face to face interview.

In terms of advice, I would say certainly do your research on the company/the profession and your interviewers. Personally, I found that a great way to do some of this was by talking to people on LinkedIn who were more than happy to speak to me about things like what it takes to qualify and what their role entails.

“Certainly do your research on the company/the profession and your interviewers.”

What are your main duties?

I work in the Longevity and Demographic Risk team. We aim to quantify longevity risk for all of our products as well as DB pension schemes.

My main duties include:

- Looking at our past experience, analysing the data and observing trends. These analyses serve as a performance metric for our models that aim to quantify our longevity risk. This involves maintaining and developing tools spread across various different programming languages.
- Testing a variety of different developments to our systems and documenting the changes.
- Risk modelling which involves developments to our models, model runs and collation of results for management.
- Finally, although not a main duty, I am also responsible for organising our team's social activities.

Is it a 9-5 job?

Just encourage ownership of work, which is great for my development, but it does mean I sometimes stay a little later to finish off work. I would say for the most part my hours tend to be 9:00 – 5:30. This can get a little tougher to manage around exams when I spend some of my weekday evenings revising.

What skills are useful in this profession?

Key skills are of course technical ones but communication is crucial too. Actuarial models are complex and ideas need to be communicated in a cogent manner.

“Key skills are of course technical ones but communication is crucial too.”

You also need an appetite to learn, I think it's important to be adaptable and have a willingness to learn new things. You never know when you might be put on a project that puts you in uncharted territory. Something I have found useful at Just is to go on mini-rotations and make good use of in-house expertise.

What would you like to achieve in the future?

As I have just begun my actuarial journey, for now I have my sights set on qualification. Beyond that I know I would like to remain in longevity. I have been given the opportunity to work with some highly respected longevity experts and hopefully one day, I can follow in their footsteps.

Do you have any advice for anyone wanting to get into this profession?

Speak to people in the profession and look into the syllabus and the exam structure set by the IFoA. This will give you a useful overview of what's required to qualify as an actuary. ●

LCP

ASSOCIATE CONSULTANT

ADAM BOSHER



UNIVERSITY OF BIRMINGHAM
MSCI MATHEMATICS

“The key learning is done on the office floor where I have gained valuable on-the-job experience.”

I'm a pensions actuary with around 5 years of experience in consulting, primarily working with trustee clients to help them tackle their wide-ranging pensions challenges.

Why did you decide to pursue a career in the profession?

I chose to be an actuary for several compelling reasons. Firstly, my keen interest in consulting and problem-solving drew me to this profession, as it offers opportunities to provide expert advice and strategic solutions to clients facing complex financial challenges. Secondly, the intricate mathematics involved in actuarial work captivates me, as it demands analytical and quantitative skills, providing a stimulating and intellectually challenging career. Lastly, the potential to make a real-life impact, where the consequences of decisions could potentially make front-page news, is a driving factor for me, as it fuels my desire to contribute to meaningful and significant real-world applications.

“The intricate mathematics involved in actuarial work captivates me, as it demands analytical and quantitative skills.”

What qualifications & training have you had?

As I am near fellowship, I feel well prepared for my career as an actuary. Through studying for the actuarial exams I have gained in depth

technical knowledge which I can apply in my work. In the office I have been delivered high quality classroom style training from experts in the profession, which has equipped me with a solid foundation in the practical applications of actuarial principles, methods, and practices. However, the key learning is done on the office floor where I have gained valuable on-the-job experience, working alongside more senior colleagues and learning from unique real-world scenarios.

“Through studying for the actuarial exams I have gained in depth technical knowledge which I can apply in my work.”

This combination of formal education and practical experience has honed my skills, allowing me to confidently apply my actuarial knowledge in solving complex problems and making informed decisions for the benefit of my clients and stakeholders.

What does your current role involve?

One of the great things about my role at LCP is the sheer variety - I advise clients of varying sizes on key strategic matters including the funding of their pension schemes and the different journeys to buying out remaining benefits with an insurer. This advice is provided orally on calls and at meetings, as well as through written reports.

I also help produce accounting valuation and various other pension scheme matters. My role encompasses a wide range of responsibilities aimed at providing expert advice, driving business growth, and delivering value to our clients. Beyond core actuarial work, I have also been able to take on roles which help support recruitment efforts to further build the team and have been involved in business development initiatives.

Future Plans

My plans in the near future are to gain my FIA status by passing my final exam and to get involved in more de-risking projects, whereby we help clients broke deals with insurers for their pension liabilities - something LCP is the market leaders in.

I also want to help develop LCP's business by increasing my engagement with the various parties involved in running a pension scheme and having open discussions with them about what their problems are and what help we can offer at LCP. I hope to continue to take leading roles on various projects and learn from my esteemed colleagues and help develop the emerging talents which we recruit each year. ●

Visit our website for more Trainee Profiles

www.actuarialcareers.co.uk



COURSE PROVIDER DIRECTORY

Directory of Actuarial Science course providers

Bayes Business School

Dublin City University

Heriot-Watt University

LSE

Queen Mary University of London

Queen's University Belfast

Swansea University

University College Dublin

University of East Anglia

University of Essex

University of Kent

University of Leicester

University of Liverpool

University of Manchester

University of Southampton

University of Strathclyde

University of York

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



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. Both the **MSc Actuarial Science** and **MSc in Actuarial Management** are accredited by the Institute and Faculty of Actuaries UK (IFoA) and offer exemptions from some IFoA examinations.

W: www.bayes.city.ac.uk **E:** bayes-masters@city.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: www.dcu.ie/courses **E:** kwokchuen.wong@dcu.ie



The Swansea University **BSc Actuarial Science** programme aligns with the Institute and Faculty of Actuaries (IFoA) professional exams, from which students can earn exemptions. In addition, our MSc programmes offer recent BSc graduates in mathematics or a related field the opportunity to add an actuarial speciality in a short amount of time.

W: www.swansea.ac.uk/actuarialscience **E:** study@swansea.ac.uk



There have always been plenty of excellent reasons to study actuarial science at Heriot-Watt. After all, we pioneered degrees in the field. Today, we enjoy a worldwide reputation for the quality of our teaching and research. We offer a range of accredited courses from BSc to MSc/ Diploma. Our Actuarial programmes are accredited by the Institute and Faculty of Actuaries.

W: www.hw.ac.uk **E:** studywithus@hw.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: www.ucd.ie/apply **E:** smspostgrads@ucd.ie



Department of Statistics

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: www.lse.ac.uk/study-at-lse/Undergraduate **E:** statistics@lse.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: www.uea.ac.uk/actsci **E:** admissions@uea.ac.uk



Our **BSc Actuarial Science** degree is taught in our School of Mathematical Sciences 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.

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



Unleash your passion for mathematics and problem-solving with our 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: www.essex.ac.uk/departments/mathematical-sciences **E:** maths@essex.ac.uk



Qualifying as an actuary is a passport to a wide variety of careers. Kent is one of a very few universities in the UK to teach the subject. The IFoA has granted Kent full accreditation for all of its programmes, so there is the opportunity to gain exemptions from most of the UK professional actuarial exams. Kent's programmes follow the IFoA syllabus.

W: www.kent.ac.uk/smsas **E:** smsaspgadmissions@kent.ac.uk



Our Actuarial Science degrees are taught by actuaries with real business experience, supported by actuarial researchers, giving you a high quality degree based around the skills you'll need in the workplace. We have excellent relationships with a number of actuarial employers, and a thriving local actuarial science society (LASS), which holds many events through the year and is run by students.

W: www.le.ac.uk/study



The Institute for Financial and Actuarial Mathematical (IFAM) is a group of young & enthusiastic academics specialized in actuarial and financial mathematics. We are part of the department of mathematical sciences at University of Liverpool. Our published research in actuarial science placed us on the 8th position worldwide (2nd in the UK), among all non-business & actuarial science departments.

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



The University of Manchester offers a **BSc Actuarial Science & Maths** and an **MSc Actuarial Science** programme, both fully accredited by the IFoA and offering a range of exemptions. Both programmes combine vocational actuarial courses with relevant courses in probability, statistics, mathematical finance and applied maths that Manchester is famous for. The MSc programme offers (on competitive basis) summer internships to also make your first steps in your actuarial career, while the BSc programme comes with an optional Placement Year.

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



Prepare for a career as an expert actuary with an Actuarial Science master's degree at the University of Southampton. You'll have an early advantage in your career with a professional actuary degree that is recognised by the Institute and Faculty of Actuaries. You'll learn topics like actuarial maths, statistics, economics and finance.

W: www.southampton.ac.uk/math **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: www.strath.ac.uk/courses/postgraduate/taught/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. 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: www.york.ac.uk/business-society **E:** sbs-admissions@york.ac.uk

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

Are you a problem solver?

Siddesh Surpatne, MSc Actuarial Management (2021)

Actuarial Master's Degrees

Becoming an actuary offers a rewarding global career path. An Actuarial master's degree from Bayes Business School (formerly Cass Business School) explores traditional and non-traditional fields, preparing you for a range of future prospects. Our Faculty of Actuarial Science and Insurance is one of the world's leading actuarial departments, meaning you can learn from experts within the industry.



Find out more:
[bayes.city.ac.uk/
actuarial-degrees](https://bayes.city.ac.uk/actuarial-degrees)



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zurich.io/grads
zurich.io/interns



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We're WTW – and we're in the business of people, risk and capital. With offices all over the world, and an impressive breadth of business functions, an early career with us is where potential and possibility meet. If you have ambition, flexibility and a collaborative approach, learn more about everything we offer and discover what roles we have available near you.

careers.wtwco.com

EMPLOYER DIRECTORY

Directory of over 30 employers that recruit Actuarial Trainees

Ageas	Hymans Robertson
Allianz	Intellica
Aon	isio
APR	Just.
Atkin Pensions	LCP
Aviva	Legal & General
Barnett Waddingham	Mercer
Broadstone	Milliman
Buck	Nigel Sloam & Co
Bupa	Quantum Advisory
Canada Life	Redington
Capita	RSA
First Actuarial	SDA
FIS	Spence & Partners
GAD	WTW
Grant Thornton	XPS Pensions Group
Hiscox	Zurich



Our Chief Actuary joined us as a graduate like you. Read on to find out what makes Ageas such a good place to start, and continue, your actuarial career.

Ageas is Personal Lines Insurer of the year

First, the basics. We're one of the largest car and home insurers in the UK and part of an international group, which is headquartered in Brussels and has entities across Europe and Asia. In 2022, we were recognised as Personal Lines Insurer of the Year at the British Insurance Awards. Personal lines is a great area to be an actuary; there is plenty of credible data available, which means we can carry out detailed investigations and analysis.

Ageas values technical people

We are looking for people who are excited by the challenge of digging into trends, and who are keen to use this insight to collaborate with other areas of the business and help solve real-world problems. Ageas recognises the value in this skillset, and this is reflected in the investment in development programmes aimed at supporting technical people in their growth, as well as the study support available.

Ageas will stretch you to your potential while supporting your learning

We pride ourselves on bringing out the best in our people, encouraging them to step up when opportunities arise and supporting them to reach their personal and professional career development goals. That's why bringing in motivated, passionate graduates who are keen to learn and contribute from the very start is so important. We have people at all levels who joined as graduates, demonstrating that this is a place where people are able to progress.

Key reasons to apply to Ageas

- Full study package and generous pay awards for passing exams.
- An inclusive team, where everyone is made to feel welcome, and flexible working is the norm.
- Graduate training programme and mentoring from senior actuaries.
- Opportunity to work across disciplines until you find your niche. If you want to be an all-rounder though, that's good with us too! ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 2,000 in the UK

No. of Qualified Actuaries: 15

No. of Trainee Actuaries: 30

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☒ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☐ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies, typically 2-5
- ☒ Placements: 1
- ☒ Internships: 2
- ☐ Insight days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London and South East (excl London)

CONTACT DETAILS

W: www.ageas.co.uk/careers

For the latest jobs visit
www.actuarialcareers.co.uk



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. We have additional support services with over 1,000 people based in Trivandrum, India.

We offer commercial insurance with a full range of products for sole traders, right up to large commercial organisations. We also provide musical instrument insurance, legal protection and pet and equine insurance.

Allianz invests in its people

If you join us, you'll undertake work that adds true value to the business. 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.

For us, there's no one-size-fits-all when it comes to your training

You will have access to many valuable opportunities to expand your skill-set and enhance your knowledge. Your individual Personal Development Plan (PDP) will give you the structure you need to reach your career goals and you'll be supported, personally and professionally, by mentors and managers at every step of the way.

In addition to your unrivalled on-the-job learning, whichever graduate scheme you choose, you'll achieve a professional qualification. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 4,200

No. of Qualified Actuaries: 20

No. of Trainee Actuaries: 15

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☒ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☐ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 5 per year
- ☒ Placements: 5 per year
- ☒ Internships: 5 per year
- ☒ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales and Northern Ireland

CONTACT DETAILS

W: www.allianz.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



Aon exists to shape decisions for the better - to protect and enrich the lives of people around the world. Their 50,000 colleagues provide clients in over 120 countries and sovereignties with advice and solutions that give them clarity and confidence to make better decisions.

Aon believes that businesses thrive when the communities they serve and the people they employ also flourish. At Aon, their people are the heartbeat of their firm. They have a passion for bringing the best to their clients, which unites them and drives them as a global firm.

Depending on the area of Aon that they join, graduates will use their analytical capabilities, commercial awareness, and communication skills to help clients address the key questions that affect their businesses. How will the rise of inflation and cost of living affect the ability to conduct business and bring goods to the people who need them? How could the collapse of the Eurozone affect the world economy? What could climate change mean to Europe? Aon's business is to provide the answers to help clients make better decisions.

Graduates join Aon across a range of consulting and broking roles within business areas including actuarial analysis, investment, insurance and reinsurance, insurance strategy, employee benefits, reward and remuneration, talent and employee engagement and cybersecurity.

Aon's Launch development programme is designed to support and develop the future stars of the business by helping graduates build their business acumen and engage in strengthening relationships with clients and colleagues. In addition to technical training, colleagues are fully supported in allocating time to study for relevant professional qualifications to enable them to have a greater impact on Aon's clients and confidently progress within their chosen career path. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 50,000

No. of Qualified Actuaries: c.486

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 48
- ☒ Placements: 15
- ☒ Internships: 14
- ☒ Insight Days
- ☒ School Leaver Schemes: 21

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales, Northern Ireland and Rep of Ireland

CONTACT DETAILS

E: graduates@aon.co.uk

W: www.aon.com/careers/early-careers/uk

For the latest jobs visit
www.actuarialcareers.co.uk

ACTUARIAL ANALYST (RISK AND MODELLING)

NAME	Titilayomi Komolafe
LOCATION	Birmingham
UNIVERSITY	Manchester
DEGREE	BEng Electrical and Electronic Engineering



Why did you choose this profession?

Towards the end of my university programme, I began to consider my career options and opportunities. I have always enjoyed working with numbers, conducting data analysis and problem solving. As such, I was looking for a client-facing role that would allow me to utilize these skills.

Actuarial consulting piqued my interest, and I had several discussions with expert actuaries to understand the profession. I found it interesting and unique, because it provides me with the opportunity to use analytical skills to advise clients about actuarial-related issues. Choosing to become an actuary was easy when I considered the availability of opportunities for growth, improvement and diversification within the industry.

How did it tie in with your overall career plans?

My educational background in engineering provided me with a broad knowledge of applied mathematics, and an interest in translating this knowledge into data analysis. Regarding my career options, I knew that I wanted to work in an industry and organisation that provides opportunities for growth and upscaling.

Currently, my major goal is to acquire all the necessary certifications and become a qualified actuary. This will enable me to specialise in specific areas of actuarial consulting and allow me to become a thought leader in the industry.

What does your current role involve?

I work in the risk and modelling team at Aon. In my team, I assist in ensuring that companies are fully funded to pay out their pension schemes to members. This involves modelling their assets to accommodate for changes in inflation/interest rates by doing Liability Driven Investment (LDI) monitoring, Asset Liability Management, Cashflow benchmarks and lots more! My role also involves liaising with clients to understand their approach to risk and investment, assessing the demographic characteristics of their pensioners, and preparing reports accordingly.

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

My advice for anyone exploring actuary consulting would be that they have an interest in using their mathematical skills. It's easier to apply for actuarial consulting roles when you have a clear understanding of the career path and its requirements. This will help you relate your professional skills to the duties of a consulting actuary and will put you in a better position to promote yourself.

Engage with other professionals via LinkedIn and conduct your own research to understand the skills required for your career path. I would also advise that you participate in internship opportunities. These positions will help you gain preliminary experience in actuarial consulting and help you to decide if the role will be a good fit for you. ●

What does APR do?

APR is a specialist actuarial firm with a straightforward ambition: to be a deeply trusted partner of our clients, supporting them by solving the complex numerical and analytical problems within their businesses. In practice, our client solutions include supporting existing functions, contributing to major change projects and providing technical expertise. In the form of either resourcing solutions, or consulting projects under which we take problems away from the client and deliver a solution.

In recent years APR has partnered successfully with many of the largest companies in the UK financial sector. A key pillar of our success has been our recruitment of some of the leading numerate graduate talent in the market. Most current employees joined APR as graduate associates, with many now holding senior positions in the business.

Our graduate programme

Each year we take on a group of bright, technically-minded graduates, support them through our renowned intensive training programme and provide them with a broad range of stimulating and challenging client projects. In short, our graduate scheme will enable you to:

- Receive some of the best training any actuarial employer offers, covering technical, IT and softer skills; and a full study support package – our graduates enjoy a significantly higher pass rate in the actuarial exams than the national average.
- Hold positions of responsibility from very early on in your actuarial career – we expect you will be making a difference within weeks of starting.
- Experience unrivalled variety in your work through exposure to a wide spectrum of actuarial, modelling and data analysis projects.
- Develop wider business skills by being involved in a range of activities that will quickly see you become an integral part of our growing team. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 96

No. of Qualified Actuaries: 26

No. of Trainee Actuaries: 44

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: 12-15
- Placements
- Internships
- Insight Days: Varies
- School Leaver Schemes: 2-4

OFFICE LOCATIONS

London, Scotland and Rep of Ireland

CONTACT DETAILS

W: aprilp.com

For the latest jobs visit
www.actuarialcareers.co.uk

GRADUATE ACTUARIAL ASSOCIATE

NAME	Emma McDougall
LOCATION	Edinburgh
UNIVERSITY	Heriot-Watt
DEGREE	PhD Mathematics and BSc Mathematical, Statistical and Actuarial Sciences



How did you get your job at APR?

The application process was well laid out in the job profile I saw before I applied: a CV and covering letter, an online test, a phone interview and then an assessment centre consisting of an interview and another written test. It was helpful having such a clear view of the process.

I found the tests especially to be varied and engaging and the whole process gave an indication that APR were looking at me as a whole rather than considering just a set of qualifications. This certainly made me feel more suited to the role.

Why did you choose APR?

Once I had decided that I wanted to move into industry and away from academia, I was keen to get back to my actuarial roots. APR's job advert jumped out at me and was an opportunity that I got excited about. The two main draws to APR were their exceptional training and the likelihood of varied projects in which I'd have the chance to work with a diverse range of clients, and therefore gain a broad work experience. As someone who loves to learn and likes the idea of variety it seemed like a perfect fit.

What skills have you found to be particularly useful in this sector/profession?

I have found problem solving to be a very valuable skill in the work I have done so far. Whether it is establishing the best way to take on a task or investigating errors to find the root cause, working through problems systematically and enjoying the puzzle have been vital.

Communication and organisation have also been key, especially since I have worked on projects impacting many teams across a business.

How do you see yourself progressing from your current position in the next 2-3 years?

With APR's study support and their strong exam record I hope to complete my exams in the next 2-3 years.

So far, I have worked mainly in systems migrations and I would hope to broaden my experience in the next few years by taking on new types of projects. I also hope to develop my technical skills, utilising APR's high-quality training materials. ●

Atkin Pensions provide the full range of actuarial, consultancy, administration and investment services to trustees and sponsors of defined benefit pension schemes, providing services to 100 schemes all with assets under £50m, our thoughtful and innovative approach focuses very much on personal service to our clients and their members.

In order to provide this, we ensure that the technology that we use in relation to actuarial, administration, finance and payroll is state of the art. Atkin Pensions is a family run business; founded in 1992 by Chris Atkin. The ownership and day to day management of the company is shared by our 3 directors: Chris Atkin, his son Nick Atkin and Rob Dales.

We work in close proximity in an open plan office, this means that dialogue on 'work in progress' between the actuarial, administrative and finance teams is active, supporting and effective. We pride ourselves on collaborative teams rather than separate silos.

Actuarial and administrative trainees are immersed in all aspects of providing services to our clients, rapidly broadening their experience but with immediate access to senior staff mentors and attendance at client meetings. Career progression can lead to acting as a Scheme Actuary, Investment consultant or Trustee. Full financial support and study leave is provided to our trainees as well as on the job mentoring.

We have shown steady and consistent growth expanding primarily through word of mouth and gaining a reputation for innovation, quality of advice and value and are expanding the company into offices in Leicester.

Our open and supportive atmosphere will give trainees and graduates the opportunity to really thrive and make their mark in a terrific company to work in. For more information and contact details please visit our website. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 20

No. of Qualified Actuaries: 7

No. of Trainee Actuaries: 4

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☐ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 1
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☒ School Leaver Schemes: See website

OFFICE LOCATIONS

West Midlands

CONTACT DETAILS

W: www.atkinpensions.co.uk/career

For the latest jobs visit
www.actuarialcareers.co.uk

We're one of the UK's leading Insurance, Wealth and Retirement businesses, with franchises in Ireland and Canada. We have been taking care of people for more than 325 years. We live in the same streets and work in the same towns. We are deeply invested in our people, our customers, our communities, and the planet that is our home.

You might think we're just another boring insurance firm, but we're not. We don't always show up for work in pressed suits and shiny shoes, or use technical terms just for the sake of it. At Aviva, we're proud to be different. Proud to say that we're a diverse mix of cultures, genders, ages, perspectives and ideas.

At Aviva our customers are making choices about the most precious aspects of their life. How to look after their family, their health, how to save and invest their money and how they will pay for the life they want as they get older. We want to be the best possible partner, every step of the way.

We care about sustainability. It's a fundamental part of Aviva's strategy and integral to what we do as a business. Aviva's Sustainability Ambition sets out our commitment to create a brighter future. This is focused on three core areas – acting on climate change, building a stronger, more resilient Britain and running ourselves as a sustainable business.

We manage risk, which is why actuaries are so important at Aviva. They focus on the future – on what could happen (using maths and stats, not crystal balls). They think about probability. About how we can best support our customers without exposing ourselves to unnecessary risk. So that means looking at the data. The small print. Lots and lots of complex information.

We use exacting data. The most cutting-edge technology. Innovative thinking. Turning it all into meaningful insights that will shape what we do and how we do it. Ultimately helping people and organisations to protect themselves from the unexpected. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 22,000

No. of Qualified Actuaries: c.500

No. of Trainee Actuaries: c.100

FIELDS OF WORK

- ☒ Banking & Finance
- ☐ Consultancy
- ☒ General Insurance
- ☒ Health
- ☒ Investment
- ☐ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: See website
- ☒ Placements: See website
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

South East (excl London), South West, East Anglia and Yorkshire & Humberside

CONTACT DETAILS

W: careers.aviva.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

Founded in 1989, Barnett Waddingham has grown to become a leading independent UK professional services consultancy at the forefront of risk, pensions, investment and insurance. From small beginning with just 20 people we are now a team of nearly 1600 people in nine offices. 93 are partners, each delivering on our values and our promise, ensuring the highest levels of trust, integrity and quality.

We act as a trusted partner for a wide range of clients in both the private and public sectors – this includes almost 25% of FTSE 100 and over 15% of FTSE 350 companies.

The business is based on a culture which aims to provide all of our clients with an excellent professional service through strong personal relationships and tailored solutions whilst remaining competitive on fees. Our values can best be summarised as ‘Doing the Right Thing’ and we take a long-term view to all of our services and relationships.

Our partners understand the importance in looking after all employees, and see employee engagement as fundamental to continuing success. We are listed among the 100 Best Companies to Work For and pleased to have retained our two-star status. Published annually, the Best Companies to Work For are based on anonymous interviews with employees across the company, covering issues relating to staff engagement, including wellbeing, pay and benefits, personal growth and leadership.

How we work

From day one you will be an integral part of the business, working in our actuarial teams who advise various bodies and organisations including pension plan trustees, insurers and employers. The work you carry out could include anything from the broad spectrum

of areas on which we advise – such as analysing longevity trends, providing strategic investment advice and advising on acquisitions.

As a new recruit you will have the opportunity to work closely with the partners and other experienced employees offering you excellent development opportunities and a unique learning process. We are keen for our employees to gain wider business knowledge and experience of our other business areas where this is possible. You will be encouraged to show initiative and develop areas of responsibility that are not directly related to client work, raising both your own and your team’s profile, whilst gaining good experience.

Your professional and personal development is important to us and we are strongly committed to developing our employees.

As a Trainee Consultant, you will work towards qualification and we will give you every support to achieve this, including offering a generous study package.

As well as supporting your studying, your mentor will review your work-based experience and help you identify the development opportunities available, with the aim of enabling you to reach your full potential. In addition, we will help you to develop your technical and consulting skills with regular performance development reviews, internal courses and most importantly, experience.

The social side

Social activity and social responsibility is taken seriously across the firm; from inter-office sporting events to the annual summer party. Sporting events include bowls, cricket, croquet, football, golf, poker, netball, pool and table tennis. The non-sporting side is

equally active and includes walking weekends, excursions to UK and European cities, wine and beer tasting, charity events, book club and picnics. As a firm, we recognise that we have an impact that goes beyond our core activities supporting a wide range of initiatives ensuring our impact is a positive one. There is something for everyone to choose from, but suggestions for further social events are always welcome!

Who we look for

You will have a minimum of a 2:1 degree and an A grade in A-level Maths or equivalent qualifications. Excellent communication skills are essential, together with a positive and enthusiastic attitude. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: Over 1,500

No. of Qualified Actuaries: Over 170

No. of Trainee Actuaries: 120

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: 35-40
- Placements
- Internships: 30-35
- Insight Days
- School Leaver Schemes: 20-25

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Anglia, Yorkshire & Humberside, North West and Scotland

CONTACT DETAILS

E: earlycareers@barnett-waddingham.co.uk
W: www.barnett-waddingham.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



Who are we?

Broadstone is a thriving consultancy offering a wide range of services in pensions, investments and employee benefits. We take pride in assisting small and medium sized pension schemes who lack the time or resources to address increasingly challenging issues themselves.

Why work for us?

We are committed to support you in your pursuit of professional qualifications through a generous study package. You would work within a friendly, encouraging environment and quickly become an integral and valuable part of our actuarial team. Your training would follow a structured programme, and be both fulfilling and varied with no two days being the same. This variety would afford you insight into the different roles available to you as your career progresses. Many of our trainees become client facing, some progress into management roles while others prefer to support the team internally. Whatever your preference, you will be encouraged and empowered to achieve your ambitions.

More reasons to work for us

It's not all about hard work. There would also be ample opportunity to join in with sporting and charity events as well as socialise with other trainees across the business. And as a benefits specialist, we have flexible package to exceed your needs and expectations, this includes: Bike Scheme, Health Cash Plan, Holiday Purchase Scheme, Life Assurance, Lifestyle Discounts, Pension Scheme, Performance Bonus, Season Ticket Loan, Social Events, Study Support.

Who are we looking for?

If you hold a numeric degree (2.1 or above) and have an A'level Maths (or equivalent at B or above), consider yourself to be both a problem solver and a good communicator, and would like to work for a company committed to providing all employees with fulfilling professional careers, then we would love to hear from you. For more information visit the Careers section of our website. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 585

No. of Qualified Actuaries: 66

No. of Trainee Actuaries: 79

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 12-18
- ☒ Placements: 4
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South West, West Midlands, East Midlands, Yorkshire & Humberside, North East, North West and Scotland

CONTACT DETAILS

E: hr@broadstone.co.uk

W: www.broadstone.co.uk/careers

For the latest jobs visit
www.actuarialcareers.co.uk



We are an integrated HR, pensions and employee benefits consulting, technology and administration services firm. Founded more than 100 years ago as an actuarial consultancy, we've evolved to serve organisations and trustees across the health, wealth and career spectrum.

We work with trustees, scheme sponsors, pension managers, and HR/reward professionals, to deliver consulting, technology, and administration solutions that make the lives of our clients and ultimately their members easier. Our dedicated teams take a creative digital, analytics-led approach to optimise the experience of individuals, and the performance of our clients' pensions/benefits programmes. In fact, 95% of clients view their Buck team as the most personable, professional, and knowledgeable in the industry.

What is our service?

Retirement Services – Buck provide the full range of actuarial, consultancy and secretarial services to trustees and sponsors of UK defined benefit pension schemes. This offering includes everything from funding strategy to risk management and scheme wind-up.

Investment Consulting Services – We provide high quality advice on asset allocation, de-risking and risk management, liability-driven investment and establishing "journey plans". Buck advise on over £10 billion of assets.

Why choose Buck?

At Buck, we invest in our people. Joining Buck means a focus on collaboration, opportunities to fast track your career, and the chance to participate in a people-first culture where you are part of determining your future. Our teams are structured to ensure that actuarial analysts are given the chance to consult directly with a range of clients early in their career to foster personal growth and development. We aim to support you at all stages to develop both your actuarial and consulting skills and empower you to choose your own career path. We have actuarial opportunities in pensions and investment. Buck provides a generous study package and you will be assigned a study mentor to discuss study and training plans. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 673 (UK)

No. of Qualified Actuaries: 65

No. of Trainee Actuaries: 55

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☒ Placements: Varies
- ☒ Internships: Varies
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, East Anglia, North East and Scotland

CONTACT DETAILS

W: www.buck.com/uk

For the latest jobs visit
www.actuarialcareers.co.uk



About Bupa

We're a big organisation but our purpose is simple - helping people live longer, healthier, happier lives and making a better world. We're an international healthcare company serving over 43 million customers worldwide. At Bupa we make health happen.

With no shareholders, we reinvest profits into providing more and better healthcare for the benefit of current and future customers.

Health insurance is the biggest part of our business, contributing to 71% of our global revenue. We also provide health provision services and operate clinics, dental centres, care homes and hospitals across the world.

Actuarial Opportunities

Our global and diverse business provides a number of exciting opportunities in the finance and actuarial space. We offer opportunities for training and development, working with the latest technologies, a great work life balance and the chance to make health happen for people all over the world.

Joining Bupa on our actuarial graduate or placement schemes will give you an in-depth insight into how a global business operates, offering skills that will stay with you for your whole career.

Our Culture

We have an ambition to be the world's most customer-centric healthcare company. This means a commitment to excellent customer experience, through great service and value, frictionless access and quality healthcare.

Our impact on the lives of customers and communities can be seen through the dedication of our 82,000 employees who are integral to Bupa's success. We rely on the skills, energy and commitment of our people to do a great job for our customers and each other. And we know that a healthy business needs a healthy and inclusive culture, that's why we want people to feel comfortable and free to bring their whole self to work - to 'Be you at Bupa'. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 82,000 worldwide

No. of Qualified Actuaries: 40 (UK)

No. of Trainee Actuaries: 25 (UK)

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: 9
- Placements: 12
- Internships
- Insight Days
- School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London) and North West

CONTACT DETAILS

W: careers.bupa.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



Founded in 1847, The Canada Life Assurance Company is one of the largest Canadian life and health insurance companies.

Canada Life began operations in the United Kingdom in 1903 and looks after the retirement, investment and protection needs of individuals and companies. Our UK operations are headquartered in Potters Bar, 15 minutes from central London by train.

Benefits of working at Canada Life

Canada Life offer the advantage of working in a professional, fast moving, financially strong company, yet with a better work/life balance than you would usually find in London. We offer excellent starting salaries and great opportunities for career progression.

A competitive study package is available to all our actuarial trainees, which includes study days, tutorials, course materials and entry fees for the first sitting of each exam. Every new starter is assigned a mentor to oversee their progress. Canada Life has a strong culture of success in the actuarial examinations, and provides an environment for new actuaries to study and develop.

Who are we looking for?

Applicants will have at least three A Levels (or equivalent) and a degree (2:1 or better), ideally in mathematics or another numerate subject, although exceptional candidates with other degrees will be considered. We are looking for excellent communicators with strong problem solving skills. Successful candidates will be motivated to maintain our strong record in the challenging professional examinations.

The role

Our actuarial trainees have the opportunity to work in a variety of roles in areas including reserving, financial reporting, pricing, risk management, investments and systems. As well as the traditional actuarial areas, across our Actuarial Teams, we have students working on Solvency II Internal Model capital management, Equity Release Mortgages, & preparing for IFRS17.

We expect that trainees will work in at least two or three different areas before qualification, which means our newly qualified actuaries have a valuable breadth of experience. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: c.1,500

No. of Qualified Actuaries: 65

No. of Trainee Actuaries: Approx. 50

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: c.5 per year
- Placements
- Internships
- Insight Days
- School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London) and South West

CONTACT DETAILS

W: www.canadalife.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



Capita Specialist Services

Capita is a consulting, transformation and digital services business, delivering innovative solutions to transform and simplify the links between businesses and customers, governments and citizens. Our Actuarial team is part of the Capita Experience division.

Our market position is maintained through a dedication to service and a belief in constant evolution. We pride ourselves on being progressive and at the leading edge of service transformation. We are driven by our purpose: to create better outcomes – for our employees, clients and customers, suppliers and partners, investors, and society. We are also committed to being a responsible business – in how we operate, serve society, respect our people and the environment, and deliver attractive returns to our investors.

Actuaries within Capita

There are many opportunities for actuaries within Capita. The unique skills of actuaries are applied in many situations across the division – from understanding the problems our clients face through to developing and implementing solutions and providing ongoing support.

Actuaries in Capita provide corporate reporting services, project delivery and interim resourcing to our wide range of clients, as well as working with other parts of Capita. Actuaries are also involved in seeking out new opportunities from new and existing clients, both independently and as part of wider life insurance outsourcing propositions.

At Capita, we offer an experience which combines elements of both consultancy and traditional life office work, which can include direct client placements. The wide variety of work means you will enjoy freedom to choose how your career progresses and on-the-job training ensures you are able to progress quickly and take on additional responsibilities from an early stage.

There is a separate area of Capita (called Capita Pensions) which provides opportunities for actuaries in the pensions field. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 50,000+

No. of Qualified Actuaries: 20

No. of Trainee Actuaries: 40

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 1-3
- ☒ Placements: 1
- ☒ Internships: 1
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

South West

CONTACT DETAILS

W: www.capita.com/careers

For the latest jobs visit
www.actuarialcareers.co.uk

ACTUARIAL ANALYST

NAME	Kinshuk Singh Rattu
LOCATION	London
UNIVERSITY	City of London
DEGREE	Banking and Finance



Capita is a major provider of outsourced services therefore it allows our team to work for different clients and get exposure to a variety of different products. I am currently part of the Bristol Actuarial Services team. Our work involves answering complex policyholder requests, implementing regulatory changes on systems and working on remediation projects. We are also constantly encouraged to look for potential process improvements to make process and systems more efficient.

What was the application and interview process like?

The application form was easy to navigate and I was able to answer all the questions with no issues. Within a month, I was contacted by a senior actuarial manager and we agreed on a date for an initial virtual meeting. The interview process was actually my primary reason for joining Capita. I was interviewed by two senior managers, both of whom took the time and effort to research my background and presented meaningful questions on a variety of different topics related to the job role.

What were the first few weeks like?

The onboarding process started with two weeks of initial training, which included an introduction to a variety of product types used in life insurance along with a series of tasks. The following two weeks involved on-the-job training, where I met my current team and began working on high-volume ad hoc queries we receive. I attended the office throughout

the training period and was subsequently offered the option to work onsite or remotely. I chose a combination of both. I attend the office every Tuesday and have found that even one day in the office improves my productivity throughout the week.

What do you most like about your Job?

The study support offered by Capita is excellent. We are allocated study days based on the exam we take, and these are distributed throughout the year. Shortly after joining, I was assigned a study mentor who offered some great advice on exam preparation as well as other areas. We have regular meetings to keep up to date with my progress.

When it comes to balancing my working hours with my personal time, I am very happy in my current position. Improving the environmental impact by avoiding a daily commute has not only saved me hundreds of pounds a month but also opened up an extra 3 hours in my day, allowing me the flexibility to work earlier. From my personal experience, I feel that Capita strongly considers the negative consequences of an unhealthy work-life integration. They encourage me to manage self-care through flexible working hours, assist me in exploring ways to manage my time more efficiently and help me establish clear boundaries between my work and personal life. Over time, I have grown to appreciate the importance of a healthy work-life balance. ●



First Actuarial – Your next actuarial career move

Looking to advance your actuarial career with a leading pensions consultancy?

Heading for 20% revenue growth this year – and with a people-first approach to everything we do – First Actuarial could be your breakthrough opportunity. We offer great actuarial opportunities in our Basingstoke, Leeds, Manchester, Peterborough and Tonbridge offices:

- Actuarial roles – from graduates to scheme actuary
- Investment roles – from graduates to senior investment consultants.

At First Actuarial, it's people who matter

We love numbers, but we love people more. We'll give you a varied workload with a mix of clients, from trustees to corporates and trade unions. You can expect support and helpful feedback as you progress. And you'll have your own clients sooner than you might think.

With no chargeable hour targets, you can take the time to produce your best work and make a real difference – to yourself, your team and your clients.

What we offer you

At every level of seniority, we offer:

- A competitive salary
- Private health insurance and income protection insurance
- Flexible and hybrid working
- A non-contributory pension
- Full training and study support.

We'll actively support you as you build your career – and reward you for doing so.

A bit more about First Actuarial

We've been around since 2003, when a group of nine like-minded actuaries came together to bring fresh thinking to pensions consultancy. Two decades of stellar growth later, we employ around 400 people across five offices.

Ready to make that move?

If you're ready to take the next step in your actuarial career, we'd love to hear from you. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 400

No. of Qualified Actuaries: 72

No. of Trainee Actuaries: 59

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs
- ☒ Placements
- ☒ Internships
- ☐ Insight Days
- ☒ School Leaver Schemes

OFFICE LOCATIONS

South East (excl London), South West, East Anglia, Yorkshire & Humberside and North West

CONTACT DETAILS

E: hrhelpdesk@firstactuarial.co.uk
W: www.firstactuarial.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



About FIS

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. You use more of our technology than you may realise! Our technology powers billions of transactions annually that move over \$9 trillion around the globe. We champion clients from merchants to banking to capital markets, retail to corporate, and everything touched by financial services.

FIS Insurance Risk Suite

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.

FIS University Program

FIS University is our global program for attracting, developing and retaining entry-level talent at FIS. The program duration is 2 years, focusing on developing participants who we hire as permanent recruits directly into one of our businesses. Within our Insurance Risk business, we seek motivated and innovative individuals to drive and direct our suite of Insurance Risk products into the future! You should have an interest in technology and finance, and possess strong problem-solving, analytical and communication skills.

Upon joining FIS, you will attend the FIS University Learning Week designed to provide you with an overview of how FIS is structured, our technology and the markets we serve. As you settle into your role, you will continue your learning journey with the Insurance Risk business, and study for the actuarial profession with a focus towards becoming a qualified actuary. FIS provides support in all ways towards achieving this goal including study support and training. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 55,000+

FIELDS OF WORK

- ☒ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☒ Health
- ☒ Investment
- ☒ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 2-5
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London and Rest of Europe

CONTACT DETAILS

E: Emea.Campus@fisglobal.com
W: www.fisglobal.com

For the latest jobs visit
www.actuarialcareers.co.uk



Government Actuary's Department

Who we are

The Government Actuary's Department (GAD) applies the actuarial profession's technical skills, consultancy discipline, high standards of professionalism and industry sector knowledge to solve financial challenges faced by the UK public sector. We are part of the analysis function in government. We are based in London and Edinburgh. We have almost 150 actuaries and trainees.

What we do

Our analysis enables the government to formulate national policy and manage public sector finances. This work is crucial to the welfare of millions of people both in the UK and overseas. We provide advice on a wide variety of topics in many fields.

Vision

Our vision of GAD for 2025 is that:

- We make a difference: our work improves outcomes for the public and helps the government achieve its objectives
- We partner effectively with our clients: we proactively help our clients where we can add value and deliver innovative, cost-effective solutions to a wide range of issues
- We are seen as a great place to work: we provide fulfilling careers for all our people
- Our value is recognised: we are widely recognised and respected throughout the public sector as trusted experts in the fields of financial risk analysis and modelling

Mission

Our mission is to improve the stewardship of public sector finances by supporting effective decision-making and robust financial reporting through actuarial analysis, modelling and advice.

Values

In addition to core values of the Civil Service (integrity, honesty, objectivity and impartiality), GAD's values are the beliefs and behaviours which define us as an organisation:

- Expert – we provide high quality, professional advice
- Collaborative – we partner effectively with our clients to understand and address their business needs
- Inclusive – we value and develop all our people
- Innovative – we are forward looking, continually developing and improving to meet evolving client needs

Who are we looking for?

GAD works across a wide range of areas, including pensions, insurance and investment, to provide solutions to complex problems faced by a variety of public sector clients. As a trainee at GAD, you will have the opportunity to work across the organisation and experience many of the different aspects of GAD's work.

As your experience grows you can expect to have regular client contact. Client engagement and business development are an important part of our work, therefore, having

a flair for people relationship skills is beneficial. To help you qualify as quickly as possible we offer substantial study support with generous study leave, discussion classes, and paid for tutorials, courses, exam entry and exam counselling.

We also provide an internal business training programme to help trainees identify new business opportunities and to assume new responsibilities, including:

- a comprehensive induction and technical training programme
- in-house seminars and professional briefings
- managerial and business training including project management, team working, presentations, IT skills and managing client relationships
- a friendly working environment, where actuaries and senior trainees are enthusiastic about teaching new trainees and passing on their experience

The Government Actuary's Department holds the Institute and Faculty of Actuaries' Quality Assurance Scheme accreditation. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 218

No. of Qualified Actuaries: 112

No. of Trainee Actuaries: 26

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☒ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☒ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 10-14
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London and Scotland

CONTACT DETAILS

E: recruitment@gad.gov.uk
W: www.gov.uk/gad

For the latest jobs visit
www.actuarialcareers.co.uk

ANALYST - GOVERNMENT ACTUARY'S DEPARTMENT (GAD)

NAME Sam Hale
LOCATION London
UNIVERSITY Oxford
DEGREE 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.

At 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.

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 future.

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.

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! ●

TRAINEE ACTUARY - GOVERNMENT ACTUARY'S DEPARTMENT (GAD)

NAME Danielle Curtis
LOCATION London
UNIVERSITY Kent
DEGREE Actuarial Science with a Year in Industry



Getting the GAD job

I am a Trainee Actuary 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. In the academic year 2019 to 2020, I completed a placement year at GAD as an analyst.

I spent the first 6 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.

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.

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. ●

Grant Thornton UK LLP is part of a global network of independent audit, tax and advisory firms, made up of some 58,000 people in over 130 countries. We're a team of independent thinkers who put quality, inclusion and integrity first. All around the world we bring a different experience to our clients. A better experience. One that delivers the expertise they need in a way that goes beyond. Personal, proactive, and agile. That's Grant Thornton. While others might offer the same services, we do things differently. We never settle for what's easy, we do what's right – right for our firm, right for our clients, and right for society.

And what does this mean for you? It marks the start of a career that goes beyond expectations. It's discovering opportunities you might not have thought possible and achieving more than you believed you were capable of. It's belonging somewhere that's working hard to make you feel valued and included. And where you can live life to the full, both at work and outside it. Covering the full range of clients, experiences are truly there for the taking. And with exposure to clients from early in your career, graduates will take on real responsibility and benefit from the knowledge and experience of colleagues.

Our open and accessible culture gives trainees amazing opportunities to interact with senior business figures early in their career, and with support from managers and exceptional training opportunities we will do everything we can to help build the foundations for a great professional career. Once qualified, the opportunities open up even further. You can keep progressing in your team, explore a different business area or travel abroad and work at one of the 130+ Grant Thornton member firms around the world.

We care more about your potential than academic achievements alone. Helping to get your working life off to a flying start. We're looking for people who can add value, spark fresh ideas and go beyond expectations. People that want to be able to proudly do what's right for the firm, their colleagues, their clients and themselves. It's how it should be. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 5,000+

No. of Qualified Actuaries: 200+

No. of Trainee Actuaries: 800+

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: 300-400
- Placements: 80-100
- Internships: 80-100
- Insight Days
- School Leaver Schemes: 300-350

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North West, Scotland and Wales

CONTACT DETAILS

W: trainees.grantthornton.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

Insurance for the unique and interesting

Hiscox is a leading, internationally recognised specialist insurer. Our insurance products are diverse – including cover for satellites, kidnap and ransom, terrorism, innovative cyber risk solutions and meeting the needs of specialist businesses.

We believe in doing the right thing, making good and rebuilding when things go wrong. Everyone is encouraged to think creatively and look for solutions. We have a distinctive culture that stems directly from our long-held values: courage, integrity, ownership, connected and human.

Hiscox Actuarial Graduate Programme

With our actuarial graduate programme, you'll build on the skills and technical knowledge you gained from university and apply these to the insurance world from the day you join us, whilst being fully supported through your actuarial exams.

You'll receive excellent on-the-job training from our highly respected and experienced actuaries, together with a structured learning programme designed to develop your financial and business acumen as well as skills essential for your future career.

You'll complete three 9 month long rotations within the actuarial function, experiencing Capital Management, Pricing and Reserving. Rotations help you to gain an understanding of the actuarial function, develop a broad skill set and build relationships across the business.

Your experience on the scheme will equip you with the credibility and understanding to become a well-rounded actuary in the future. Longer term, your passion and ambition to succeed will help you to become a future leader at Hiscox.

Roles on our Actuarial Graduate Scheme are based in our London office, with a combination of time in the office and working at home. We see it as the best of both worlds: structure and sociability on one hand, and independence and flexibility on the other. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: Over 3,300

No. of Qualified Actuaries: 25

No. of Trainee Actuaries: 35

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: Under 10
- Placements
- Internships: Under 10
- Insight Days
- School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London), West Midlands, East Anglia, Yorkshire & Humberside, North West, Scotland, Rep of Ireland, Rest of Europe, United States and Rest of the World

CONTACT DETAILS

W: www.hiscoxgroup.com

For the latest jobs visit
www.actuarialcareers.co.uk

Who We Are

For over 100 Years we have helped our clients, their employees, members and customers to make decisions that have a positive impact on their financial futures. We're proud to deliver award-winning advice on pensions, investments, benefits and insurance.

At the heart of this is our relationships with our clients and colleagues - forming genuine, collaborative relationships that last. This allows us to put clients at the heart of our business and provide them with advice and solutions that truly meets their needs.

Our Opportunities

If you enjoy building relationships, solving complex problems and working with numbers then one of our early careers' programmes could be an exciting next step for you. Whatever your specialism you'll join a supportive team where you'll develop your analytical skills to provide tailored solutions to our clients. You'll analyse complex data and present results of calculations and sophisticated modelling in an engaging and compelling way to help our clients make the best possible decisions.

Why Choose Us

We want to make working at Hymans Robertson the best job you'll ever have – that might sound ambitious but that's our goal! We live and breathe our values of being friendly, partnering, straightforward and confident – and genuinely care about our people, clients, communities, and the environment. We'll encourage you to:

- **Be Your True Self:** Our culture empowers everyone to be themselves so they can do their best work and thrive.
- **Make a Difference:** Whether you're involved in helping our clients or using your three annual volunteering days, we believe that you can contribute towards achieving our purpose – together, building better futures.
- **Grow Your Career:** We invest in our people, ideas and technology. You'll get comprehensive support with your professional studies as you work towards Actuarial (IFoA) or Chartered Financial Analyst (CFA) qualifications. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 1,239

No. of Qualified Actuaries: 184

No. of Trainee Actuaries: 119

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☐ Health
- ☒ Investment
- ☒ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 30+
- ☐ Placements
- ☒ Internships: 20+
- ☒ Insight Days: Varies
- ☒ School Leaver Schemes: Varies

OFFICE LOCATIONS

London, West Midlands and Scotland

CONTACT DETAILS

E: chat.to.us@hymans.co.uk
W: www.hymans.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

ACTUARIAL TRAINEE CONSULTANT

NAME	Amy McAlister
LOCATION	Glasgow
UNIVERSITY	Heriot-Watt
DEGREE	BSc (Hons), Actuarial Science



Explain why you decided to pursue a career in this profession?

Having enjoyed studying actuarial science at university, it seemed like a natural step to continue to pursue a career down the actuarial route. I wanted to be able to use the mathematical and technical skills I'd built up during my studies, along with being able to communicate and work with lots of different people. Therefore, becoming a trainee consultant seemed like a good match. In my final year at university, I completed a pensions module and knew that this was the area I had the most interest in and, hence, I wanted to pursue a career in this area.

Give a bit of background on what you studied at Uni and the training/exams that you have completed or are working towards currently?

I decided to study Actuarial Science after attending an insight day with an actuarial firm whilst still at school. Knowing that I would hopefully pursue a career in this area, it seemed like the most fitting degree to help me develop the skills needed, along with also providing the opportunity to complete a placement year with an actuarial firm during my penultimate year to gain further insight into the career. Good performance during this degree also provided the opportunity to gain exemptions from the first six of the actuarial exams that have to be completed after university before you become a qualified actuary (there are 13 in total!). I have also completed lots of internal training whilst working to help improve my knowledge of the internal systems and models needed for my job.

Explain what your current role involves?

My current role is within the Actuarial Public team where we concentrate on LGPS pension funds. Over the past 10 months, I have had the opportunity to get involved with a range of projects across the firm. Some have

been quite technical - including producing accounting reports which employers in the fund receive annually, fund employer work where we calculate the opening position of new employers who have recently joined the fund and reviewing the cessation surpluses or deficits which arise when employers leave the fund. Alongside this I have also been involved with drafting some reports and emails to clients, which has proved very beneficial for developing my communication skills.

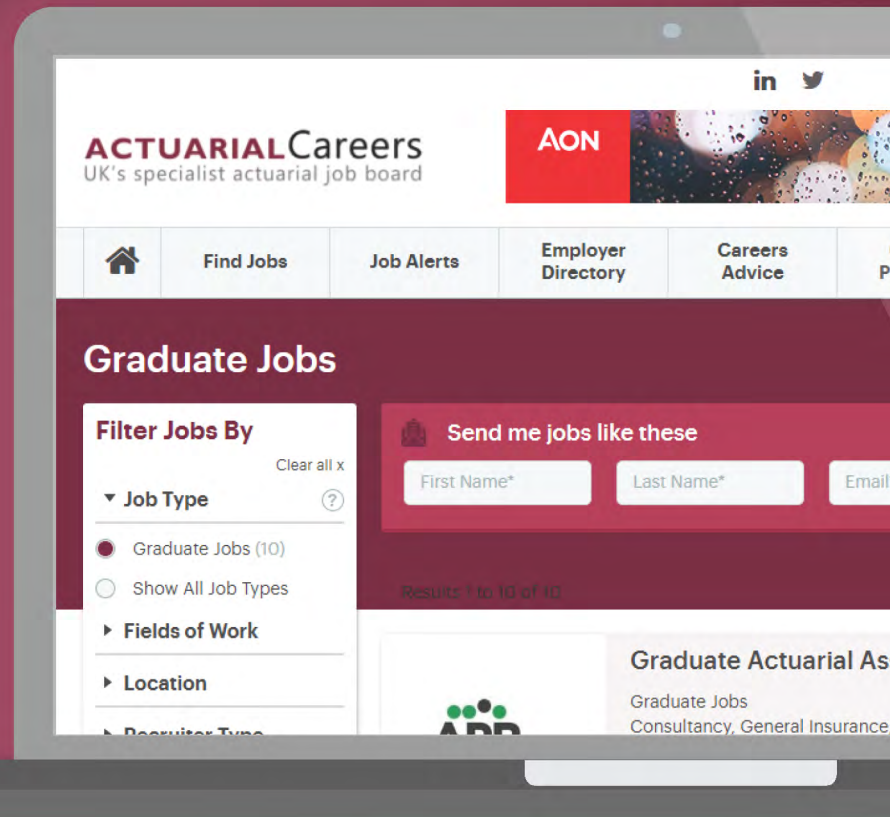
What are your future plans for your career?

My main goal is to pass the actuarial exams and become a fully qualified Actuary - however long this may take! Alongside this, I want to continue learning and improving on the technical and communication aspects of the job as I hope to progress to become a consultant eventually, which involves being able to explain all the complex and technical calculations to a range of clients, including those who have experience in these areas and those who do not.

Any advice?

Definitely do some research into the career and consider the time and organisation required to balance both working and studying as this can be challenging - although the burden of this is slightly reduced with the study days provided by Hymans. To that end, I would also say to get involved with lots of things at university as employers will want to see that you can organise and balance your time between studying and working. I would also recommend trying out a summer internship, placement or insight opportunity in your penultimate year of university as this can give great insight into some of the day-to-day elements of the role to see if the career is the right fit for you. Furthermore, this will also give you lots of great experience to talk about during any graduate level interviews you may have. ●

Find your next job with Actuarial Careers



Intellica is an independent provider of data management, business change and consultancy services within the pensions and financial services industry. Our inventive solutions are technology-focused and tailored for your needs, delivering a positive outcome to the challenges the pension industry faces.

Pensions data is our business, and our forward-thinking software lets companies focus on and analyse the key data items relevant to their data strategy, such as tPR compliance, GMP equalisation, McCloud and de-risking.

About Intellica

From our many years of data validation, forensic data analysis and data remediation experience we have developed Constellation, the UK's leading and most innovative pensions data analysis suite. Our strategic/systematic software driven approach to identifying and addressing data issues means our clients benefit from this knowledge and expertise, and we are not reinventing the wheel on every engagement.

Our core values are precision, ingenuity and integrity, and our team comprises specialists from the pensions and financial services industry with notable experience across both private and public sector clients. We have developed long lasting relationships with our clients which has enabled us to offer the solutions they require.

A career with Intellica

Intellica is a young and fast-growing company in the pensions and financial services industries with plenty of opportunity for pensions professionals. The dynamic nature of our work will afford you the opportunity to contribute massively to your role and play a key part in the team, and we continue to invest in our team members by offering continuous staff development and training programmes.

We are always looking for high-calibre staff to join the team. Whether you are an experienced professional or a graduate taking the first steps in your career, we have opportunities for talented individuals to build their careers with us. We also offer associate positions through our specialist resource offerings. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 43

No. of Qualified Actuaries: 2

No. of Trainee Actuaries: 4

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☐ Investment
- ☒ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 3+
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

North West

CONTACT DETAILS

E: enquiries@intellica.co.uk
W: intellica.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk





Isio was 'born' in 2020, and we've been challenging existing thinking on pensions, benefits and investment advice ever since. That's because we know that only by improving on what's been accepted in the past, can we provide the financial confidence our clients deserve.

About Isio

We provide companies, trustees and individuals with the highest levels of expertise across our core pensions business, which includes Actuarial & Consulting and Pensions Administration, as well as our complementary services: Investment Advisory, Reward & Benefits and Wealth Planning. Our heritage gives us a unique edge. Decades of experience, combined with the independence we enjoy today, enables us to be agile and invest quickly in innovative new solutions for our clients and society.

Our relentless focus for better, means we challenge tradition with the clear ambition to bring our industry into the modern world. Something we achieve, in close collaboration with our clients, day in, day out. And while Isio is a young company, our people are some of the most experienced in their fields, bringing track records of having achieved commercial advantage for clients across pensions.

Improving on long-accepted industry practices continues to drive us – and our business – forward. We are proud to work with a third of the FTSE 100, with over 400 boards of trustees, and across all sectors. Creating greater levels of confidence in financial decision-making for companies, trustees and individuals.

Our people and Culture

Calibre of experience is a given in our people, but just as important is that everyone here is ambitious for our clients and driven by what we call 'the Isio attitude'. Our independence means our people are freer to think bigger, as they are less constrained by standardised solutions and off-the-shelf products. We are committed to equality, diversity and inclusion and strive to create an environment where you can bring your whole self to work every day. We have ten regional hubs across the UK and many of our roles are flexible in location to help create a work-life balance that works for you. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 1,000

No. of Qualified Actuaries: 190

No. of Trainee Actuaries: 145

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 60
- ☒ Placements: Varies
- ☒ Internships: Varies
- ☐ Insight Days
- ☒ School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, North East, North West, Scotland and Northern Ireland

CONTACT DETAILS

E: hrrcruitment@isio.com
W: isio.com

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www.actuarialcareers.co.uk

SENIOR ACTUARIAL TECHNICIAN

NAME Liam Hollywood
LOCATION London
UNIVERSITY Queen's University Belfast



What's your favourite thing about working in this sector

I like the variety of work. I enjoy the challenge of solving different maths problems offered by the complications of pensions, as well as the communication of the complex solutions in ways that can be easily understood. No day is the same and I also enjoy working with lots of different people to innovate and create new solutions to the problems faced. It is also a sector that is continually evolving to use incorporate new technology which I also like.

What attracted you to your role?

I was always good at maths growing up, so when I heard about jobs involving maths I was immediately interested as I thought it would be something I would enjoy. I get bored easily so I need to be challenged at work to keep me motivated and I felt this role would do that. The fact that the industry is well-paid is also an obvious attraction to the role, along with the clear path to progression through the exams and the pay rise incentives that come with them. The fact that study support is provided is also a bonus.

Tell us about your experience working for Isio – what makes it such a great place to work?

I think the most important thing about a job is the people you work with and for me the best thing about Isio is the people. Everyone is friendly, helpful and understanding which makes it a great place to learn and develop the skills needed for my career. It's a very relaxed environment, so you have opportunities to choose what kind of work you want to get involved with.

Isio also has flexible working which I enjoy, as well as a competitive study support package which is key to success with the actuarial exams.

What skills are useful in this profession?

A lot of the work will also require good logical, mathematical and analytical skills, as well as competence with Microsoft programs.

Like most jobs of this nature there are lots of soft skills that are essential, you need to be a team player who can listen and communicate effectively with others. As some of the concepts are complex, being able to explain things in simple terms is also an important skill.

Tell us one bit of advice you'd give someone coming into the industry?

Don't put too much pressure on yourself. At first everything can be a little overwhelming, I didn't understand anything at the start (and I still have a way to go!). Your colleagues will understand that, and you're not expected to know everything. Just ask as many questions as you need, people are there to help you and everyone was in the same position as you at one stage.

This extends to the exams as well. Everyone will progress with the exams at a different pace, so don't force yourself to take on too much too soon. A wise mentor once told me, one pass is better than two fails!

What would you like to achieve in the future?

I hope to finish my exams to become a qualified actuary. I don't know what I'll do beyond that but working here allows me to get involved with the wide variety of paths that pensions has to offer. I hope that this will help me to work out what kind of things I enjoy doing and I can work out my path from there. ●

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JUST.

RETHINK RETIREMENT

Who are Just?

We're a FTSE 250 Financial Services company who specialise in retirement solutions and right now, our world is moving pretty quickly. With the defined benefit buy in / buy out space growing each year, Just Group continues to annually grow its business by over £2bn of assets each year.

We are a purpose driven company with compelling and credible goals. Quite simply, we help people achieve a better later life.

We're a company on a mission: to become a beacon for the entire retirement industry. Because we believe everyone deserves a fair, secure, and fulfilling retirement.

What you can expect from us?

You'll have the flexibility of working in a hybrid model - we believe that there are real benefits to office working, giving us all an opportunity to connect, collaborate and network with colleagues across the organisation.

We're passionate about providing a platform for people to grow and that's why we provide industry leading study support to all our student actuaries. You'll have an opportunity to join a fast moving, growing and ambitious company all whilst being supported to your IFoA status. We also offer a competitive starting salary, opportunities to rotate and a fantastic range of benefits.

Why Just?

We are committed to building a more sustainable business and have publicly committed to reduce our scope 3 emissions to Net Zero by 2050 and our scope 1 and 2 emissions to Net Zero by 2025. We've made good progress so far and encourage our people to make small and meaningful changes in their everyday lives, so that we can protect our planet for future generations.

What's clear about working at Just is that we care. We care about our customers, our purpose, our environment, inclusivity, wellbeing and most importantly - each other. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: c.1,100

No. of Qualified Actuaries: c.84

No. of Trainee Actuaries: c.60

FIELDS OF WORK

- ☒ Banking & Finance
- ☐ Consultancy
- ☐ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 6-10
- ☒ Placements: 4-8
- ☒ Internships: 4-8
- ☐ Insight Days
- ☒ School Leaver Schemes: Varies

OFFICE LOCATIONS

London and South East (excl London)

CONTACT DETAILS

E: recruitment@wearejust.co.uk

W: www.workatjust.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

About Us

At LCP we help to create and uncover new possibilities by solving important problems to help create brighter futures. We are powered by bright and passionate people with a relentless sense of curiosity. Our cutting edge technology and expert analysis means we can help clients find clarity from complexity, in order to tackle problems and embrace opportunities.

We offer a wide variety of consulting and more technical roles across a diverse range of departments – including pensions, investment, energy and healthcare.

Why work for LCP?

We offer career opportunities that challenge you whilst allowing you to grow at your own pace and work alongside some of the brightest minds in the industry. Becoming one of our graduate trainees or summer interns is the first step of your journey towards a successful career in your chosen field.

Our people and culture

We want everyone to have the opportunity to fulfil their potential at LCP. That's why we seek to build an inclusive workplace where all forms of diversity are valued. There are a number of successful initiatives we run to support diversity and inclusion, including our popular agile working policy, our programme of support for parents and carers at LCP, and our thriving Women's, LGBT+, Multicultural and Wellbeing Networks.

Training and development at LCP

We have an extensive programme of in-house training. Regular training sessions are held throughout the first three years, covering every aspect of the business. Staff at all levels receive training to keep their technical knowledge up to date and to develop their managerial and presentation skills further. LCP also provides comprehensive support for the professional exams and we have an excellent track record of students qualifying quickly. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 850

No. of Qualified Actuaries: 240

No. of Trainee Actuaries: 90

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☒ Health
- ☒ Investment
- ☒ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: c.60
- ☐ Placements
- ☒ Internships: 60
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London) and Rep. of Ireland

CONTACT DETAILS

E: emma.lindley@lcp.uk.com
W: www.lcp.uk.com

For the latest jobs visit
www.actuarialcareers.co.uk

ANALYST

NAME	John Hubbard
LOCATION	Winchester
UNIVERSITY	Lancaster
DEGREE	Mathematics



My career path to date

I have worked at LCP in the Pensions Actuarial Consulting department for nearly two 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 carry 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 vs a consulting role and be able to demonstrate that you know the difference and have the potential to demonstrate the required skills. ●



We are a top 20 global asset manager and the UK's largest provider of individual life assurance products.

Maybe you're into digital, data or numbers. Maybe people are your thing. Either way, it's you that enables us to find new ways of being brilliant, while building and protecting the communities we care about. At Legal & General, your story will be anything but familiar.

Are you looking for a role that is technically challenging? Do you want a future that allows you to develop commercial acumen alongside your technical skills? Are you keen to have the opportunity to progress in a breadth of roles – technical or business?

Actuarial work is central to ensuring a profitable, well run insurance business and your work will support the success of a FTSE 100 company. Our actuaries work throughout business measuring, predicting and managing areas of the business with the aim of giving its customers 'value for money'. If you are successful you will join one of the actuarial teams and typically be involved in:

- Supporting the production of statutory, external, and internal financial results as well as providing high-quality supporting analysis and commentary on these results.
- Managing the arrangements agreed following a Defined Benefit Pension Risk Transfer (PRT) deal. This will involve maintaining ongoing relationships with numerous reinsurers, and potentially Trustee counterparts. You will also provide calculations relating to post-sale pricing, reinsurance, longevity insurance, and collateral arrangements.
- Assisting, under the guidance of more senior team members, with the production of pricing rates, capital model runs/developments, the monitoring of business performance and the production of relevant MI.

Working and studying to pass the actuarial exams will be tough but we offer a comprehensive study scheme that provides excellent financial and study support. In recent years we have seen pass rates well above the national average. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 8,000+

No. of Qualified Actuaries: 250+

No. of Trainee Actuaries: 120+

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☒ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☒ Placements: Varies
- ☒ Internships: Varies
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London and South East (excl London)

CONTACT DETAILS

W: www.legalandgeneral.com/careers

For the latest jobs visit
www.actuarialcareers.co.uk



About

Mercer is a global consulting leader in talent, health, retirement, and investments. Mercer helps clients around the world advance the health, wealth, and performance of their people. At Mercer, we believe in building brighter futures. Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch. And by turning ideas into action to spark positive change.

Our History

In 1945, William M. Mercer Ltd began in Canada and grew to become a premier provider of actuarial and benefits consulting services. Acquired by Marsh & McLennan Companies in 1959 and merged with its own employee benefits department, the firm expanded through growth and acquisition. Even as times have changed and our firm has evolved, our core purpose has remained clear: We make a difference in people's lives. Today, Mercer works with clients in 130 markets around the world, helping them continue to make the future brighter for their employees.

Opportunities

Here at Mercer we recruit Graduates, Interns, Placement students and Apprentices into offices throughout the UK. The graduate programme provides candidates with a choice of qualifications and a pathway for them to decide their future. With a Mercer Apprenticeship, you will receive training and support to allow you to learn on the job, develop your technical expertise and obtain universally recognised industry qualifications.

Working at Mercer

As a Mercer colleague, you'll be supported by a community of peers and leaders who inspire you to learn, grow and advance in a culture that values your unique strengths. We strive to make Mercer the employer of choice for the best and brightest diverse talent, fostering an inclusive work environment where employees from varied backgrounds, cultures and ethnicities can thrive. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 24,000

No. of Qualified Actuaries: 300 (UK)

No. of Trainee Actuaries: Approx. 50 (UK)

FIELDS OF WORK

- ☒ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☒ Health
- ☒ Investment
- ☒ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☒ Placements: Varies
- ☒ Internships: Varies
- ☐ Insight Days
- ☒ School Leaver Schemes: Varies

OFFICE LOCATIONS

London, South West, West Midlands, Yorkshire & Humberside, North West, Scotland and Northern Ireland

CONTACT DETAILS

W: www.marshmclennan.com

For the latest jobs visit
www.actuarialcareers.co.uk



Founded in 1947, Milliman is among the world's largest providers of actuarial services and related products with offices in major cities around the globe. We work in the UK and Europe, focussing on general and life insurance, and healthcare systems. Our work involves analytics and technology, reserving, risk management and hedging and addresses the retirement predicament.

Our work makes a difference in people's lives

Our innovative work and technology are helping revolutionise the financing and delivery of healthcare, the management of risk across complex systems and organisations, and the development of retirement planning and financial risk management solutions.

We're built to help you succeed

From day one you will be working with the best professionals in the industry. You will grow your own skills, knowledge, and technical expertise through short-term, project-driven goals to long-term, career-oriented goals, in the environment where your views are strongly encouraged and valued from the start. In addition to our competitive study package, your manager and study coach will be there with you every step of the way. They will support and guide your personal and professional development, and help you discover and realise your full potential.

Who are we looking for?

While we recognise that credentials are important, we're just as interested in your attitude and your intellect. The right candidates will share the following core values, which were identified by our professionals in a firm-wide survey: superior work quality; honesty and integrity; superior client service; focus on independent, objective advice; individual professional freedom; and a belief that excellent work should be rewarded.

How do I apply?

Take a look at the Job Search section of our Careers website. If you see a position that interests you, apply online. If your skills are a match, you will be notified, and an interview will be scheduled. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 120

No. of Qualified Actuaries: 45

No. of Trainee Actuaries: 20

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☒ Health
- ☐ Investment
- ☐ IT & Systems
- ☒ Life Assurance
- ☐ Pensions
- ☐ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☐ Placements
- ☒ Internships: Varies
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South West and West Midlands

CONTACT DETAILS

W: uk.milliman.com

For the latest jobs visit
www.actuarialcareers.co.uk

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 are asked regularly to devise solutions to a wide range of problems not often encountered by actuaries and are known as a "go to firm". We specialise in advising entrepreneurs - at all levels - very senior executives and professionals in most spheres of activity. Our large clientele 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 glory in their diversity.

We provide advice to our clients both in respect of their organisations as well as on their personal matters. Many of our clients are "people on the move". The firm is a multi-disciplinary practice and we work closely with our legal, wealth management and overseas colleagues. Our actuarial students thus have the additional benefit of working alongside talented professionals from other disciplines.

We aim to recruit clever, 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. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 40

No. of Qualified Actuaries: 3

No. of Trainee Actuaries: 2

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London

CONTACT DETAILS

W: www.nigelsloam.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

About us

Established in 1999, Quantum Advisory is a firm of actuaries and benefit consultants specialising in providing professional pensions advice and services. We design, maintain and review corporate pension schemes and related employee benefits.

Our expertise covers the complete range of occupational, stakeholder and group personal pension plans and related employee benefits, ranging from complex final salary arrangements to simplified stakeholder and personal arrangements.

Our team of actuaries undertake pension fund valuations and provide funding analysis and advice, in relation to changes in benefit structure, membership, and/or legislative and economic changes. We also prepare figures for company reporting purposes, advise on liability management and provide training sessions to trustees enabling them to carry out their duties with confidence.

We work closely with our investment team in particular, so that we can provide holistic advice regarding pension scheme funding. This enables our clients to better understand all aspects of risk relating to their arrangements.

Working at Quantum Advisory

Our business is founded on six core values. These govern how we approach our relationships with ourselves and our clients and the services we offer.

Join us and you will become part of a close-knit team who are skilled, experienced and passionate about delivering a high-quality service to clients. With Quantum, you'll be given the chance to further develop your skills and career as we currently support the fellowship qualification.

What we look for

We look for ambitious and driven candidates, usually with a degree in a mathematical or finance related subject, with excellent problem-solving abilities, good communication skills, and the ability to work as a team. We offer opportunities in our Cardiff, London and Birmingham offices. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 120+

No. of Qualified Actuaries: 15

No. of Trainee Actuaries: 13

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☐ General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London),
West Midlands and Wales

CONTACT DETAILS

E: recruitment@qallp.co.uk
W: www.quantumadvisory.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

Are you looking to make a difference in the investment industry? Look no further than Redington! Founded in 2006, Redington was developed to bring much-needed change to an established investment industry, we believe that by doing things differently, we can deliver better outcomes for our employees, clients and industry as a whole.

As an independent, B Corp-certified investment consultancy, we provide a full range of outcome-oriented advice, research and technology to some of the largest pension funds, wealth managers and institutional investors across the globe.

On top of that, we've set ourselves the ambitious goal of helping to make 100 million people financially secure – for the benefit of people and planet. Sound like something you can get behind?

Opportunities Available

We recruit graduates and interns across all three client facing areas of our business; Asset Liability Management, Investment Consulting and Investment Manager Research. Our summer internship is a 6 week programme available to students in their penultimate year of study. The programme gives you real world experience whilst you are still a student. The Redington Graduate programme gives you the responsibility, autonomy and the training you need to shine from day one.

We welcome applications from all universities and degree disciplines. So, if you want to build a career in investment consulting, we encourage you to apply.

Training and development

Our program challenges you from day one, and you'll receive an intensive induction process to get you up to speed. You'll have a buddy to help you settle in and will work alongside experienced senior professionals to contribute to client solutions. Practical on-the-job learning is supplemented with opportunities to be involved in knowledge-sharing sessions and seminars, as well as studying for professional qualifications such as the CFA or FIA. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 180+

No. of Qualified Actuaries: 10

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 12
- ☐ Placements
- ☒ Internships: 14
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London and South West

CONTACT DETAILS

E: info@redington.co.uk
W: www.redington.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk



RSA is a leading international general insurer operating in the UK and Europe but with the capability to write business across the globe. Founded in 1710, we are one of the world's leading multinational insurance companies and a truly people-centred business.

We have around 6,200 employees across our core businesses and in 2021 our net written premiums were £3.3 billion. In 2021 RSA became a subsidiary of Intact, one of Canada's oldest companies, that now writes \$20 billion of premium primarily across the U.S., Canada, the UK and Europe.

The best way to gain a place on the RSA actuarial graduate programme is to first apply for an internship with us in the summer of your penultimate undergraduate year. Top performing summer actuarial interns are most likely to gain a place on the following year's graduate programme. Actuarial graduate trainees will work in a number of areas with the aim of giving them a wide range of experience including:

- Pricing of general insurance products – working out the price to charge customers for general insurance products.
- Reserving of claims – claims can take many years to settle and RSA needs to hold a reserve to ensure that it can pay the claims when they fall.
- Capital requirements – RSA needs to maintain high levels of capital to enable it to write a wide range of insurance risks.

As well as offering regular pay-reviews for actuarial graduate trainees, we also provide a comprehensive support package to assist trainees in passing their actuarial exams. Our mentor scheme assigns each trainee a qualified actuary with whom they can discuss their development. Trainees will have regular meetings with mentors to discuss study and training plans, providing constant support while on the scheme.

What you need

We are looking for individuals who have obtained or are expecting at least a 2:1 in a highly numerate degree discipline and who have excellent problem solving ability, great communication skills, and the ability to work in a team or alone without close supervision. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 6,200

No. of Qualified Actuaries: 40

No. of Trainee Actuaries: c.150

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☒ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☐ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 6
- ☐ Placements
- ☒ Internships: 9
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South East (excl London) and North West

CONTACT DETAILS

W: www.rsagroup.com

For the latest jobs visit
www.actuarialcareers.co.uk



Who we are

SDA 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 to individual projects. For the last fifteen years, 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.

What you will be doing

We support clients in their business decisions through projects including reserving, capital calculations and other valuation work, forecasting for business planning or other purposes, pricing and product design, and investment strategy. You will also be exposed to a wider range of insurers through our audit support and review work. You will work on interesting, varied projects and be encouraged to have a real impact on our clients by finding new, innovative solutions to the challenges they face.

How and when you will work

Staff are supported to work flexibly, with most staff choosing to work largely from home and taking advantage of our flexitime scheme. However, all staff need to be able to work in our office in Epsom when required and travel to our clients if necessary.

How will we develop you?

We help you to develop your actuarial, technical and consulting skills, knowledge and experience through internal or external training, different types of work and working with different teams. All staff are assigned a people manager who will help them to identify appropriate development opportunities and reach their full potential through regular developmental reviews and informal discussions. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 12

No. of Qualified Actuaries: 6

No. of Trainee Actuaries: 4

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☒ General Insurance
- ☒ Health
- ☐ Investment
- ☐ IT & Systems
- ☒ Life Assurance
- ☒ Pensions
- ☒ Reinsurance
- ☒ Risk Management
- ☒ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 1-2 pa
- ☒ Placements
- ☒ Internships: 0-1 pa
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

South East (excl London)

CONTACT DETAILS

E: careers@sda-llp.co.uk
W: www.sda-llp.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

SPENCE

About us

We are excited about the future at Spence & Partners. Our proven and founder led management team have recently partnered with a growth investor to accelerate the growth of a leading professional services and technology group which provides expert advice and solutions to the UK pensions industry. We have a strategy to grow organically over the next 5 years.

Our use of our innovative integrated actuarial and administration pension scheme software platform, Mantle, across our work is driving us to deliver integrated solutions to our clients. As a result we believe we can offer something different to people looking to take the next step in their actuarial and investment careers.

Our actuarial and investment teams offers a diverse range of stimulating and fast paced actuarial and investment work. The team services clients across all our practices – trustee and corporate services, charity and not-for profit, and scheme terminations.

The Role

Being one of a small number of graduates you'll get direct exposure to working with the directors of our business and the opportunity to really make your mark in a growing business. We create an environment to drive your career to the next level - we believe in empowerment and expect our colleagues to thrive in an environment of personal responsibility and ownership.

In addition to an excellent academic record (2:1 level or above in a relevant subject) you should display a keen interest in the industry and environment in which we operate. You will have the core competencies - Strategic Thinking, Impacting & Influencing, Client Engagement, Collaborative Working, Problem Solving, Planned & Professional Approach. These will enable you to work as part of our team, have a commitment to learn and develop your career and be passionate about providing a high quality professional service. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 226

No. of Qualified Actuaries: 25

No. of Trainee Actuaries: 9

FIELDS OF WORK

- ☐ Banking & Finance
- ☒ Consultancy
- ☐ General Insurance
- ☐ Health
- ☒ Investment
- ☐ IT & Systems
- ☐ Life Assurance
- ☒ Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: 3
- ☒ Placements: 1-2
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

OFFICE LOCATIONS

London, South West, West Midlands, East Midlands, North East, North West, Scotland and Northern Ireland

CONTACT DETAILS

E: careers@spenceandpartners.co.uk
W: www.spenceandpartners.co.uk

For the latest jobs visit
www.actuarialcareers.co.uk

ACTUARIAL AND INVESTMENT GRADUATE

NAME	Sean Campbell
LOCATION	Glasgow
UNIVERSITY	Heriot Watt
DEGREE	Actuarial Science



I graduated from Heriot Watt University in June 2015 with a degree in Actuarial Science before being fortunate enough to join Spence in the following September. Prior to joining Spence, I had no previous experience working in the actuarial field so this was a first for me and an opportunity I could not wait to take advantage of.

What attracted you to your role?

There were a number of things that attracted me to the graduate role at Spence:

- Opportunity to expand my skill set in not only the actuarial but investment field also;
- Working as part of a close-knit team;
- Opportunity to work with Spence's state of the art in-house software, Mantle;
- Allocation of a 'buddy' to help you get settled in to your role;
- Flexible working arrangements to meet your individual needs;
- Comprehensive study package – study support, subsidised materials and tutorials, and a bank of study days;
- Health and wellbeing support – private medical insurance package and mental health first aiders;
- Willingness of Spence to support you to reach your career goals and aspirations.

What was the application process like – any advice?

The initial stage of the application process involved submitting a CV and cover letter, which was followed by a face-to-face interview with two senior members of the team.

Interviews can be daunting and stressful, but I was immediately put at ease by how warm and welcoming the interviewers were which allowed me to showcase who I really am.

The main piece of advice I would give for the application process – be yourself! Don't be afraid to talk about your hobbies and interests in an interview. Many of the other candidates for the role will come from a similar technical background through their university degrees so having passion and enthusiasm for activities outside of work will set you apart from all the other candidates.

What skills are useful in this sector/ profession?

- Problem solving – no two clients or pieces of work are the same, and in many cases your answer starts from a blank sheet of paper;
- Communication – you will be speaking to a range of people from scheme actuaries to members of a pension scheme so it is important you can communicate in an appropriate manner depending on the individuals technical expertise;
- Inquisitive – being able to justify and tell the story behind the mathematical results that you produce. ●



About WTW

At WTW, our purpose is to transform tomorrows. We provide data-driven, insight-led solutions in the areas of people, risk and capital to propel the world's leading businesses forward.

When you join an early careers program at WTW, you're empowered to develop your skills and make a difference by applying your unique perspective. We fuse our passion, intelligence and imagination to make real impact – confident that behind everyone one of us is all of us.

What it's like working at WTW?

WTW is a place of possibilities. A place where people are encouraged to challenge convention and achieve things for our clients that have never been achieved before. Where change is constant and no two days are the same. Where there are endless opportunities for you to venture outside your comfort zone, and to learn, develop and grow.

Teamwork is a major part of life here. Whether collaborating face to face or operating as part of a virtual team, our people work together and support each other to find the best solutions for our clients.

Another key feature of our environment is trust. We trust our people to work independently. We empower them to find new solutions. And we give them the freedom to achieve what they want to achieve – for our clients, for our company and for themselves.

What we offer to new graduates

You'll get to work on complex and interesting assignments, to collaborate with colleagues across borders and timelines, and to find new, innovative solutions to the various challenges our clients face. At the same time, you'll be developing the skills, knowledge and experience you need to create a real impact within our business and become an expert in your chosen field. To help you on your journey, we offer world-class training and mentoring. You'll also benefit from being part of WTW graduates, who you will always be able to draw on for advice and support. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 46,000
No. of Qualified Actuaries: c.570
No. of Trainee Actuaries: c.410

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- ☐ Health
- ☐ Investment
- ☐ IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships: See website
- Insight Days: See website
- School Leaver Schemes: See website

OFFICE LOCATIONS

London, South East (excl London),
South West, West Midlands, East Anglia,
Yorkshire & Humberside, North West,
Scotland, Wales, Northern Ireland,
Rep of Ireland, Rest of Europe,
United States and Rest of the World

CONTACT DETAILS

E: Graduates.UK@wtwco.com
W: careers.wtwco.com

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www.actuarialcareers.co.uk



XPS Pensions Group is a forward-looking, ambitious business. We are a leading independent pension consulting and administration services firm and want to be the best provider of services to the UK pension market. We advise on all things workplace pensions related. We help trustees and employers run pension schemes for the benefit of both current and former employees and we support scheme members in a way that is relevant, innovative and easily digestible.

Our people

Everyone at XPS plays a part in the continued success of the Group. We are committed to developing an inclusive, collaborative culture where everyone is respected and where people at every level of the Company can develop their talents, make an impact and have successful careers.

As a testament to XPS creating a culture and working environment we were named as one of the Best Places to Work 2023 by The Sunday Times. This truly demonstrates our commitment to putting our people first.

Training and development

Support is provided for employees studying for professional qualifications via bespoke technical programmes across all areas of our business. We continued to support early career talent through our graduate Actuarial and Administration programmes and Advisory apprenticeships. We are committed to creating an environment where everyone can flourish.

We know potential comes in many forms and from all kinds of people. We are looking for people who love making a difference wherever they can and know how to build meaningful relationships.

What are we looking for

We know potential comes in many forms and from all kinds of people. We are looking for people who love making a difference wherever they can and know how to build meaningful relationships. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 1,200 group wide
No. of Qualified Actuaries: 237
No. of Trainee Actuaries: 118

FIELDS OF WORK

- ☐ Banking & Finance
- ☐ Consultancy
- ☐ General Insurance
- ☐ Health
- Investment
- ☐ IT & Systems
- ☐ Life Assurance
- Pensions
- ☐ Reinsurance
- ☐ Risk Management
- ☐ Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: 10+
- Placements: Varies
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: Varies

OFFICE LOCATIONS

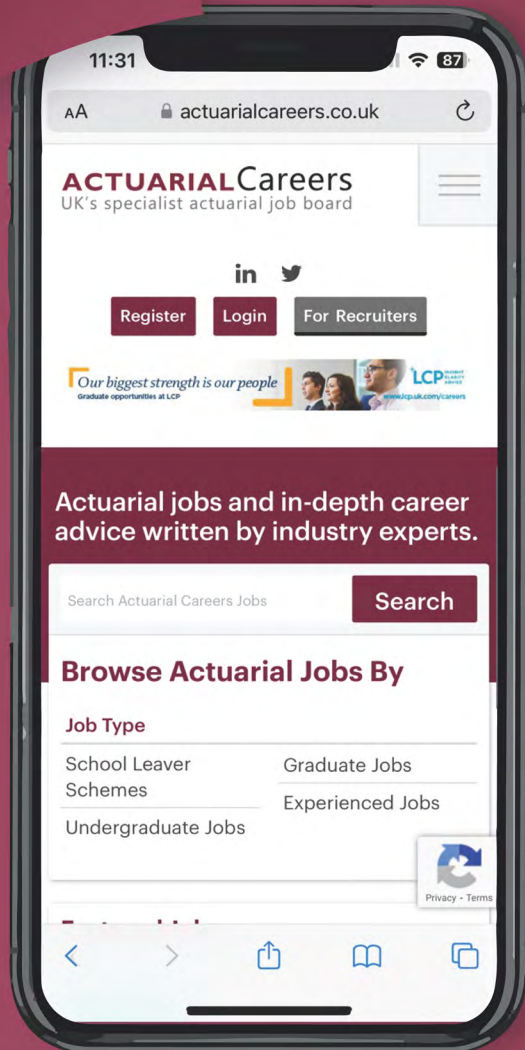
London, South East (excl London),
South West, West Midlands, Yorkshire
& Humberside, North East, North West,
Scotland and Northern Ireland

CONTACT DETAILS

W: www.xpsgroup.com

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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, our people and our planet. If you're looking for a career that will excite, challenge and inspire you, you won't want to miss looking at our popular graduate schemes.

With over 55,000 employees worldwide, we provide a wide range of insurance products and services in more than 215 countries and territories. Here in the UK, we've over 4,500 employees. Our customers are at the heart of everything we do and we're there for them in the moments that matter. Our insurance products cover business, casualty, motor, property and travel insurance, life insurance and pensions products.

At Zurich, you'll have plenty of opportunities to develop your skills, build your career and gain industry-recognised qualifications. You'll be made to feel welcomed and will be supported as you take on new challenges - we've got your back!

If you're interested in working in a dynamic and challenging environment, for a company that recognises and rewards your creativity, initiative and contributions - then Zurich could be just the place for you. Be part of something great. ●

COMPANY INFORMATION

EMPLOYEE NUMBERS

No. of Employees: 55,000

No. of Qualified Actuaries: 36

No. of Trainee Actuaries: 15

FIELDS OF WORK

- Banking & Finance
- Consultancy
- General Insurance
- Health
- Investment
- IT & Systems
- Life Assurance
- Pensions
- Reinsurance
- Risk Management
- Solvency II

OPPORTUNITIES OFFERED

- Graduate Jobs: c.30
- Placements
- Internships: c.30
- Insight Days
- School Leaver Schemes: Varies

OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, Yorkshire & Humberside, North East, North West, Scotland and Wales

CONTACT DETAILS










W: www.zurich.co.uk







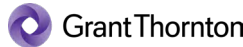


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JOB FINDER







A summary of job opportunities offered



COMPANY	FIELDS OF WORK												OPPORTUNITIES OFFERED					OFFICE LOCATIONS BY REGION															
	Banking & Finance	Consultancy	General Insurance	Health	Investment	IT & Systems	Life Assurance	Pensions	Reinsurance	Risk Management	Solvency II		Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes	London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland	Rep of Ireland	Rest of Europe	United States	Rest of the World
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COMPANY	FIELDS OF WORK												OPPORTUNITIES OFFERED					OFFICE LOCATIONS BY REGION																
	Banking & Finance	Consultancy	General Insurance	Health	Investment	IT & Systems	Life Assurance	Pensions	Reinsurance	Risk Management	Solvency II		Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes:	London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland	Rep of Ireland	Rest of Europe	United States	Rest of the World	
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COMPANY	FIELDS OF WORK												OPPORTUNITIES OFFERED					OFFICE LOCATIONS BY REGION																
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COMPANY	FIELDS OF WORK												OPPORTUNITIES OFFERED					OFFICE LOCATIONS BY REGION																
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This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on the right side, suggesting it's resting on a surface.

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