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THE ONLY GRADUATE CAREER GUIDE TO

The Actuarial Profession

2024/25

36th Edition



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a directory
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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, Early Careers Programme Manager, Aon

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INTRODUCTION FROM THE INSTITUTE AND FACULTY OF ACTUARIES

Introducing The Actuarial Profession Guide 2024/25 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.



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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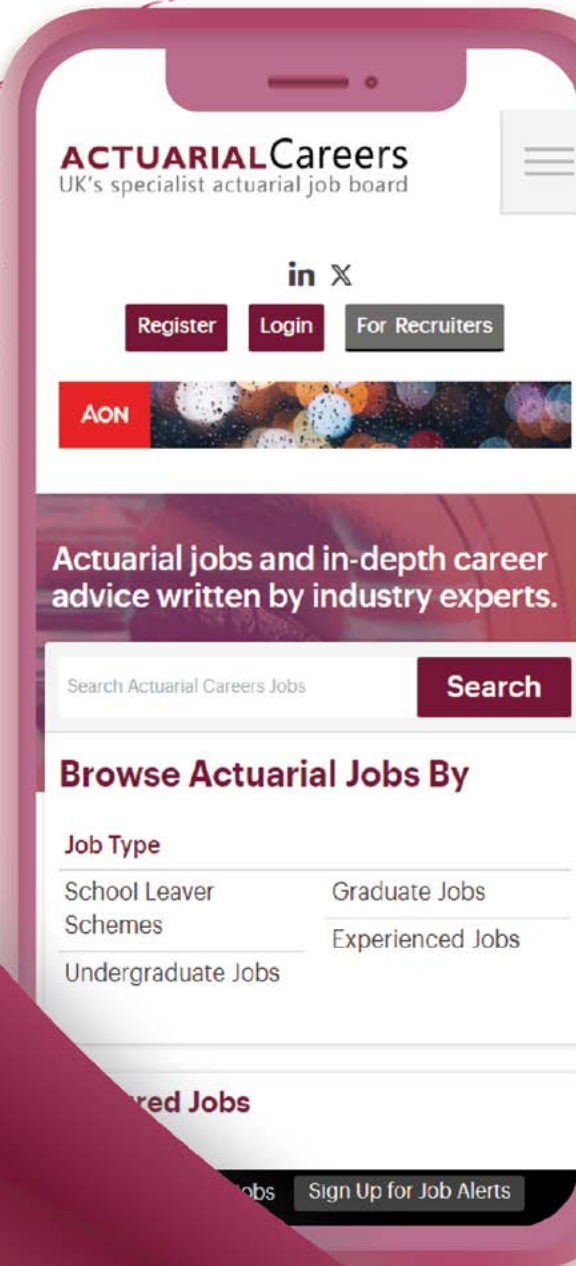
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**Careers
Advice**



Find your
next actuarial job

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.



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

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

6. Financial Reward

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



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

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

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

ENTRY REQUIREMENTS TO BECOME AN ACTUARY

By 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. ●

Visit our website for more Careers Advice

www.actuarialcareers.co.uk



AREAS OF WORK

By The Institute and Faculty of Actuaries (IFoA)

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

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

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

There are currently over 30,000 members of the Institute and Faculty of Actuaries (IFoA), with 72% based in the UK and Northern Ireland and 28% based elsewhere. 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 WITHIN THE ACTUARIAL PROFESSION

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

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

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

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

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

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

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

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

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

General Insurance Average Salaries

	London	South	Midlands	North	Yorkshire
Partner	£350,000	£325,000	£310,000	£292,000	£296,500
Associate Partner	£265,000	£244,000	£235,000	£222,000	£227,500
Chief Risk Officer	£250,000	£230,000	£218,500	£205,000	£200,000
Chief Actuary	£208,000	£190,000	£180,000	£167,000	£170,000
Director	£180,000	£165,000	£157,500	£149,000	£153,500
Senior Manager	£120,000	£110,000	£107,500	£99,500	£96,500
Manager	£90,000	£84,000	£79,000	£75,000	£75,500
Senior Actuarial Analyst/Consultant	£71,500	£65,000	£62,500	£60,500	£60,500
Actuarial Analyst/Consultant	£49,000	£44,000	£42,000	£39,000	£39,500
Graduate	£37,500	£34,500	£33,500	£30,750	£32,000

Life Insurance Average Salaries

	London	South	Midlands	North	Scotland
Partner	£295,000	£283,000	£268,000	£252,000	£247,000
Associate Partner	£230,000	£210,000	£202,500	£194,000	£180,000
Chief Risk Officer	£215,000	£195,000	£193,000	£170,000	£170,000
Chief Actuary	£177,000	£160,000	£155,000	£148,000	£138,000
Director	£155,000	£142,000	£137,500	£130,000	£127,000
Senior Manager	£110,000	£104,000	£96,000	£82,000	£88,000
Manager	£81,000	£77,500	£72,000	£70,000	£66,000
Senior Actuarial Analyst/Consultant	£75,000	£59,500	£58,000	£55,000	£53,000
Actuarial Analyst/Consultant	£47,500	£42,000	£40,000	£38,000	£36,000
Graduate	£38,000	£33,000	£33,000	£32,750	£27,250

Pensions Average Salaries

	London	South	Midlands	North	Scotland
Partner	£150,000	£144,000	£135,000	£128,000	£128,000
Associate Partner	£118,000	£106,000	£105,000	£101,000	£95,000
Scheme Actuary	£120,000	£113,000	£110,000	£107,000	£101,000
Senior Consultant	£96,000	£91,000	£87,000	£86,000	£84,000
Consultant	£72,500	£69,000	£67,000	£65,000	£65,000
Senior Actuarial Trainee/Student	£60,000	£56,000	£54,000	£51,000	£51,000
Actuarial Trainee/Student	£41,500	£37,750	£36,750	£35,750	£33,750
Graduate	£33,500	£29,500	£29,500	£27,500	£27,750

*Source: Hays UK Salary & Recruiting Trends 2024 Guide

IFOA & QUALIFICATIONS

The Institute and Faculty of Actuaries (IFoA)

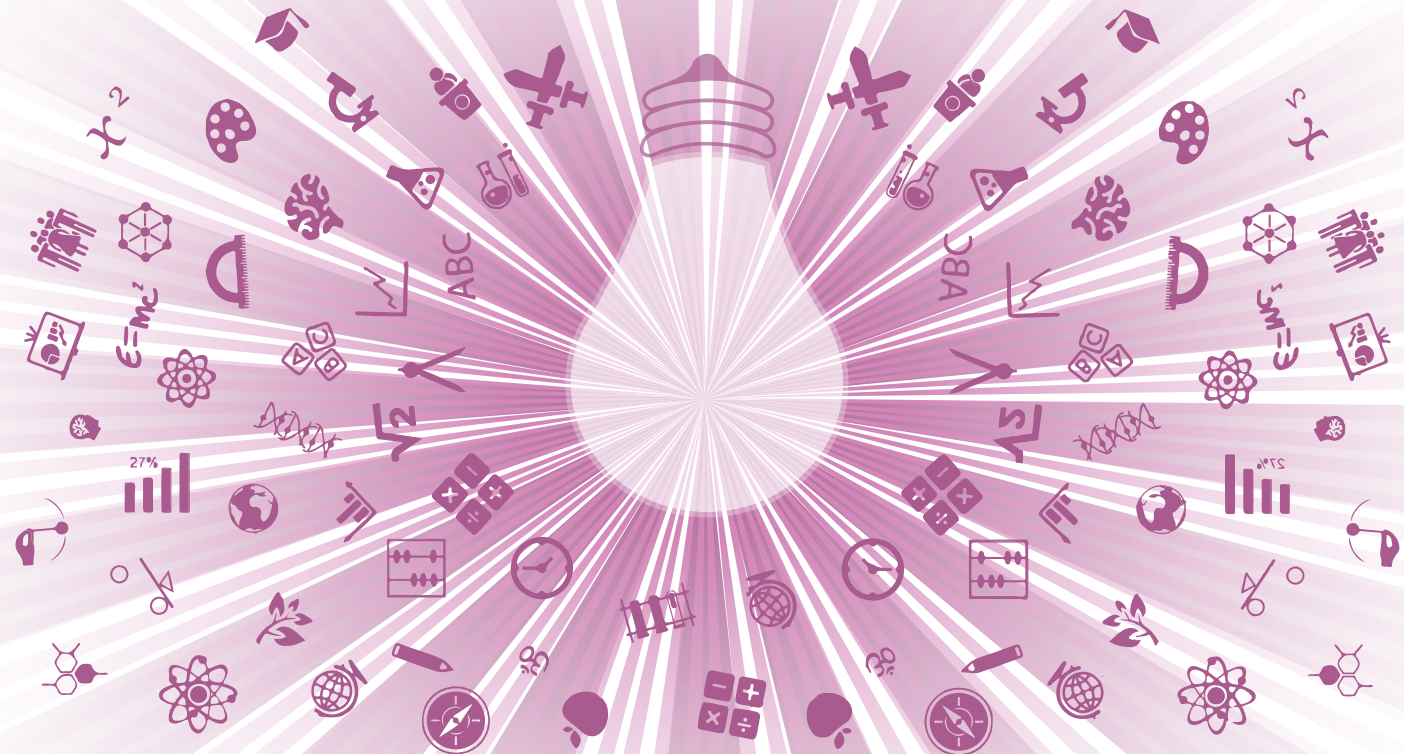
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THE INSTITUTE AND FACULTY OF ACTUARIES (IFOA)

By The Institute and Faculty of Actuaries (IFoA)



Institute
and Faculty
of Actuaries

The IFoA is the UK's only chartered professional body dedicated to educating, developing and regulating actuaries based in the UK and internationally. The IFoA has over 32,000 members worldwide, with 15,000 Student members and 46 partner universities.

In January 2022 we launched our new Diversity, Equality and Inclusion strategy. As an international organisation with members in 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.

“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.”

Benefits of IFoA membership

As a member of the IFoA you will benefit from:

- A qualification that's in demand from business, organisations, and governments worldwide
- A growing range of post-qualification certificates: including Certified Enterprise Risk Actuary
- An extensive range of educational resources to support you while you study

- An annual programme of fresh professional skills development to keep you at the cutting edge
- Over 100 live and digital events every year, from short technical sessional meetings to major conferences
- Lifelong learning resources on a range of emerging fields and topics
- Practicing in line with The Actuaries' Code, our global ethical framework
- Effective regulation and practice certification to ensure public trust and support
- A host of unique volunteering opportunities, from showcasing the profession to the next generation as a Career Ambassador to supporting the education of other actuaries
- A profession that supports the public interest by bringing the actuarial perspective to issues of global importance, from climate change to social care
- An international community of actuarial professionals sharing best practice, support and innovation

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

Joining the IFoA

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

- Affiliate
- Student
- Associate
- Fellow

“There are a number of different types of IFoA membership.”

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 specific examinations and achieve a satisfactory level of work-related competencies.

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

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

Chartered 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)

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

Curriculum

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

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

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

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

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

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

Core Principles

- Actuarial Statistics
- Actuarial Mathematics
- Business

Core Practices

- Actuarial Practice
- Modelling Practice
- Communications Practice

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

- Specialist Principles
- Specialist Advanced

Subjects covered

CORE PRINCIPLES

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

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

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

“Actuarial Mathematics forms the core for classical actuarial expertise.”

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

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

CORE PRACTICES SUBJECTS

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

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

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

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

“The Modelling Practice subject provides actuaries with more ‘rounded’ skills with regards to communicating and presenting spreadsheet work in a business context.”

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

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

Specialist Principles subjects

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

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

Specialist Advanced subjects

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

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

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

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

Options for Research

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

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

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

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

Visit our website for more Careers Advice

www.actuarialcareers.co.uk



A DEGREE IN ACTUARIAL SCIENCE

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

Why study Actuarial Science?

Studying actuarial science at postgraduate level can be very rewarding. You will develop a diverse skillset that will enable you not only to enter the actuarial industry, but also to transfer these skills, which by their nature are applicable to wider traditional and non-traditional disciplines, should you later decide on a different career path. Studying actuarial science before going into the workplace enables you to develop a deep understanding of the industry and the different types of actuarial roles, which will allow you to apply for roles in an area of interest based on the understanding you gain from the course.

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

A career as an actuary will offer you financial rewards, growth opportunities, and engaging challenges. Actuaries enjoy a dynamic and impactful career with competitive salaries and a favourable work-life balance, especially compared to other high-earning roles in financial services like investment banking.

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

Who should study an actuarial postgraduate course?

First, you should have an actuarial interest and usually a strong background in mathematical / quantitative subjects. However, whether you are fresh out of university or looking for a career

change, or have some industry experience and are looking for a course to help you get a boost in your career or clear some of the professional exams, there is an actuarial course to suit you. For example, if you have limited experience or are new to actuarial science, you would look for a course that provides you with learning and the opportunity to gain exemptions from the Core Principle subjects.

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

“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

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

Variants of the typical degree structure additionally offer you the opportunity to study modelling practice, by applying actuarial techniques to solve real-world problems, communication with non-actuaries on topics

related to actuarial practice, but also business and predictive analytics modules that help you cultivate the skillset for modern actuaries and become competent in an ever-changing global business environment.

MSc Actuarial Management

This postgraduate course covers material related to the later stages of the professional exams, namely the Core Practice and Specialist Principle subjects. Such a course aims to delve into concepts of core practice as well as specialist actuarial areas mentioned earlier using technical and business skill learnt in Core Principles. You can gain exemptions from Actuarial Practice (CP1), Modelling Practice (CP2), Communications Practice (CP3) and 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 matter experts with commercial and research experience.

HOW FAST CAN I QUALIFY?

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

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

IS IT ALL ABOUT EXEMPTIONS?

No, it isn't. Actuaries find professional growth and personal satisfaction in various fields, such as business analytics, enterprise risk management, investments and fund

management, banking and financial services, environmental finance, health and retirement financing, etc. Consider actuarial degrees with related topical pathways and distinctive opportunities (business analytics, data science, emerging global risks, entrepreneurial opportunities, etc.). And, remember that sometimes postponing an exemption subject in favour of a non-exemption, yet highly relevant and pivotal, subject can be a unique experience offered for professional advancement.

“Actuaries find professional growth and personal satisfaction in various fields.”

WHAT ARE THE COURSE LINKS WITH INDUSTRY?

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

WHAT DOES THE CAREERS SUPPORT LOOK LIKE?

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

REPUTATION OF THE COURSE?

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

GLOBAL ALUMNI COMMUNITY?

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

FINANCIAL SUPPORT?

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

“A master's degree can change your career and your life, but it is a significant financial investment.”

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, the variety of -even non-actuarial- disciplines, but also the greater control offered to individuals in their study path (for example, (re)take subjects you have previously missed).

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



Professor Ioannis Kyriakou
Course Director
Bayes Business School



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



Michelle Fairbank
MSc Careers Relationship Manager
Bayes Business School



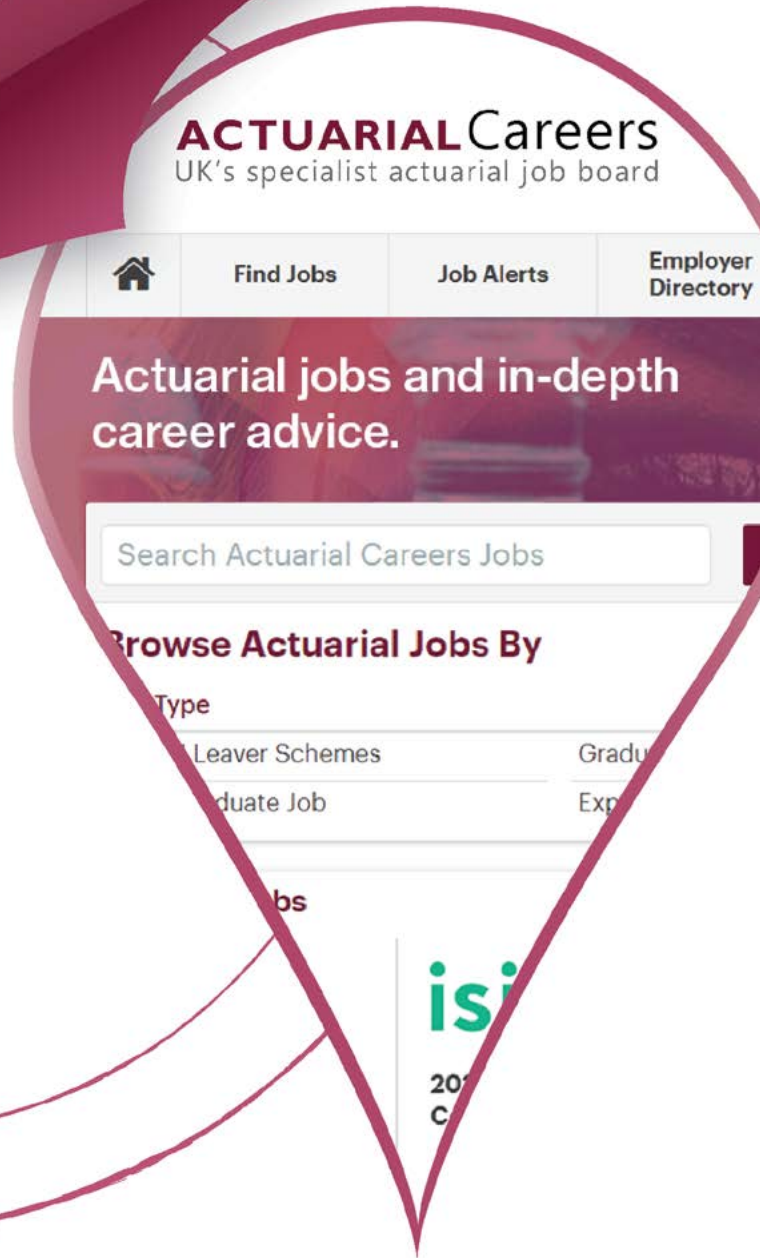
Michelle Fairbank has over 10 years experience in graduate recruitment and now works within the Careers and Professional Development Team supporting students through their career journeys and managing relationships with industry particularly in the Insurance and Actuarial sectors.

BECOMING AN ACTUARY

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The right place
to start your
career



www.actuarialcareers.co.uk

TYPES OF JOB OPPORTUNITIES

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. Participants are generally required to complete a project and submit progress reports to their university during the placement year.

“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.”

Internships

Also called: work experience, Easter/Summer internship

Actuarial firms are increasingly making a point of opening their doors to penultimate year students. 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 places on internships 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, however graduate recruiters are 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.

School Leaver Schemes

Also called: school leaver programme, apprenticeships

“These are most commonly found over holiday periods – Easter in particular.”

School leaver programmes are designed for those who wish to start working straight after finishing school. 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 highlights which employer’s provide school leaver, undergraduate and graduate opportunities. Alternatively, visit our website to find out which firms are currently recruiting. ●

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 - XPS Pensions Group

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 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. ●

SCHOOL LEAVER SCHEMES

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



TIPS FOR APPLYING TO ACTUARIAL JOBS

By Adam Smith, Senior Actuarial Associate, APR

Are you finding it difficult to apply for actuarial jobs? Check out these applications tips to succeed in your job applications....

Taking your first steps into the actuarial industry

An Actuarial career is consistently ranked as one of the top 10 best in the UK, which is no surprise to those already in the profession. Perks of the job include lack of stress, pleasant working environment, relatively short working hours, high wages, and good future prospects. Naturally, this means that the graduate actuarial roles are very competitive, and you will likely find yourselves up against candidates that are just as academically strong and motivated as you are. So, what can you do to give yourself the edge?

“An Actuarial career is consistently ranked as one of the top 10 best in the UK, which is no surprise to those already in the profession.”

Research and prioritise prospective employers

While you may be seeking any actuarial offer, it is important that you research each potential employer carefully and prioritise your applications for those that you would most like to work for. Things to consider include:

- The size of the company
- The sector of actuarial work
- Company culture
- Working practices (remote, hybrid, in-office)

“It is important that you research each potential employer carefully and prioritise your applications for those that you would most like to work for.”

Not only will this research help you to prioritise, but it will also prepare you for any interviews you may have. Questions on your knowledge of the company and why you want to work there are almost guaranteed to come up and a strong, prepared answer to these could really set you apart from others.

“Questions on your knowledge of the company and why you want to work there are almost guaranteed to come up and a strong, prepared answer to these could really set you apart from others.”

Knowledge of the profession

Any employer will expect that an applicant has thorough knowledge of the actuarial profession, and most have previously rejected candidates that haven't shown this knowledge. It is crucial to make sure you thoroughly understand the entire profession, including the exam process and commitments required. You need to know what you are signing yourself up for!

“Any employer will expect that an applicant has thorough knowledge of the actuarial profession, and most have previously rejected candidates that haven't shown this knowledge.”

CV typos

A first impression is key, and your CV will be one of the first things a prospective employer looks at from your application. Given that your CV will mostly be the same for each application, there is no excuse for any typos or errors in it. These will likely leave the employer

thinking that if the CV was written without the care and attention that it deserves, you may have that same attitude with your work too.

“A first impression is key, and your CV will be one of the first things a prospective employer looks at from your application.”

Tailored cover letter

You need to ensure that your cover letter is tailored to each application and not a generic cover letter that can usually be spotted by employers instantly. This doesn't mean just changing the name of the company and the job role, but rather include details specific to the company and role itself which shows the employer that you want to work for their company on their graduate scheme. For example, if the company you are applying for is purely based in the UK, don't talk about their 'global reputation' – they don't have one!

“You need to ensure that your cover letter is tailored to each application and not a generic cover letter that can usually be spotted by employers instantly.”

Be truthful

As the saying goes, honesty is the best policy. For example, don't overstate your competency in key areas or suggest you have skills that you don't, often employers will ask for examples or evidence of these and lies will quickly be found out. If you're caught lying during an interview, this will significantly harm your chances of progressing to the next stage.

Now that you know how stand out with your application, visit the **Job Finder** section on www.actuarialcareers.co.uk for the latest actuarial jobs. ●



Adam Smith
Senior Actuarial Associate and
Graduate Recruitment Function Lead
APR



Adam is a Senior Actuarial Associate and Graduate Recruitment function lead at APR, an actuarial consultancy that works across the life and general insurance sectors. APR places more than usual emphasis on the quality of graduate recruits, as demonstrated by their pass rates in the actuarial exams, which regularly exceed 80% - far in excess of industry average.

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www.actuarialcareers.co.uk

Not only are our actuarial programmes fully accredited by the IFOA but Heriot-Watt University is a **'Center of Actuarial Excellence' (SOA)**, one of only 30 universities worldwide recognised with this designation.

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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/actuariescience **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



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



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

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



Qualifying as an actuary opens doors to a wide variety of prosperous careers, particularly within finance and insurance. Kent offers one of the highest numbers of exemptions from UK actuarial exams, helping you qualify faster. Our qualified actuaries bring real-world experience into the classroom, and Kent's full accreditation by the IFoA ensures you are well-prepared for dynamic industry challenges.

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



Our Actuarial Science degrees are taught by industry experienced actuaries and academics, giving high quality education and workplace skills. The BSc offers exemptions from 6 core principles, and additionally the Math offers 3 core practice subjects, so up to 9 exemptions as part of your first degree. We work closely with actuarial employers, and have a thriving local actuarial society.

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

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



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

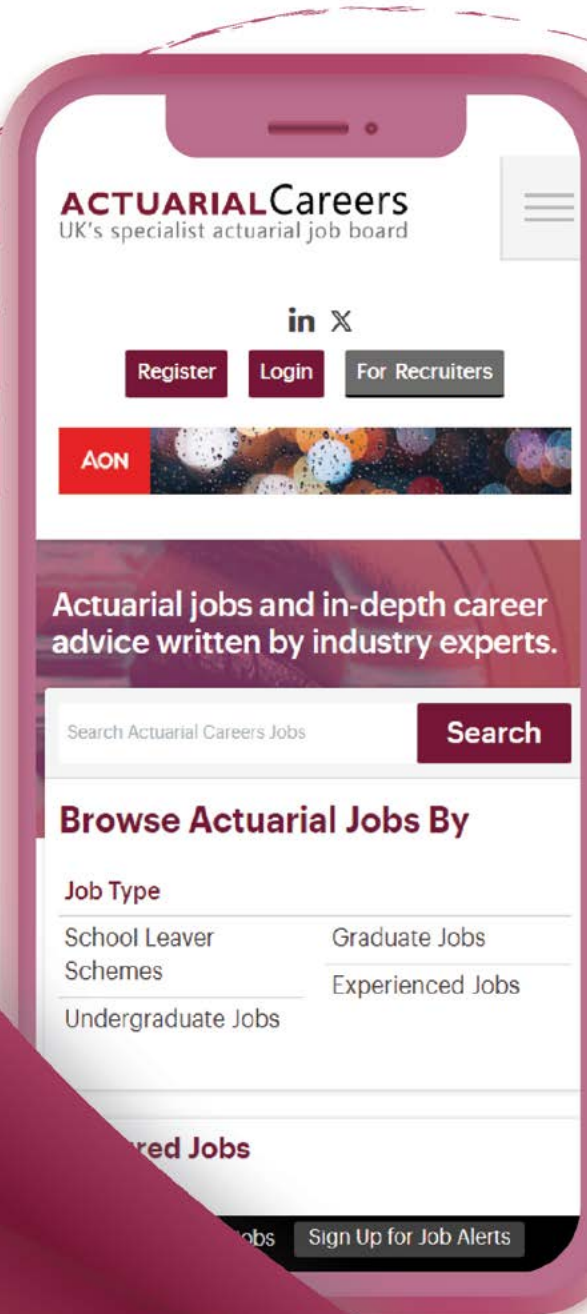
W: www.strath.ac.uk/courses/postgraduatetaught/actuariescience **E:** science-masters@strath.ac.uk



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

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

For more details on individual courses visit:
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AON ACTUARIAL ANALYST

Name Titilayomi Komolafe
University Manchester
Degree BEng Electrical and Electronic Engineering
Office Location Birmingham

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.

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 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.

What are your future plans?

Currently, my major goal is to become a certified actuary. My plan is to attend the necessary classes, utilise materials and resources, and adequately prepare for all levels of the certification examination. I'm also focused on improving my skills and capacity and learning from experienced colleagues in the industry. Working at Aon provides me with the opportunity to diversify my career options within the company, and I am excited to see where my love for actuarial consulting takes me.

A day in the life of a consulting actuary?

I work with the risk and modelling scheme team, in the pensions department at Aon. My team are responsible for analysing risks and evaluating the pension schemes of our clients. During office hours, I review client data and use various tools to analyse projections of assets or liabilities, regarding their pension scheme. I work with my colleagues in preparing reports and recommendations based on our findings.

An important aspect of my job is performing data analysis using different financial and statistical modelling software, and preparing reports based on these results. Whenever I encounter a particularly challenging task, I like to ask questions and seek advice from my colleagues. ●



APR GRADUATE ACTUARIAL ASSOCIATE

Name Emma McDougall
University Heriot-Watt
Degree PhD Mathematics
Office Location Edinburgh

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 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. ●



GAD TRAINEE ACTUARY

Name Danielle Curtis
University University of Kent
Degree Actuarial Science
Office Location London

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. As part of the trainee programme, I can rotate into the 3 other teams (Public Sector Pensions, Specialist Actuarial Team & Insurance and Investment).

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

Study support

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

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

Flexible and friendly

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

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

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

Advice for others

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

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



HISCOX ACTUARIAL GRADUATE

Name Chalani Wickremasinghe
University UCL
Degree MSc Mathematics and Statistical Science
Office Location London

Why did you choose 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.

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.

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.

Being genuinely curious pushes you to ask the right questions and, therefore, fully understand your work rather than simply following instructions.

What are your main duties?

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.

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

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.

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. ●



HYMANS ROBERTSON ACTUARIAL TRAINEE

Name Amy McAlister
University Heriot-Watt
Degree BSc (Hons), Actuarial Science
Office Location Glasgow

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 (like sports clubs or societies) 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. ●



INTELLICA LTD TRAINEE ACTUARY

Name Michael Clark
University University of Oxford
Degree Mathematics
Office Location Liverpool

Why did you choose this profession?

I have always been interested in Mathematics and Economics since my very early teens, and working as an actuary is one of the few jobs which involves using both directly and on a sophisticated scale. My stock answer to the question 'What do you want to be when you are older?' was always to say an actuary. Working in pensions means that the work I produce not only goes a long way to help other companies, but also to help secure the livelihoods of pension scheme members; I find this highly rewarding.

How did you get your job at Intellica?

I worked as an Intern at Intellica from Dec 2020 to Oct 2021. At the time, the company did not have an actuarial division (though it did employ qualified actuaries). The CEO, Brendan Doherty, agreed to start up such a division and employ me as the first trainee in Nov 2021.

What attracted to your role?

I found that there was so much innovation and positivity around Intellica, coupled with a strong family feel – this precise feeling has remained despite the company growing considerably in recent times. This was enough for me to reject a more traditional actuarial role at a well-known and prestigious life insurance company in favour of working here.

Is it a 9 to 5 job?

On average, I work from 9:00am to 5:30pm. Our hours are quite flexible at Intellica, though it is rare that my hours on a given day do not resemble something like a 9-9:15am start and a 5:15- 5:30pm end-of-day.

What are your main duties?

I currently work in both GMP Rectification and GMP Equalisation projects. Broadly, these involve development of mathematical models in Excel and/or SQL, alongside some programming

in VBA to allow for bulk calculations. I also have to both test that these models are working correctly and produce audit trails which document how they work. When not working, I am studying towards my exams.

What skills are useful in this profession?

It is important to have an inquisitive and open mind, alongside a thirst for knowledge. The sector is constantly evolving – with new legislation often comes new problems, and these new problems require new solutions. If you don't have an open mind and sufficient pensions knowledge, then you risk new problems seeming too novel and too hard to master. Of course, working in any actuarial role needs strong skills in mathematics and problem-solving; your day to day will generally involve problem solving and decision making with respect to developing mathematical models.

What would you like to achieve in the future?

There are a few things; firstly, I would like to complete the actuarial exams as set by the IFOA (Institute and Faculty of Actuaries). I would also like to improve my knowledge of pensions and become more proficient at producing mathematical models. I am also keen to become a more proficient SQL and VBA programmer.

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

Be resilient; it is not always an easy feat to both study towards your exams and work efficiently and effectively in your role in a given week. It is important to remember that the profession is fairly niche – indeed, few people have even heard of an 'actuary' – so it is important to seek out opportunities when and where they appear to help you decide if it's the right career for you. It really can be difficult to get a sense of what an actuary does before, for example, an internship or a shadowing experience. ●



LCP ASSOCIATE CONSULTANT

Name Avneet Gill
University Nottingham
Degree Mathematics and Economics
Office Location Winchester

What attracted you to your role?

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

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

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

What are your main duties?

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

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

I am also currently working towards completing the actuarial exams, through my study package at LCP I get roughly one day a week to study and outside this balance my work life, social life and revision.

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

What skills are useful in this profession?

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



AON ASSOCIATE PARTNER

Name John Harney
University Dublin City
Degree BSc in Financial & Actuarial Mathematics
Office Location London

What attracted you to your role?

Culture and opportunities attracted me to my current role. Aon is a business that values difference, flexibility, and collaboration. There is a real culture of working together to get the best outcomes and leveraging the collective strength of the team. If you are working on a new project, more often than not, someone else has successfully done something similar and they are always helpful to offer advice and support.

The scale of Aon as a business also attracted me to join the team. We cover such a breadth of services for our clients - commercial risk, human capital, risk capital, insurance broking and investments, as well as pensions. We deliver this internationally, so this means that I can bring all of this collective experience and expertise to my clients and present opportunities to help our clients on a wide range of strategies and also opportunities for me to learn from and work with many people across the business.

When you take this culture and these opportunities, and put them together, you have a winning combination!

What was the application process like?

After submitting my CV, I took part in two interviews, as well as other more informal discussions after that. Right from the start, it was clear that this would truly be a two-way discussion. While Aon was determining if I would work as part of the team, everyone involved in the process wanted to tell me about Aon, the work and the team. It was focussed on me as the applicant and everyone I interacted with could not have been friendlier or kinder.

What I really liked was that it was not about "fit", it was about what I stood for, what my strengths were and how this could bolster, support and amplify the team's success.

Informal conversations, like virtual catch ups and coffees, continued after the formal interviews and up to the point I started working at Aon. This really helped with preparing for my new role and becoming part of my new team.

What skills are useful in this profession?

Pensions is a "people" industry. Yes, we work with models, statistics and maths. However, communicating ideas and implementing them is done as a real team effort to benefit huge groups of people in their retirement.

Being from Ireland, I often think of the proverb "Ní neart go cur le chéile" which loosely translates to "There is nothing as strong as coming together" or "There's no strength without unity". I truly believe that knowing people, connecting with people and knowing what people stand for is a cornerstone of success in the pensions world. So, communication and collaboration are fundamental to the pensions sector.

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

Bring all your passions, talents and strengths into your career in pensions. If you love technical details and are good at ironing out the intricacies of an issue, use that. If you are someone who thrives speaking with people, create opportunities to do that. If you love innovation and new ideas, gather other pensions people together and brainstorm ideas.

If you are someone who thrives on creating processes and governance, bring that passion to pensions and it will be rewarded.

I have only seen my individual passions, talents and strengths appreciated and rewarded in the pensions industry and hope to see a new wave of talented people join us. ●



GAD ANALYST

Name Sam Hale
University Oxford
Degree Earth Sciences
Office Location London

Unique place to work

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

Current role

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

Career development

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

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

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

Life in GAD

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

Advice for others

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



ISIO SENIOR ACTUARIAL TECHNICIAN

Name Liam Hollywood
University Queen's Belfast
Office Location London

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.

What has your career journey been to get you where you are today?

My career journey is a pretty short one. I did an actuarial science degree in Belfast where I did a year in industry with Premier pensions in Croydon. I went back and finished my degree and was lucky enough to be offered a job back at Premier after graduation. I worked there for 6 years before they were acquired by Isio, so I have only ever really had one job which is quite fortunate. I have however progressed internally through the company a couple of times and taken on more responsibility as I have done so.

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. 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. ●



LCP PARTNER & CONSULTING ACTUARY

Name Victoria Snowden
University Warwick
Degree Mathematics
Office Location Winchester

I joined LCP in 2008 after graduating with a degree in Maths from Warwick University, having worked a summer at LCP as an intern at the end of my second year. I qualified as an actuary five years after joining LCP, and was promoted to partner four years after that.

My role is as a consulting pensions actuary. This involves advising companies who support defined benefit pension schemes and trustees who manage pension schemes to help them manage the risks involved and ensure that members' pensions are paid.

Why did you choose a career in the industry?

The first I heard of a pensions actuary was from a family member, who suggested it to me as a professional maths-based job. I didn't know much about it at all so I went along to an LCP presentation at my university where I met some actuaries and heard about what the job involved and the exams I would need to take. I was interested enough to try out a summer placement at LCP, where I was able to really get a feel for what the job actually entailed and found it challenging and stimulating enough to plan for a career in pensions!

What is a 'typical' day like for you?

I split my time broadly equally between three areas of my role:

- advising pension scheme trustees on how to manage the risks and options in their pension schemes to ensure that all members' benefits are paid;
- advising companies on how to account for and manage the costs of providing these defined benefit pensions; and
- as a team leader, helping my team plan and manage their workloads and ensuring that new work coming in to the firm is allocated to the right team.

Some areas of my work are required by legislation and the process that needs to be followed is relatively prescribed, although it often involves reviewing some complex calculations. Other pieces of work involve more tailored advice and calculations, which involves finding out the client's objectives and coming up with a strategy for making it happen.

As our advice can often be on quite complex topics, a big part of my role is putting the results into a piece of advice that can be understood and acted upon. When I meet clients I often travel from Winchester to London, or other parts of the country, and really enjoy being able to visit London regularly.

Do you have any advice for anyone wanting to get into the industry?

Research the different areas an actuary can work in – not just pensions, but insurance and investment too. Also think about whether you would prefer a consulting actuary role (where you get the diversity of dealing with a number of clients and helping them understand and solve their problems) or a technical actuary role (where you can focus more on the calculation aspects of actuarial advice).

Take a look at the Institute and Faculty of Actuaries (IFoA) website – it has some really useful information about the actuarial exam process and what the IFoA is currently doing to develop actuarial careers beyond the traditional areas.

I would also recommend signing up for pensions news bulletins from various consultancy and industry websites – you will get a feel for what is going on in the wider pensions industry. ●



ZURICH ACTUARIAL PRICING ANALYST

Name Eryk Wisniewski
University University College Dublin
Degree Financial and Actuarial Maths Degree
Office Location Whiteley, Hampshire

Why did you choose this profession?

I heard about actuarial as a career by accident when I was at school. I was originally looking into options such as being a doctor or a lawyer as my parents were keen for me to have a stable job with good prospects. My guidance counsellor at school saw my maths and accountancy skills and asked me if I'd thought about being an actuary. I had no idea what it was so I did some research and thought it sounded perfect for me. It's a role that was consistently hitting top 10 jobs lists, has great work/life balance, interesting work and to top it off a good salary too.

How did you get your job at Zurich?

I applied to some roles in Ireland but really wanted to move to the UK and see more of the world. When I found out that I was invited for an interview I was so thrilled and am so pleased that I'm now working here. I couldn't have landed in a better place.

What are your main duties?

I'm currently in the high net worth pricing team as an actuarial pricing analyst. It's a really interesting area that has its own niche aspects. One day I might be working with data and reporting on new claims to see if we need to adjust our premiums. Another I could be working on creating models to help us predict future trends for our policies. There's lots of opportunities to work with other areas of our business, such as our claims and reserving teams, where we share planning and align our views. There's also regulation work I get involved with too. I love how my role is so varied, I never get bored!

Is it a 9-5 job?

The beauty of my role is that it's not fixed and as long as I'm delivering what I need to, I get to set how it works myself. I'm quite an

organised person so like to set myself a routine so generally I choose to work 8am until 4pm most days but sometimes I'll log on an hour later or choose to stay a little later.

What skills are useful in this profession?

I've found that coding skills in pricing are a must. I thought I knew some from my time at university but I've learnt so much more since being at Zurich. It's also very important to have good presentation and communication skills. We have a lot of discussions with other teams such as portfolio management and reserving. We need to be able to communicate our results and analysis effectively as they'll use this information and our recommendations to form their final opinion and plan their direction.

Finally, good mathematics and statistics are needed by the nature of all the data we analyse and review from a statistical basis.

What would you like to achieve in the future?

I'm keen to get as much pricing experience as I can and then to try moving to reserving, perhaps in the commercial area where we have high revenues. I've seen other people take on secondments or explore international rotations so there are plenty of options for people here.

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

I'd recommend that you find out more about the profession from people who are part of it and can give you advice. Nothing will beat that, it's hard to truly understand about the roles from the outside. I personally looked on LinkedIn and contacted people asking them for a quick chat and I found that most of them were really helpful. As well as giving me a great insight, they gave me some good advice on the knowledge I'd need and skills I could work on. ●

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Atkin Pensions	Legal & General
Aviva	Mercer
Barnett Waddingham	Milliman
Broadstone	Nigel Sloam & Co
Buck	Quantum Advisory
Bupa	Redington
Canada Life	RSA
First Actuarial	SDA
GAD	Spence & Partners
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EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	4,200	Graduate Jobs	5
Qualified Actuaries	20	Undergraduate Jobs	5
Trainees	15	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	50,000	Graduate Jobs	70+
Qualified Actuaries	400	Undergraduate Jobs	30+
Trainees	-	School Leaver Schemes	-

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.

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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.

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

Aon exists to shape decisions for the better — to protect and enrich the lives of people around the world. Aon colleagues provide our clients in over 120 countries and sovereignties with the clarity and confidence to make better risk and people decisions that help protect and grow their businesses: through actionable analytic insight, globally integrated Risk Capital and Human Capital expertise, and locally relevant solutions.

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

Our approach is driven by our passionate colleagues, living our values. We believe diverse and inclusive teams create better insights and solutions, deliver the best outcomes for clients, and most importantly, are a vital part of ensuring long-term success. Aon stands united to foster an environment where all are welcomed.

Graduates and Undergraduates like you, join Aon across a range of consulting and broking roles within business areas including actuarial analysis, investment, insurance, reinsurance, and catastrophe modelling.

Launch, our Graduate Development Programme, is designed to help you develop your technical expertise, business knowledge, professional skills and qualifications, and provide you with opportunities to grow your career. Apply your analytical capabilities, commercial awareness, and interpersonal 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? What could climate change mean to Europe?

Aon's business is to provide the answers to help clients make better decisions.

Better Decisions Begin with You! ●

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

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	96	Graduate Jobs	15
Qualified Actuaries	26	Undergraduate Jobs	-
Trainees	44	School Leaver Schemes	4



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	27	Graduate Jobs	1
Qualified Actuaries	8	Undergraduate Jobs	-
Trainees	5	School Leaver Schemes	1

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 & junior analyst programmes

Each year we take on a small group of bright, technically-minded graduates and junior analysts, support them through our renowned intensive training programme and provide them with a broad range of stimulating and challenging client projects. In short, our programmes 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.

Is APR for you?

Our culture is as you would hope from a young, unstuffy and inclusive company. We believe in treating our staff in the right manner, developing them wherever possible, communicating openly and sharing the rewards of a successful business with those who have contributed to its success.

As much of our work is in the form of on-site support at clients' offices you may be required to work away from your London, Edinburgh or Dublin base in line with our flexible working policies. ●

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. ●

LOCATIONS: London, Scotland and Rep of Ireland

LOCATIONS: West Midlands

**EMPLOYEE NUMBERS**

Total Employees	22,000
Qualified Actuaries	500
Trainees	100

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Schemes	-

**EMPLOYEE NUMBERS**

Total Employees	1,800
Qualified Actuaries	170
Trainees	148

OPPORTUNITIES OFFERED

Graduate Jobs	35
Undergraduate Jobs	35
School Leaver Schemes	-

We are one of the UK's leading Insurance, Wealth and Retirement businesses, with major businesses in Canada and Ireland.

We're all united in our determination to deliver a better tomorrow for our customers. Doing so takes all of us, whether we're working in a team that ensures a strong balance sheet so we can be here for customers long-term, or one that's responsible for helping them in their moment of need. We know that to succeed takes care, commitment, confidence and community – the values that drive everything we do.

There's more to Aviva than insurance, savings and pensions. We're on a mission to make a difference in everything we do. We're acting on climate change and helping others do the same. We're building stronger communities and investing in a future we all want to live in. And we're changing the way we do business by championing everything from the living wage to women leaders.

The fact we've been around for more than 320 years speaks volumes about our experience. And a place in the FTSE 100 says something about our commercial success. What we're most proud of, however, is the reputation we've developed over that time. And how it's helped us grow to become the inclusive, diverse and forward-thinking business we are today.

We give passionate people the opportunity to shape things. Create things. To shake things up. We give them work that's as rewarding as it is challenging. And we trust them to deliver the results we need. Everyone here has a say in how the business is run. And if they see something we're already doing that could be done better, we're always ready to listen.

We want everyone to be proud of being part of this great organisation, and to share in our successes. Those successes depend on us sticking to the values that make us who we are. Our values are the things we believe in. The traits that help us improve the lives of customers and build a better tomorrow for them, for Aviva, for you and everyone else who works here.

Actuarial work is about maths. Not the sums you get on Countdown (although if you're a dab hand at those, that's a great start). But essentially, this is about the mathematical thinking that underpins everything we do.

From reporting to pricing, from valuations to solvency, and from data to digital, our actuaries have a big say in everything we do. So, if you're a natural problem-solver and you'd love to be an important part of an important company (we're the UK's largest insurer), you'll find this an extremely empowering place to be. ●

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 over 1800 people in nine offices. 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. 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. As a new recruit you will have the opportunity to work closely with the partners and other experienced employees offering you excellent development opportunities. 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. ●

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

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	646	Graduate Jobs	18
Qualified Actuaries	75	Undergraduate Jobs	12
Trainees	69	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	673	Graduate Jobs	Varies
Qualified Actuaries	65	Undergraduate Jobs	-
Trainees	55	School Leaver Schemes	-

Who are we?

Broadstone is a thriving consultancy offering a wide range of services in pensions, investments and employee benefits. Established in 1989, the business has grown from a small visionary team to a workforce of nearly 650, brought together by a desire to provide a personal, expert service to all who put their faith in us. We take pride in assisting small and medium sized pension schemes who lack the time or resources to address increasingly challenging issues themselves.

Our values are at the heart of everything we do, and drive us forward every day. We strive to attract, develop and retain high quality talent to work together to provide the best possible client outcomes. Our team feel empowered to share ideas to continuously improve our business. The impressive results of both client and staff surveys are a source of great pride.

Why work for us?

Through our generous study package, we will support you in your pursuit of a professional qualification with the Institute and Faculty of Actuaries (IFoA). You will work within a friendly, supportive environment and quickly become an integral and valuable part of our actuarial team. Your training will follow a structured programme and focus on commercial as well as technical skills in addition to your

professional study. The work is varied, and this variety affords you insight into the different roles available to you as your career progresses. 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 a 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?

We are always looking for people with the attitude and aptitude to support and improve our client offering. 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. ●

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. ●

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

LOCATIONS: London, East Anglia, North East and Scotland



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	85,000	Graduate Jobs	8
Qualified Actuaries	40	Undergraduate Jobs	5
Trainees	25	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,500	Graduate Jobs	5
Qualified Actuaries	65	Undergraduate Jobs	-
Trainees	50	School Leaver Schemes	-

We make health happen

We are an international healthcare company. Our global footprint has grown over 75 years from our origins in the UK to include businesses in Australia, Spain, Poland, Chile, Brazil, Mexico, Turkey, the Middle East, the US, Hong Kong, New Zealand and Ireland. We also have associate businesses in Saudi Arabia and India.

Bupa's purpose is helping people live longer, healthier, happier lives and making a better world. We do this by providing a broad range of healthcare services, support and advice to over 50 million people worldwide throughout their lives. People are at the heart of everything we do. Together, we make health happen.

Health insurance is the biggest part of our business, contributing to 72% of our global revenue. We also provide health provision services and operate clinics, dental centres, care homes and hospitals across the world.

We don't have shareholders at Bupa, which means we're free to invest our profits where they matter: our patients, our facilities, our research, and you.

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 Ambition and 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 85,000 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'.

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.

LOCATIONS: London, South East (excl London) and North West

LOCATIONS: London, South East (excl London) and South West



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 450	Graduate Jobs <i>Varies</i>
Qualified Actuaries 73	Undergraduate Jobs <i>Varies</i>
Trainees 68	School Leaver Schemes <i>Varies</i>



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 224	Graduate Jobs 14
Qualified Actuaries 112	Undergraduate Jobs -
Trainees 25	School Leaver Schemes -

First Actuarial

First Actuarial has been around since 2004, when a small group of like-minded actuaries came together to bring fresh thinking to pensions consultancy. Two decades later, we're celebrating our 20th anniversary with events at all our six offices. It's a great time to be part of First Actuarial. Following last year's 20% revenue increase, our strong growth path has continued into this year, and we now employ around 450 people in the UK.

We're still an independent business with no chargeable hours targets, giving our people the time to deliver their best work and excel. We shape our high-quality services by listening closely to our clients' needs. And we price those services fairly.

As we develop our business, prospects for our people grow. Our Basingstoke, Leeds, London, Manchester, Peterborough and Tonbridge offices provide supportive work environments where everyone can make a difference. We enjoy work and celebrate our successes. And we provide support and helpful feedback so we all learn and improve.

We love numbers, but we love people more. Staff wellbeing and work-life balance have always been core values. Beyond the firm, we're known for our integrity. We're happy to challenge conventional thinking and speak up.

Our pioneering work is set to transform the lives of millions of younger people with a new type of pension.

What we offer you

We'll actively support you as you build your career – and reward you for doing so. At every level of seniority, we offer:

- A competitive remuneration package, including bonus and profit-sharing payments
- Private health insurance, life insurance and income protection insurance
- 25 days annual leave as standard, increasing with length of service, an extra day at Christmas, plus bank holidays and the option to purchase additional holidays
- A non-contributory pension
- Full training and study support.

We have hybrid working in place for colleagues who prefer home-working for part of the week. We're also flexible on working day arrangements and will happily accommodate a range of personal commitments from day one.

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. We are not currently recruiting for graduates and apprentices in our London office.

To apply for any of our positions, get in touch or visit our website for more information. ●

Who we are

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
- We are seen as a great place to work
- Our value is recognised: we are recognised and respected throughout the public sector

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. 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. Client engagement and business development are an important part our work, therefore, having a flair for people relationship skills is beneficial. 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, 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

GAD holds the IFoA's Quality Assurance Scheme accreditation. ●

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

LOCATIONS: London and Scotland



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	5,000	Graduate Jobs	200
Qualified Actuaries	-	Undergraduate Jobs	50
Trainees	800	School Leaver Schemes	200



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	200	Graduate Jobs	Varies
Qualified Actuaries	20	Undergraduate Jobs	4
Trainees	20	School Leaver Schemes	-

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. ●

HSBC Life (UK) is a wholly-owned subsidiary of the HSBC Group and provides protection and investment products to customers of HSBC Bank and externally through third-party providers in the marketplace. As a manufacturer and distributor of insurance products, we require a strong actuarial presence to fulfil regulatory duties and support the business.

Within HSBC Life (UK) we pride ourselves in having an environment where actuarial students can thrive, being sufficiently challenged by the work they are set while working within a supportive, friendly and inclusive culture. As is evidenced by the low turnover among permanent staff, HSBC is a place where anyone can feel welcome and aided through their career development. Being part of HSBC Life (UK) gives you the ability to make an impact within a self-contained company while benefiting from the support, opportunities and rewards of working for the HSBC Group.

Permanent actuarial roles are advertised in the marketplace as and when they arise but we also have a regular requirement for entry-level roles. We offer 'one year in industry' university placement trainee roles and fixed term graduate traineeships after you have completed your university course. While with HSBC, this gives you the opportunity to assess if the actuarial career is right for you, and graduates are able to apply for any permanent positions that may arise during their contract.

As a trainee you will be working in roles that are integral to the actuarial support provided to the business, including producing monthly/quarterly MI and working with specialist actuarial software and models to output results used in regulatory reporting or pricing activities. With these roles we offer the chance to experience a variety of tasks, working within pricing, Solvency II Valuation, IFRS17 and Modelling. This will ensure that students are best equipped to overcome any challenges they are faced with later in their careers.

You will be supported in your development via mentorship with a permanent actuarial analyst and may receive study support to complete actuarial exams. Permanent students are provided with a study package that is well-placed in the market. We also offer vocational training where relevant, for example if an employee wishes to specialise in a particular programming language.

You will be invited to various company events throughout the year, both within the actuarial community and the wider business, for example community volunteering, social activities and offsite events where all staff from various departments can come together to reflect on HSBC's progress over the year.

Actuarial trainee roles may be available in the London or Whiteley (near Southampton) offices. Placement student recruitment is carried out in the autumn to start the following summer, while graduate trainee recruitment occurs throughout the year as and when roles arise. ●

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

LOCATIONS: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,137	Graduate Jobs	30
Qualified Actuaries	183	Undergraduate Jobs	25
Trainees	138	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	50	Graduate Jobs	3
Qualified Actuaries	4	Undergraduate Jobs	-
Trainees	4	School Leaver Schemes	-

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 – and our aim to form genuine, collaborative relationships that last. We are steadfastly independent in every possible way, from our ownership, through to our advice. This allows us to put clients at the heart of our business and provide them with advice and solutions that truly meets their needs. It also means that our people are encouraged to think independently, take ownership for building their own careers and voice their ideas.

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. Where 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.

With opportunities in our Actuarial, Investment DB, Defined Contributing Consulting, Insurance & Financial Services and Technology teams - we have many colleagues who started out in one team and have ended up somewhere completely different, having had the chance

to develop new skills and explore new passions. Whatever your specialism you'll join a supportive team where you'll develop your analytical and consulting skills to provide tailored solutions to our clients.

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 make a positive difference and 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. We're committed to developing our people and encourage everyone to carve out their own career paths. You'll be in control of how your career develops and will be supported to grow your skills and experience with exposure to an exciting variety of projects and a diverse range of clients •

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.

We envisage a world where pension schemes trust the information they hold and have full control over its integrity, and are driven by a strong desire to ensure members get the pension they are entitled to, contributing to a happier retirement.

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. Our energetic team comprises specialists from the across the pensions and financial services industries with notable experience across both private and public sector clients.

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 you are not just a number, and we continue to invest in our team members by offering continuous staff development and training programmes across all aspects of the business.

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. •

LOCATIONS: London, West Midlands and Scotland

LOCATIONS: North West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,170	Graduate Jobs	Varies
Qualified Actuaries	212	Undergraduate Jobs	Varies
Trainees	148	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,200	Graduate Jobs	Varies
Qualified Actuaries	150	Undergraduate Jobs	Varies
Trainees	80	School Leaver Schemes	-

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. 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.

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. Since launching, we have acquired Premier Pensions Management Ltd. to extend our service offering to new and existing clients. In 2023 we acquired Deloitte Total Rewards & Benefits Ltd., positioning Isio as one of the largest pensions advisory businesses in the UK.

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 500 boards of trustees, and across all sectors. Creating greater levels of confidence in financial decision-making for companies, trustees and individuals. Actuaries of all levels joining our Actuarial & Consulting team – alongside more than 400 pensions consultants and actuaries, will be advising

a diverse range of clients and stakeholders across the private, public and not-for-profit sectors. As well as opportunities to hone more specific skills within the constantly evolving world of Insurance, contribute to public policy within our Public Services team or build strong client relationships in our Enplan team. We are committed to delivering better opportunities for our people and our clients.

Our people and Culture

We’re a People First business and we want to make sure that you are supported to reach your goals, whatever they may be; no matter what stage you are at in your career journey. There is plenty of opportunity to learn and develop. We’ll also support you with studying, actuarial students can benefit from an excellent study support package, a network of peers to study alongside and experienced colleagues to learn from and encourage you. We can be flexible around family life and enable you to give back to the community through paid volunteering days. Being a Future Focused organisation, we are committed to investing in all levels, with a keen focus on our Early Careers cohorts. With annual opportunities within our Graduate programmes, Industrial placements, Summer Internships and Apprenticeships, your development will be supported through our in house industry experts and tailored learning towards professional qualifications. In 2024 we are looking forward to welcoming over 125 Early Careers recruits. Applications will open in September 2024 for our 2025 intake.

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. ●

Our actuaries lead the way here at Just and as we grow our business, we have great opportunities to join us on a permanent basis.

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 continues to annually grow its business by over £2bn of assets.

We are a purpose driven company with compelling and credible goals. Quite simply, we help people achieve a better later life. We achieve this by providing competitive and innovative products, services, financial advice and guidance to help our customers achieve security, certainty and provide them with peace of mind in retirement.

That’s who we are. 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’ve built our sustainability strategy around the United Nations Sustainable Development Goals (SDG) and have selected goals where we believe we can make the most difference. By aligning our activity with these global goals, we can make sure we play our part in addressing the wider issues facing the planet and leave a positive legacy to the world.

Diversity, equity and inclusion are priorities for us. Having a diverse, talented workforce with colleagues of different backgrounds, world views and experiences is the right thing to do. It’s also the most effective way to succeed, innovate and better serve our customers now and in the future. We are committed to our targets on gender and ethnicity and run a number of successful mentoring and sponsorship programmes for our colleagues from diverse backgrounds. We have multiple active employee network groups which champion issues including gender, ethnicity, sexual orientation, disability and neurodiversity.

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. We look forward to welcoming you to the team soon. ●

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

LOCATION: London and South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,150	Graduate Jobs	60
Qualified Actuaries	233	Undergraduate Jobs	55
Trainees	118	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	8,000	Graduate Jobs	Varies
Qualified Actuaries	250	Undergraduate Jobs	-
Trainees	120	School Leaver Schemes	-

We fuse human expertise with powerful analytics to shape a more positive future.

LCP has market leading capabilities across pensions and financial services, energy, health and analytics. We use our breadth of knowledge and skills to help our clients solve problems and embrace opportunities.

Who we are

We are a tech enabled analytical consultancy based in London, Winchester, Edinburgh, Cambridge and Paris. We are known for our market leading advice in pensions, investments and insurance, and we strive to help create a financially better future for our society. Our love of data, technology and posing solutions to the difficult questions of today, has taken us into newer areas. We now have a reputation for excellence in energy, health and data analytics.

Ready for a career full of possibility?

We all want to feel connected to the bigger issues that impact our lives and the lives of those around us. At LCP you'll find fulfilling career options working alongside a diverse group of people with a common desire to always expand our horizons and to help make tomorrow better.

How do we get to a net zero future? How do we help people save for the future and lead happier and healthier lives? These are just some of the questions that we are tackling and helping to answer every day at LCP. They

are big questions, and you could play a critical role in helping us tackle them. Whether you are a whizz with a spreadsheet, have a creative flair, or know how to code, we are looking for talented people with a range of skills and outlooks on life.

Benefits

Why should you choose LCP?

- **Graduate Training Programme:** We provide a curated series of sessions spanning broad professional and technical training across your first three years – all geared towards helping you hit the ground running in your work as a consultant or analyst.
- **Vibrant Culture:** Build your career in an environment brimming with fun, collaboration, and mutual growth.
- **Competitive package:** Attractive, flexible benefits package that can be tailored to your specific needs. A full list of our benefits can be found on our website.
- **Your Wellbeing:** We don't just care about your work; we care about YOU. Our benefits are structured to bolster your overall wellbeing, ensuring you're always at the top of your game.
- **A Celebration of Diversity:** At LCP, every voice matters. We champion a space where all forms of diversity are celebrated, ensuring everyone feels seen, heard, and valued.

Ready to embark on a career journey where your potential has no bounds and you can power possibility? LCP awaits you. ●

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?

We are looking for students who can answer "yes" to the above for our 2025 actuarial trainee intake. If you are successful you will join Legal & General's well-regarded actuarial community, which plays a pivotal role in our continued success.

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. ●

LOCATIONS: London, South East (excl London), East Anglia, Scotland and Rest of Europe

LOCATIONS: London and South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	25,000	Graduate Jobs	10-20
Qualified Actuaries	300	Undergraduate Jobs	10-20
Trainees	50	School Leaver Schemes	10-20



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	120	Graduate Jobs	Varies
Qualified Actuaries	45	Undergraduate Jobs	Varies
Trainees	20	School Leaver Schemes	-

About Mercer

Mercer believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's more than 20,000 employees are based in 43 countries and the firm operates in over 130 countries. Mercer is a business of Marsh McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with more than 85,000 colleagues and annual revenue of over \$23 billion. Through its market-leading businesses including Marsh, Guy Carpenter and Oliver Wyman, Marsh McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit our website and follow Mercer on LinkedIn and X.

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 to become a global leader in health, retirement, investments and talent. Even as times have changed and our firm has evolved, our core purpose has remained clear: We make a

difference in people's lives. For generations, we have provided clients with actionable insights and forward-thinking solutions, and as our global reach and resources have expanded, so have our capabilities. Today, Mercer works with clients in 130 markets around the world, helping them continue to make the future brighter for their employees.

Opportunities

At Mercer, we're always on the lookout for the best. If you're a problem solver, a team player, a strong communicator and a keen observer who's passionate about making a difference in people's lives, we want you on our team. We hire Graduates, Interns, Placement students and Apprentices into offices throughout the UK. These programmes provide candidates with a choice of qualifications and a pathway for them to decide the future of their career.

Working at Mercer

At Mercer we're as invested in creating brighter futures for our people as we are for our clients. 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 all, fostering an inclusive work environment where employees from all different backgrounds can thrive. ●

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. In London since 2002, we work in the UK and Europe, focussing on general and life insurance, and healthcare systems. Our work at Milliman involves analytics and technology, reserving, risk management and hedging and addresses the retirement predicament.

Our work makes a difference in people's lives

Our insight is driving decisions that affect millions of people everyday. Our innovative work and pioneering 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.

As the risks to businesses and communities around the world grow increasingly complex and unpredictable, we can't think of more vital work.

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?

Above all, we want people who are smart, curious, and looking to make a difference. 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. ●

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

LOCATIONS: London, South West and West Midlands

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	40	Graduate Jobs	Varies
Qualified Actuaries	3	Undergraduate Jobs	-
Trainees	2	School Leaver Schemes	-

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 at Nigel Sloam & Co includes financiers and footballers, entertainers, manufacturers and bankers, senior lawyers and restaurateurs, importers and exporters, property magnates and shopkeepers, in the UK and many other territories. We 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.

At Nigel Sloam & Co, 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. ●

LOCATIONS: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	136	Graduate Jobs	Varies
Qualified Actuaries	15	Undergraduate Jobs	-
Trainees	15	School Leaver Schemes	-

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. We aim to be:

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. ●

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	195	Graduate Jobs	Varies
Qualified Actuaries	11	Undergraduate Jobs	Varies
Trainees	-	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	5,600	Graduate Jobs	Varies
Qualified Actuaries	40	Undergraduate Jobs	Varies
Trainees	40	School Leaver Schemes	-

We are Redington, an award-winning independent B Corp-certified investment consultancy that provides 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.

Join a unique culture

Everyone at Redington is united behind a single idea; to help make 100 million people financially secure. Our people have the freedom to take ownership of new ideas, regardless of seniority. We always encourage people to look outside of their day-to-day work to find better ways of doing things across the business and beyond. To take risks, make mistakes and learn fast. If you want to be part of a remarkable team and discover what you can achieve, we might be for you.

Summer Internship

From July to August, we offer a paid six-week internship which allows you to gain some real-world experience and insight into building a career within investment consultancy.

We welcome applicants from all backgrounds and university enrolment or completion is not a prerequisite for applying or qualifying. So, if you want to build a career in investment consulting, we encourage you to apply.

We offer opportunities in

- Investment Consulting
- Asset Liability Management
- Manager Research Team

Our summer internship program is thoughtfully designed to provide participants with the opportunity to be considered for a permanent role for the subsequent year or possibly at the conclusion of the internship subject to business requirements and role availability. So whilst a degree isn't a requirement, for current university students we require that you are in your penultimate year of study and graduating from an undergraduate or master's degree programme in 2025. ●

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.

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. ●

LOCATIONS: London

LOCATIONS: London, South East (excl London) and North West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	10	Graduate Jobs	2
Qualified Actuaries	4	Undergraduate Jobs	1
Trainees	4	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	256	Graduate Jobs	3
Qualified Actuaries	25	Undergraduate Jobs	2
Trainees	9	School Leaver Schemes	-

Who we are

SDA Actuarial is a full service actuarial consultancy serving the insurance sector across the UK, offshore and overseas, providing all forms of actuarial support from full service packages through to specific input 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 at SDA Actuarial

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. For trainee actuaries, the people manager is a qualified actuary. People managers support trainees in their studying, review their work-based skills experience and help staff to identify appropriate development opportunities.

You will work for a variety of managers on different projects and with staff at all levels. We help you to develop your actuarial, technical and consulting skills through development reviews, internal or external training and appropriate experience of different types of work and working with different teams.

What we are looking for

Candidates need to be highly numerate and, if applying for a graduate role, have a minimum of a 2.1 degree in a mathematical subject and ideally some insurance or actuarial experience gained from a permanent role or work placement. They must:

- have the right to work in the UK,
- have strong communication and organisational skills,
- be confident using Excel and learning to use new IT systems,
- be able to work in a team to deliver high standards and meet strict deadlines, and
- have an inquisitive nature, being able to solve problems not met before. ●

About us

We are excited about the future at Spence & Partners. We have a strategy to grow organically over the next five years.

Our use of the 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 team 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 at Spence

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. ●

LOCATIONS: South East (excl London)

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	900	Graduate Jobs	3
Qualified Actuaries	25	Undergraduate Jobs	-
Trainees	10	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	48,000	Graduate Jobs	Varies
Qualified Actuaries	570	Undergraduate Jobs	Varies
Trainees	410	School Leaver Schemes	Varies

Unum UK – Employee Benefits that protect businesses and their staff

We're a specialist, market-leading employee benefits provider, and one that's growing fast. We've been around for more than 45 years, currently protecting around 2 million people, providing security and peace of mind to individuals and their families. We strive to create healthy and productive workplaces across the UK, starting by offering the very best opportunities to our own staff.

We have a long and established history, but we never stand still. We continually challenge ourselves to reach our full potential and make a real, impactful difference to people's lives when it matters most.

We're also part of something bigger. Unum UK makes one part of Unum Group, an international brand that has over 11,000 employees worldwide and a collective mission to help the working world thrive.

We specialise in providing financial protection such as income protection, sick pay insurance, critical illness cover and life insurance through brokers for employees. We are big on workplace wellbeing and have a range of support tools designed to help businesses create or enhance their employee wellbeing strategy. Our people work closely together to help employers help and support their employees; from ensuring financial protection to providing medical and vocational rehabilitation services. We are there when it matters the most.

Our Actuarial Team manages the pricing and reserve support for our businesses. We have a robust development program that provides

a rich learning environment for all levels. Our training and leadership conferences help you deepen your knowledge and build experience.

Why Unum? Simple, our culture.

We are committed to helping our employees, their families and our communities thrive. Our benefits, flexibility, culture and career opportunities can help you thrive as well, both personally and professionally.

An appreciation for differences is a core tenet of who we are, because we recognise our wide range of experiences and perspectives makes us stronger. We have a welcoming workplace where every team member is respected, appreciated, and feels they belong. With an agile and flexible way of working, we want to be a place where people aspire to work and where everyone can be themselves.

As you would expect, we offer a fantastic benefits package that includes:

- Focus on the health and wellbeing of our employees
- Work-life balance that suits you
- Salary increases based upon exam success
- Discretionary bonus scheme
- Fully supported study programme that covers the cost of exams, materials and allows time off to prepare for exams
- 27 days annual leave
- Health cash plan
- 24/7 health support services (including a remote GP)
- Electric car scheme
- Opportunity to participate in charitable events ●

About Us 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 programme 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 every one of us is all of us.

As a large global organisation, WTW colleagues get exposure to a wide variety of clients, often leaders in their own sectors. Clients are at the heart of all we do, so even those on client-facing early careers programmes will have client exposure from the start of their WTW journey.

Our core values that guide what we do every day are:

- **Client focus:** we are driven to help our clients succeed.
- **Teamwork:** when you get one of us, you get all of us. We help each other succeed. Integrity: we seek to earn trust every day through professionalism, doing what is right and telling the truth.
- **Respect:** we listen and learn from each other. We support and celebrate differences.
- **Excellence:** we strive to lead and sustain excellence. Most importantly, this means an unwavering commitment to professional development and personal growth for our people.

40% of our directors identify as female
54.5% of our executive leadership team identify as female
10% of our directors identify as LGBT+
10% of our directors identify as African American and Black
75% of our board committee chairs are diverse ●

LOCATIONS: South East (excl London)

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,800	Graduate Jobs	30
Qualified Actuaries	237	Undergraduate Jobs	-
Trainees	118	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	4,500	Graduate Jobs	10
Qualified Actuaries	75	Undergraduate Jobs	10
Trainees	85	School Leaver Schemes	-

XPS Group is a leading UK consulting and administration business specialising in the pensions and insurance sectors. A FTSE 250 company, XPS combines expertise and insight with advanced technology and analytics to address the needs of over 1,400 pension schemes and their sponsoring employers on an ongoing and project basis. We undertake pensions administration for over one million members and provide advisory services to schemes and corporate sponsors in respect of schemes of all sizes, including 88 with assets over £1bn. We also provide wider ranging support to insurance companies in the life and bulk annuities sector.

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. We have a number of successful initiatives to support inclusion and diversity, including a growing number of employee committees and networks so that all our people feel they are a part of XPS. Our diversity networks include XPS Disability network, XPS LGBTQ+ network, XPS Menopause network, XPS Multicultural network and XPS Women's network and they are all thriving.

As proof, in our last employee survey:

- 95% of colleagues felt they "belonged" at XPS
- 98% of colleagues told us that they felt that anyone from any background could thrive here
- 98% of colleagues said "XPS was a good company to work for"; and
- 99% said, "working here makes me want to do the best work I can".

These results epitomise how our people feel about working at XPS and endorse the culture we have developed at XPS.

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

Empowering our colleagues to identify career paths and access training and development opportunities is vital for us to succeed as a business. We offer a wide range of technical training at all levels as well as management development programmes for our more senior employees. All employees can request additional training alongside anything that's been agreed upon within their performance reviews, while coaching and mentoring are also encouraged.

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 and apprenticeship programmes. We are committed to creating an environment where everyone can flourish.

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. ●

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.

With over 55,000 employees worldwide, we provide a wide range of insurance products and services in more than 215 countries and territories. 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.

Insurance really is so much more than you think! Are you looking for a career that will excite, challenge and inspire you after you've finished university? If so, a Zurich Insurance graduate scheme could be just what you're looking for. With a wide variety of roles spanning the UK, there really is something for everyone.

Our graduate schemes are a great way to get real-life experience of working in insurance and

discover what you enjoy. You'll get plenty of opportunities and support to shape your career and make a difference to our customers at a time when they need us the most.

Each Zurich graduate scheme is a permanent role and is just the start of your career with us. We'll continue to cheer you on every step of the way once you've finished and will remain committed to helping you grow. Working in insurance is so varied - you'll find many different opportunities to explore.

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. ●

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

LOCATIONS: London, South East (excl London), South West, West Midlands, North East, North West, Scotland and Wales

UK REGIONS

London

South East (excluding London)

Berkshire
Buckinghamshire
East Sussex
Hampshire
Isle of Wight
Kent
Oxfordshire
Surrey
West Sussex

South West

Bristol
Cornwall
Devon
Dorset
Gloucestershire
Somerset
Wiltshire

East Midlands

Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire
Derbyshire

West Midlands

Birmingham
Warwickshire
Worcestershire
Staffordshire
Shropshire
Herefordshire

East Anglia

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

North West

Greater Manchester
Merseyside
Lancashire
Cumbria
Cheshire

Yorkshire & Humberside

West Yorkshire
South Yorkshire
North Yorkshire
East Riding of Yorkshire

North East

Tyne & Wear
Northumberland
County Durham

Scotland

Wales

Northern Ireland



JOB FINDER

A summary of job opportunities offered



Visit www.actuarialcareers.co.uk to find out who is currently recruiting










Find Jobs










Employee Profiles









Employer Directory






Course Directory

Careers Advice

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION														
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	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	
	4,200	20	15	5	5	-		•	•	•	•	-	-	-	-	•	•	-	•	-	-	
	50,000	400	-	70+	30+	-		•	•	•	•	•	•	•	•	•	•	•	•	•	•	-
	96	26	44	15	-	4		•	-	-	-	-	-	-	-	•	-	-	-	•	-	
	27	8	5	1	-	1		-	-	-	•	-	-	-	-	-	-	-	-	-	-	
	22,000	500	100	Varies	Varies	-		-	•	•	-	-	•	•	-	-	-	-	-	-	-	
	1,800	170	148	35	35	-		•	•	•	•	-	-	•	-	•	•	-	-	-	-	
	646	75	69	18	12	-		•	-	•	•	•	-	•	•	•	•	-	-	-	-	
	673	65	55	Varies	-	-		•	-	-	-	-	•	-	•	-	•	-	-	-	-	
	85,000	40	25	8	5	-		•	•	-	-	-	-	-	-	•	-	-	-	-	-	

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED			OFFICE LOCATIONS BY REGION													
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	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
 canada life	1,500	65	50	5	-	-	•	•	•	-	-	-	-	-	-	-	-	-	-	-
 first actuarial	450	73	68	Varies	Varies	Varies	•	•	•	-	-	•	•	-	•	-	-	-	-	-
 Government Actuary's Department	224	112	25	14	-	-	•	-	-	-	-	-	-	-	-	•	-	-	-	-
 Grant Thornton	5,000	-	800	200	50	200	•	•	•	•	•	•	•	-	•	•	•	-	-	-
 HSBC	200	20	20	Varies	4	-	•	•	-	-	-	-	-	-	-	-	-	-	-	-
 HYMANS ROBERTSON	1,137	183	138	30	25	-	•	-	-	•	-	-	-	-	-	•	-	-	-	-
 intellica	50	4	4	3	-	-	-	-	-	-	-	-	-	-	•	-	-	-	-	-
 isio.	1,170	212	148	Varies	Varies	Varies	•	•	•	•	-	-	-	•	•	•	-	•	-	-
 JUST. RETHINK RETIREMENT	1,200	150	80	Varies	Varies	-	•	•	-	-	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION														
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	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	
 LCP powering possibility	1,150	233	118	60	55	-		●	●	-	-	-	●	-	-	-	●	-	-	-	-	●
 Legal & General	8,000	250	120	Varies	-	-		●	●	-	-	-	-	-	-	-	-	-	-	-	-	-
 Mercer	25,000	300	50	10-20	10-20	10-20		●	●	●	●	●	-	●	-	●	●	-	●	-	-	-
 Milliman	120	45	20	Varies	Varies	-		●	-	●	●	-	-	-	-	-	-	-	-	-	-	-
NIGEL SLOAM & CO <small>Actuaries & Consultants</small>	40	3	2	Varies	-	-		●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 QUANTUM ADVISORY <small>WORKING IN PARTNERSHIP WITH YOU</small>	136	15	15	Varies	-	-		●	●	-	●	-	-	-	-	-	-	●	-	-	-	-
REDINGTON 	195	11	-	Varies	Varies	-		●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 RSA	5,600	40	40	Varies	Varies	-		●	●	-	-	-	-	-	-	●	-	-	-	-	-	-
 SDA ACTUARIES	10	4	4	2	1	-		-	●	-	-	-	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
	Employees	Qualified Actuaries	Trainees	Graduate Jobs	Undergraduate Jobs	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
	256	25	9	3	2	-		●	-	●	●	●	-	-	●	●	●	-	●	-	-
	900	25	10	3	-	-		-	●	-	-	-	-	-	-	-	-	-	-	-	-
	48,000	570	410	Varies	Varies	Varies		●	●	●	●	-	●	●	-	●	●	●	●	●	●
	1,800	237	118	30	-	Varies		●	●	●	●	-	-	●	●	●	●	-	●	-	-
	4,500	75	85	10	10	-		●	●	●	●	-	-	-	●	●	●	●	-	-	-

NOTES

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