



Institute
and Faculty
of Actuaries

Actuarial Employer Directory 2021

MORE
THAN MATHS





MORE CHALLENGES

Actuaries and analysts are the people who assess the financial impact of risk and create models to show how the future could be impacted by them. You'll be thinking about the big issues: climate change, population growth, new technologies and AI. If it sounds impressive, exciting, meaningful and challenging - it's because it really is.

Become an actuarial professional and turn your love of all things numerical into a career like no other.



MORE OPPORTUNITIES

Demand is high, and growing fast, for top notch actuarial professionals. You could work in all kinds of sectors - from banking and insurance to government and emerging technologies. And you could be doing it from just about anywhere in the world. See who you could be working for in the following pages.



MORE REWARDS

Ask any of the employers featured in this directory and they'll tell you that people chose the profession for the intellectual challenge, to work with inspiring people and to impact significant projects. The fact that starting salaries for graduates, at around £31K, make it one of the highest paid professions is definitely a very welcome bonus.

CONTENTS

BECOMING AN ACTUARY



EMPLOYER LISTINGS

APPRENTICESHIPS

CASE STUDIES



BECOMING AN ACTUARY

SO YOU'RE A GRAD! WHAT'S NEXT?

You'll have a good degree in maths or other numerate subject. Now's the time to start researching the kind of companies you could work for and this directory is the perfect place to start. Look out for companies who offer work placements – it's a valuable way to check whether the actuarial profession is right for you. Remember that once you've landed your dream actuarial role, the focus will be on learning and you'll have a number of significant exams to tackle before you can celebrate becoming a qualified actuary.

It's hard work. It's worth it.

VISIT 
www.actuaries.org.uk/becoming-actuary

LEAVING SCHOOL AND CAN'T WAIT TO GET STARTED?

If you love numbers but don't love the idea of university, the actuarial profession offers some stand-out opportunities for career progression. You'll need a high grade at Maths A level and a well put together CV to land a role at a company that will train you to become an Actuarial Analyst.

Prepare to spend the next two to three years learning some essential business skills and taking some tough exams. You'll build your skills and confidence, and earn a hugely valuable professional qualification that will take you on an amazing career journey.

VISIT 
www.actuaries.org.uk/becoming-actuary/actuarial-apprenticeships

STARTING YOUR CAREER

There's no escaping the fact that becoming an actuary or analyst is challenging academically. You must be bright, determined and ready to work hard. You'll also need to have a real passion for maths and a desire to use these skills to really make a difference. You'll be rewarded with a career that provides you with plenty of variety and a sense of purpose – not to mention a healthy work-life balance.

BECOMING A STUDENT ACTUARY

The minimum required to become a student member of the IFoA is:

- An A level in Maths normally at grade B or above (or equivalent)
- And/Or a numerate degree at 2:1 or above

If you don't meet these requirements, or you are thinking about changing careers from an unrelated field, you may want to consider taking one of our non-member entry exams.

FIND OUT MORE ◀

www.actuaries.org.uk/studying/non-members

However, we recommend you double check with employers what their entry requirements are for trainee roles, as these can vary.

BECOME A MEMBER ◀

www.actuaries.org.uk/becoming-actuary

FINDING YOUR FIRST ROLE

To gain the work experience required to develop your skills and qualify as an actuary, you'll need to secure your first role. School leavers, university students and career changers will all start off with an entry level role within the profession.

If you're a school leaver, most roles will require you to have at least an A level in Maths, whereas a graduate trainee role will look for an A level in Maths plus a numerate degree at 2:1 or above.

Employers will look for trainees who show a genuine passion for solving problems, with strong attention to detail, who can demonstrate a determination to succeed. They will also value your ability to work collaboratively and communicate effectively. There are plenty of opportunities for you to develop these skills, whether through work experience, joining societies or clubs at university or taking part in other activities such as playing sports.

YOUR FIRST ACTUARIAL ROLE ◀

www.actuaries.org.uk/becoming-actuary/your-first-actuarial-role

HIGHER APPRENTICESHIPS (LEVEL 7)

In the UK, there is also the option to complete an Actuarial Higher Level Apprenticeship. The Higher Level Apprenticeship will give you formal training alongside your studies for our exams.

The apprenticeship will typically last for 3.5 years if you don't have any exam exemptions, but will reduce by six months for every two subjects you have exemptions for.

ACTUARIAL APPRENTICESHIPS ◀

www.actuaries.org.uk/becoming-actuary/actuarial-apprenticeships

Employers who offer graduate training schemes and Actuarial Higher Level Apprenticeships are featured throughout this guide.

ACTUARIAL TECHNICIAN APPRENTICESHIP (LEVEL 4)

The Actuarial Technician Apprenticeship is an entry level role in the industry supporting qualified actuaries with their work advising clients. The apprenticeship will develop your key business knowledge, skills and behaviours, through a combination of work-based training and studying for professional exams.

Find out more about Actuarial Technician Apprenticeships at www.actuaries.org.uk/apprenticeships

CERTIFIED ACTUARIAL ANALYST (CAA)

CAA was a qualification offered by CAA Global, which is a joint venture between the IFoA and the US Society of Actuaries (SOA). The CAA qualification is now closed to new candidates. **More information about transitional arrangements can be found at www.caa-global.org**

QUALIFYING AS AN ACTUARY

To get started you will progress through a range of exams that will give you a broad understanding of the skills and techniques used by actuaries. Once you have completed the first set of exams, alongside two years of Personal and Professional Development (PDD), you will become an Associate member of the IFoA. You will then progress to more specialist exams that will help you gain a deeper understanding of specific practice areas. Once you have completed the specialist exams and an additional year of PPD you will become a Fellow of the IFoA.

EXAM EXEMPTIONS.....

You may be eligible for exemptions if you've studied a university course that has been accredited by us, have studied a subject with a significant amount of maths included in the content, or have certain professional qualifications. By gaining exemptions, you'll have fewer exams to take and a shorter route to becoming an actuary.

EXAM EXEMPTIONS

www.actuaries.org.uk/studying/exam-exemptions

WHO NEEDS AN ACTUARY?

Actuaries ensure governments, businesses and organisations can look to the future, manage risk and take the necessary steps to survive and thrive in an uncertain 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.

BANKING AND FINANCE

Finance actuaries work in areas such as financial reporting, capital management, corporate finance, and mergers and acquisitions. Investment actuaries work in areas such as investment management, investment consulting, investment banking and retail financial advice.

GENERAL INSURANCE

General insurance actuaries assess the current liabilities an insurance company has, the frequency and average amount of claims to estimate premiums and projects what impact future liabilities and assets will have on the financial stability of the insurer.

HEALTH AND CARE

Health and Care actuaries are involved in financial planning for the NHS to meet the changing needs, demands and expectations of a changing population. They also work with other health professionals to find appropriate solutions for private medical insurance, income protection, critical illness and long-term care insurance.

LIFE

Life insurance is one of the traditional and largest areas of practice for actuaries. Life actuaries are involved in designing and pricing contracts, monitoring the funds required to provide the benefits promised, and recommending bonuses to be added to with-profit policies. They also provide expert advice on investment, get involved in the planning and marketing of products and advise on strategic risk measurement.

PENSIONS

Pensions actuaries advise trustees and companies on the management of their pension schemes and work with other specialists, such as pensions lawyers and administrators, to help different pension schemes meet the needs of trustees, employers and scheme members.

SUSTAINABILITY AND ENVIRONMENT

As long-term risk managers, resource and environment developments are of crucial interest to actuaries. In particular, actuaries are seeing growing implications in areas such as climate-related property claims, trends in mortality and morbidity, and the impact climate change could have on insurance products, markets, reserving and regulation. Actuaries are also becoming more involved in an increasing number of emerging areas such as valuing fossil fuel reserves, advising governments on long-term energy projections, or assisting organisations dealing with disaster relief.

RISK MANAGEMENT

Risk Management involves considering the risks of the enterprise as a whole, rather than considering individual risks in isolation. The business world, along with the public sector, faces multiple challenges and greater uncertainty in the current economic environment - they need help to manage risks better in order to remain successful and continue to grow.

WIDER 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. As experts in risk, actuaries are expanding into new areas of practice that support businesses as they prepare for an uncertain future. Cyber risk, data science and systems thinking are just some of the growing areas where actuaries are making an impact.

Whichever area you work in, there will be a variety of roles available both in-house and through consultancy firms. Depending on your level of responsibility, you will be offered a competitive salary throughout your career.



Can you picture yourself working in artificial intelligence, manufacturing, entertainment or banking?

Find out more about the organisations that rely on actuaries to bring their most exciting and challenging projects to life.

**MORE
IN DEMAND**



Company Aon
Address The Aon Centre, The Leadenhall Building, 122 Leadenhall Street, London, EC3V 4AN
Telephone 020 7623 5500
Website aonearlycareers.co.uk

OVERVIEW

Type of business	Insurance, Reinsurance, Employee Benefits, Human Capital Consulting, Pensions, Investment
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	30
What qualifications do I need?	2:1 Undergraduate degree in a numerical subject
How should I apply?	Online via Aon Early Careers website - www.aonearlycareers.co.uk
Closing date for applications	Please see website link above
Contact name for HR & applications	graduates@aon.co.uk

ADDITIONAL INFORMATION

Where are your UK vacancies?	UK wide - see website for details
Where are your worldwide vacancies?	See website for details
How many actuaries are in the firm?	c. 400
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company APR LLP
Address 16 High Holborn,
London, WC1V 6BX
Telephone 01235 821160
Website aprllp.com

OVERVIEW

Type of business	Consultancy - covering both life and non-life insurance, as well as wider fields such as data analytics
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	10-12
What qualifications do I need?	Minimum 2:1 degree (any discipline); 136 UCAS points (new tariff) including grade A in Maths A-level; more detail online
How should I apply?	CV and covering letter - see online at: aprllp.com/working-for-apr
Closing date for applications	Please see website link above
Contact name for HR & applications	grad.recruitment@aprllp.com

ADDITIONAL INFORMATION

Where are your UK vacancies?	Central London and Edinburgh, but client projects could be anywhere in the UK
Where are your worldwide vacancies?	Mainly Ireland, serviced from our Dublin office, but possibility of projects in mainland Europe
How many actuaries are in the firm?	c. 60 (qualified and students)
Do you offer internships?	No
Do you offer sandwich placements?	No
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company Aviva plc
Address St Helens, 1 Undershaft,
London, EC3P 3DQ
Telephone 07800 695646
Website careers.aviva.co.uk

OVERVIEW

Type of business	Insurance, Savings and Investments
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	Please refer to the careers website
What qualifications do I need?	Minimum of 120 UCAS points (300 old tariff) 2:1 or better in a STEM or other suitably numerical degree
How should I apply?	Online via our careers website
Closing date for applications	Please refer to the careers website
Contact name for HR & applications	Richard Kingston

ADDITIONAL INFORMATION

Where are your UK vacancies?	Bristol, Eastleigh, Norwich, York
Where are your worldwide vacancies?	N/A
How many actuaries are in the firm?	Approx 110 trainees and 300 qualified
Do you offer internships?	No
Do you offer sandwich placements?	Yes
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company Bupa
Address 1 Angel Court, London, EC2R 7HJ
Telephone N/A
Website [Careers.bupa.co.uk](http://careers.bupa.co.uk)

OVERVIEW

Type of business	Health Insurance
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	Circa 11, a mix of Graduates and Placements
What qualifications do I need?	Please refer to our website for up to date entry requirements
How should I apply?	Online at careers.bupa.co.uk
Closing date for applications	Please refer to our website
Contact name for HR & applications	beliefinyou@bupa.com

ADDITIONAL INFORMATION

Where are your UK vacancies?	Graduate roles available in City of London and Staines. Placement opportunities are available in City of London, Staines and Salford.
Where are your worldwide vacancies?	N/A
How many actuaries are in the firm?	Circa 50
Do you offer internships?	No
Do you offer sandwich placements?	Yes
Do you offer work experience?	No
Do you consider international candidates?*	No

*visa restrictions may apply



Company Grant Thornton UK LLP
Address 30 Finsbury Square, London, EC2P 2YU
Telephone 020 7383 5100
Website grantthornton.co.uk

OVERVIEW

Type of business	General Insurance, Life Insurance, Pensions, Derivative Valuations
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	3 - 5
What qualifications do I need?	A degree and the minimum requirements for admission as a student member of the IFoA
How should I apply?	Applications are online via: trainees.grant-thornton.co.uk
Closing date for applications	See website for details
Contact name for HR & applications	trainerecruitment@uk.gt.com

ADDITIONAL INFORMATION

Where are your UK vacancies?	London
Where are your worldwide vacancies?	N/A
How many actuaries are in the firm?	31 qualified, 21 students
Do you offer internships?	Yes
Do you offer sandwich placements?	No
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply

Company Hymans Robertson LLP
Address One London Wall,
 London, EC2Y 5EA
Telephone 020 7082 6000
Website hymans.co.uk



Company Just.
Address Enterprise House, Bancroft Road,
 Reigate, Surrey RH2 7RP
Telephone 01737 233 001
Website wearejust.co.uk

OVERVIEW

Type of business	Leading independent pensions, investment and benefit consultancy
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	20
What qualifications do I need?	Min. 2:1 Honours degree in any discipline Please visit: www.hymanscareers.co.uk for more details
How should I apply?	Online at: hymanscareers.co.uk
Closing date for applications	See website for details: hymanscareers.co.uk
Contact name for HR & applications	Heather Paterson recruitment@hymans.co.uk

ADDITIONAL INFORMATION

Where are your UK vacancies?	London, Glasgow, Birmingham, Edinburgh
Where are your worldwide vacancies?	N/A
How many actuaries are in the firm?	120+ qualified actuaries
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	Yes
Do you consider international candidates?*	Yes

*visa restrictions may apply

OVERVIEW

Type of business	Life & Pensions
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	Ongoing
What qualifications do I need?	2:1 or above in a numerate degree
How should I apply?	Via our careers website: workatjust.co.uk
Closing date for applications	Ongoing
Contact name for HR & applications	recruitment@wearejust.co.uk

ADDITIONAL INFORMATION

Where are your UK vacancies?	Reigate, London
Where are your worldwide vacancies?	UK only
How many actuaries are in the firm?	Approx. 85 Actuaries and 50 students
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company LCP
Address 95 Wigmore Street,
London, W1U 1DQ
Telephone 020 7439 2266
Website lcp.co.uk

OVERVIEW

Type of business Pensions and Actuarial Consultancy

VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	35-40
What qualifications do I need?	A 2:1 honours degree and an A grade in Mathematics (allowing for grade contextualisation)
How should I apply?	Apply using our online application form accessed via our website
Closing date for applications	Graduate Programme – 8 November 2021 Summer Internships – 10 January 2022
Contact name for HR & applications	Emma Hawken graduate.careers@lcp.co.uk summerinterns@lcp.co.uk

ADDITIONAL INFORMATION

Where are your UK vacancies?	London, Winchester
Where are your worldwide vacancies?	N/A
How many actuaries are in the firm?	309 (including students, associates and affiliates). We have 213 qualified actuaries
Do you offer internships?	Yes – we offer summer internships
Do you offer sandwich placements?	No
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company Milliman LLP
Address 11 Old Jewry,
London, EC2R 8DU
Telephone 020 7847 1500
Website uk.milliman.com

OVERVIEW

Type of business Actuarial Consultancy

VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	See: careers.milliman.com
What qualifications do I need?	See: careers.milliman.com
How should I apply?	See: careers.milliman.com
Closing date for applications	See: careers.milliman.com
Contact name for HR & applications	Anna Pelc

ADDITIONAL INFORMATION

Where are your UK vacancies?	See: careers.milliman.com
Where are your worldwide vacancies?	See: careers.milliman.com
How many actuaries are in the firm?	60 in the UK
Do you offer internships?	Yes
Do you offer sandwich placements?	No
Do you offer work experience?	Yes
Do you consider international candidates?*	Yes

*visa restrictions may apply



*It's not all about the money
(although it's great to
know you'll be a high earner)
so take a look at the opportunities.*

**MORE
REWARDED**



Company Munich Re UK Life Branch
Address 10 Fenchurch Avenue, London, EC3M 5BN
Telephone 020 3650 7500
Website <https://www.munichre.com/uk-life/en/careers/graduate-scheme.html>

OVERVIEW

Type of business	Life Reinsurance
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	2-4
What qualifications do I need?	Excellent A level grades (or equivalent) with at least one numerate subject Minimum 2:1 degree achieved/predicted
How should I apply?	Online via our careers page: www.munichre.com/uk-life/en/careers/graduate-scheme.html Graduate applications are typically open from August
Closing date for applications	October 2021
Contact name for HR & applications	N/A

ADDITIONAL INFORMATION

Where are your UK vacancies?	London
Where are your worldwide vacancies?	https://www.munichre.com/en/careers/job-search.html
How many actuaries are in the firm?	c. 40 (Students & qualified)
Do you offer internships?	No
Do you offer sandwich placements?	No
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company NFU Mutual
Address NFU Mutual Head Office,
 Tiddington Road, Stratford upon
 Avon, Warwickshire, CV37 7BJ
Telephone
Website nfumutual.co.uk/careers

OVERVIEW

Type of business	General Insurance: Home, Motor, Commercial, Equine and Farming Life Insurance: Life, Pensions and Investments
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	See website
What qualifications do I need?	2:1 or above in a degree with significant mathematical content. Three A-Levels at grade B or above, including Maths
How should I apply?	Search Actuarial Trainee on the website, sign up for job alerts or complete an application
Closing date for applications	See details in the vacancy posting
Contact name for HR & applications	Details available on careers website

ADDITIONAL INFORMATION

Where are your UK vacancies?	Stratford-upon-Avon
Where are your worldwide vacancies?	All vacancies are in the UK
How many actuaries are in the firm?	Approximately 20 qualified and 30 students
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



Company Pacific Life Re
Address Tower Bridge House,
 St Katharine's Way,
 London, E1W 1BA
Telephone 0207 709 1700
Website pacificlifere.com

OVERVIEW

Type of business	Life Reinsurance: We specialise in risks associated with Life Insurance, Critical Illness, Income Protection, Longevity & Hospital Cash
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	We recruit around 6 people onto our graduate programme every year
What qualifications do I need?	We're looking for students who must have gained or expect to gain a 2:1 undergraduate degree in any STEM subject (Science, Technology, Engineering or Maths)
How should I apply?	Via the careers page on our website: pacificlifere.com
Closing date for applications	Please see individual job vacancies
Contact name for HR & applications	Melanie Lewis

ADDITIONAL INFORMATION

Where are your UK vacancies?	London
Where are your worldwide vacancies?	Singapore, Toronto and Sydney
How many actuaries are in the firm?	We have over 100 actuaries and student actuaries in our London office
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	Yes
Do you consider international candidates?*	Yes



Company Zurich Insurance plc
Address GI: The Zurich Centre, Parkway,
Whiteley, Fareham, Hampshire,
PO15 7JZ
Life: Tricentre One, New Bridge
Square, Swindon, SN1 1HN
Telephone 0870 522 1311
Website zurich.co.uk

OVERVIEW

Type of business	Zurich Insurance Group is one of the world's largest insurance groups, writing a wide range of General Insurance and Life Insurance products
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VACANCIES/APPLICATION

How many actuarial trainee vacancies are there?	Up to 10 graduates and 5 apprentices per year
What qualifications do I need?	Numerate degree (predicted a 2:1 or above) and 112 UCAS (A in A Level Maths)
How should I apply?	zurich.co.uk/earlycareers
Closing date for applications	See website for details
Contact name for HR & applications	earlycareers@zurich.com

ADDITIONAL INFORMATION

Where are your UK vacancies?	London, Swindon, Fareham, Farnborough, Birmingham
Where are your worldwide vacancies?	Offices worldwide
How many actuaries are in the firm?	c. 55 actuaries c. 65 students in the UK
Do you offer internships?	Yes
Do you offer sandwich placements?	Yes
Do you offer work experience?	Yes
Do you consider international candidates?*	Yes

*visa restrictions may apply



There are a huge variety of options on offer. One thing's for sure, you'll be involved in important and interesting work that could make a difference to millions of people.

**MORE
IMPORTANT**

Wondering whether the actuarial profession is for you?
Find out what life as an actuary is really like for young people who've already taken the plunge.



EMMA

University: **University of Bath**
Degree: **Economics**
Current job title: **Associate Consultant**

Why did you join the graduate programme?

When researching actuarial consultancies, Aon stood out because of the exciting career opportunities offered by their varied client base, as well as providing the best study support. I had heard from people who had worked at Aon about its supportive and inclusive culture, and this was proven to be true in the recruitment process. I felt at ease and cared for every step of the way.

What did you/do you enjoy most about the programme?

The thing I enjoy most about working in pensions is the variety. My role combines a mixture of calculations, preparing reports, modelling and communicating with clients. I have a range of clients, and the jobs at hand relate to their pension schemes, which vary in terms of size and structure. Pensions actuarial consulting is a challenging, intellectually stimulating field that really stretches the mind, but I relish the challenge, and the multitude of higher-order skills I have acquired along the way.

What training and development opportunities have you had?

Aon offers a generous study package; all your study materials are paid for and you have an allowance of 40 study days a year. On some of these days, you attend tutorials, which are educational and fun, and the teachers are very inspirational.

In terms of career development, it is very much a meritocracy at Aon, where effort, accountability and utilisation are recognised and fairly rewarded. I was promoted to the next role level after just 18 months as a result of the hard work I put in.

What's next for you?

I have recently been involved in some complex modelling projects which has improved my skills at Excel, as well as deepened my understanding of the broader pensions landscape. I will take more responsibility on my client teams, running a few projects, and developing junior team members so that they are engaged. I will continue studying towards obtaining my professional actuarial qualification.

MORE INSIGHT



SARIKA



I joined the 2019 Graduate Programme in Actuarial Consulting (Pensions) after completing a very rewarding summer internship at Aon in the same field. I have gained a degree in BSc Actuarial Science at the London School of Economics. I am now on the path to becoming an Actuary which is very exciting!

Why did you join the graduate programme?

During my second year at university, through Bright Network, I attended the 'Females of the Future' 3 day event, an event hosted by Aon to gain understanding and knowledge of the Retirement and Investment business area. After attending the event, I was truly intrigued by the responsibility and role of an Actuary and thus was keen to gain further experience. I was offered a summer internship in Retirement and by the end of it, I knew this is where I wanted to begin my career. The experience was greatly enjoyable. Everyone was supportive, welcoming and super helpful. The internship allowed me to utilise and perfect many skills including analytical, public speaking and communication. I have developed my confidence as a result. There was no doubt that I wanted to come back. I can see my career flourishing here.

What do you enjoy most about working for Aon?

The opportunity to join communities and make a positive impact. At Aon, there are many networks you can join to embrace your values. I have joined the Multicultural Network and currently sit on the charity committee. As a result, I have been able to visit many charities, including the stunning headquarters of the Stephen Lawrence Charitable Foundation, a truly memorable experience! Further, I was a mentor for university students who joined

our annual BAME Future Leader event and have presented networking tips to A- level students from disadvantaged backgrounds. The list goes on! Through joining such networks, I have met many wonderful people at Aon. One of my hobbies is to volunteer so being presented with opportunities to do so in the workplace makes working for Aon enjoyable.

What advice would you give future graduates applying for the programme?

The top two advice that really helped me when applying for the programme was to be authentic and to do your research. Being authentic is the key to success. It helps you focus on what makes you unique and will motivate you. Doing your research will help you understand the values of Aon, how we, as a company, stand in the market and any recent financial news that can impact the work we do.

What's next for you?

I aim to take on more responsibility in my role within each client team and be an expert in the field. More specifically, as I progress, I would like to gain experience working within a specialist team. I also look forward to my new role on the Onboarding Team, helping new graduates settle in and provide sufficient training. I hope to widen my network at Aon. Finally, I aim to complete the remaining actuarial exams within the next few years.



CRAIG

Location: **Edinburgh**
University: **Heriot-Watt**
Degree: **Actuarial Science**

For more info: aprllp.com



APR specialises in providing actuarial project, consultancy and training support to the insurance and wider financial sector. Key to our success has been hiring top quality, highly numerate individuals. Our comprehensive, ongoing programme of training, combined with the broad range of client projects we offer, makes for an exciting and varied career, with a combination of early responsibility and exposure to a wide spectrum of actuarial work. Our team have been central to our becoming a trusted partner providing exceptional value to our growing portfolio of clients.

How did you find the application process?

The application process is very straight forward. I just uploaded my CV and cover letter to the website. Shortly after I overcame APR's challenging online test and took part in a phone interview. Lastly, I attended an assessment centre which consisted of an interview, a written assessment and a presentation.

What training opportunities have you had?

During my first month at APR I received intensive training to deepen my actuarial knowledge and broaden my skillset. It involved actuarial mathematics and hands-on sessions with computer software. The learning doesn't stop at APR as my skills have been continuously developed by ongoing training, including a session designed to teach the skills required to be an effective teacher.

How have you found studying while working at APR?

Studying for the IFoA's exams can be stressful enough on their own, which is why I appreciate how simple and quick it is to communicate with APR's wonderful central team who have always come through for me quickly. Now I can use all my study days for studying which has helped me to pass CP1 on my first sitting.

What types of work do new staff get involved with?

I have received a very broad experience of the actuarial world by working on a variety of client projects which can be placed anywhere in (or even beyond) the UK. This variety of experience has enhanced my learning and is helping me decide what areas I enjoy working in the most.

What happens when you're between client projects?

APR's flat structure allows even new starters to get involved with in-house projects and take on responsibility within the organisation. I have joined APR's Diversity and Inclusion team, sharpened my skills with APR's vast library of learning resources, and have written a website article.



OLA

Location: **London**
University: **University of Bristol**
Degree: **PhD in Neural Dynamics**

How did you get your job at Hymans Robertson?

During my time at university, I developed my passion for data analytics and saw an actuarial consulting career as an opportunity to apply these skills in the finance sector. When looking for jobs, Hymans stood out to me because of their focus on digital solutions for their clients. The application process itself was very straightforward - online application followed by a phone interview and an in-person interview. While I did not do an internship at Hymans before, I would definitely encourage any aspiring actuary considering a career in pensions to apply for an internship as it gives you a chance to understand the work we do and also increase your understanding of the industry and opportunities available.

What's it like working at Hymans Robertson?

Hymans is eager to facilitate people developing in the areas they are interested in rather than being pigeonholed from the start. This has been very important to me as I didn't have an actuarial/financial educational background, so I wanted some flexibility in my career path. Thanks to this, I have been involved in a range of projects which have helped me to broaden my understanding of the services we provide for clients. All of the colleagues at Hymans are very friendly and helpful and also, importantly, you work with a lot of impressive people which is motivating particularly during the busier periods.

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

Of course, it goes without saying, that mathematical and IT skills are essential. Additionally, communication skills are required for a career in actuarial consulting - my presentation skills and being able to clearly explain complex topics in an engaging way (while keeping to time!) come in very useful. What surprised me was how important it is to also be able to clearly communicate in writing, both through advice papers written for clients but also in emails to clients and colleagues. I have usually shied away from writing but since working for Hymans I have become more confident in writing for different target audiences.

I also think that my time management skills play an important role. I am involved in a number of client- and non-client related projects at once with varying timescales so maintaining a good to-do list, knowing exactly what work is required and what to prioritise has been essential.



AYESHA

Location: **Stratford-upon-Avon**
University: **Aston University**
Degree: **Maths**

Ayesha joined NFU Mutual in 2018 as an Actuarial Trainee after graduating from Aston University with a degree in Maths. We asked her about her career so far and perspective on NFU Mutual.

What makes NFU Mutual different to other insurers?

As we are a mutual, we are owned by and run for our members. This sets us apart from our competitors and means that we ultimately do everything in their best interests. I feel a strong sense of accomplishment to work for a company that gives back to their customers. I also enjoy working for a cohesive company where I have exposure to senior managers and directors, carrying out work that enables them to make informed business decisions.

NFU Mutual also specialises in both Life and General Insurance and there is encouragement to move between teams and develop your expertise in either or both.

What type of work do you do?

My role is situated in the Actuarial Function team and involves reviewing the technical work produced by a variety of teams across the business to provide assurance to senior management. This gives me the opportunity to learn about multiple business areas and the work they get up to. Some examples include: ensuring we hold sufficient reserves to meet claims, writing reports on the adequacy of capital set aside to meet our obligations in the event of a catastrophe, and providing assurance to committees on the level of risk taken in the investments we make.

What do you like most about the company?

Everyone at NFU Mutual is really welcoming

and supportive. My colleagues are always happy to take the time out to explain how something works, provide me with feedback and give me the right amount of challenge. This keeps the job interesting, whilst providing the support I need so that I don't feel overwhelmed. The breadth of my work, and the responsibility I'm given, is what I enjoy most.

What support do you get from the company?

NFU Mutual has recently launched an Actuarial Apprenticeship scheme, which means that Actuarial Trainees gain an increased amount of financial support, study days and a study mentor. I enjoy having someone to talk to who understands what the exams entail. Trainees also receive an apprenticeship qualification in addition to working towards fellowship to the IFoA.



JAMIE

Location: **London**
University: **University of Cambridge**
Degree: **Economics**

For more info: lcp.uk.com

What do LCP do?

LCP is an award-winning firm of actuarial, financial and business consultants. We recruit graduates for actuarial roles in three main areas: Pensions Actuarial, Investment Consulting and Analytics (including energy, healthcare and financial modelling). We provide specialist advice to our clients based on insightful analysis, industry expertise, and market-leading technology.

What makes LCP different?

LCP's greatest strength is its people. Despite growing at an impressive rate in recent years LCP has managed to retain its supportive, innovative and collaborative culture which not only makes it an enjoyable place to work but also allows us to give the best advice to our clients.

Everyone is always so generous with their time and colleagues give you responsibilities from day one. There are opportunities to go to meetings straight away so you can see the end product of your work and you can start building client relationships immediately.

What type of work do you do day-to-day?
I work in the Pensions Actuarial department and have a number of corporate and trustee clients from various sectors and a range of sizes. My work varies from doing individual member calculations to doing valuations for FTSE 100 companies. Being an actuary at LCP isn't just number-crunching, I also spend time drafting advice and speaking to clients and other advisers and there's always the opportunity to get involved in new work.

I am also a member of LCP's Multicultural Network and we've been involved in a wide range of activities, such as recognising cultural days, feeding into the recruitment process and holding internal and external events to improve education and talk about race in the workplace. There are three other D&I networks at LCP; the Women's Network, LGBTQ+ Network and the Wellbeing Network. LCP's strong commitment to D&I makes it a more vibrant workplace where everyone has the opportunity to fulfil their potential.

What is the application process like?

LCP's application process is very simple and easy to do; you just need to fill in one form and there is only one assessment day you need to attend. The interviewers are very friendly and try to bring the best out of you. There is also an opportunity to grab lunch or a coffee with some recent graduates to get a deeper insight into working at LCP.



Consulting opportunities in:

- + Pensions Actuarial
- + Investment Consulting
- + DC and Financial Wellbeing
- + Insurance
- + Analytics (including energy, health and financial modelling)



+ Forward thinker?

+ Strong communicator?

+ Innovator?

Creative, forward thinkers and innovators, we need you!

LCP is now recruiting up to 35 highly numerate graduates with strong communication skills in London and Winchester within our Pensions Actuarial, Investment Consulting, DC and Financial Wellbeing, Insurance, and Analytics (including energy, health and financial modelling teams).

Want to know more?

Visit our website at www.lcp.uk.com/grads for more information on what we do and to access our online application form.

Are you ready for a career that challenges you, allows you to grow and work alongside some of the brightest minds in the industry?



For more info: pacificlifere.com

CALEB

Location: **London**
University: **University of Waterloo**
Degree: **Actuarial Science**

What made you choose to work for Pacific Life Re (PL Re)?

I started my career at PL Re with an 8-month internship in the Europe Research & Development team. I thoroughly enjoyed my internship and so when they offered me a full-time position in 2016, it was a no-brainer! Some of the things I particularly like about PL Re are the people - from day one, I found everyone so friendly and welcoming; the flat working structure, which meant I had exposure to senior management from the very start; and also the range of opportunities and responsibility I had. I've worked on a variety of interesting projects and since returning as a permanent employee in 2016, I've also been promoted and am now working in our global Pricing team.

What support did PL Re give you throughout your internship?

Throughout my exams, PL Re was very supportive, particularly as I was not only adapting to a new country, new city and new culture (I moved to London from Malaysia), I was also adapting to working life and trying to fit study and exams in. My manager took an active interest in my career advancement and exam progress. The company also gave me study days and financial reimbursement for my study materials and exams.

What projects are you working on in your new role?

In my new role, I'm working on developing global pricing initiatives, pricing assumptions and best practices. I also help support tender activities across all our offices. On a day-to-day basis, I'm collaborating with my Pricing colleagues in our other offices around the

world, so I've gained experience in a wide range of markets and product lines which have aided my professional development immensely.

What advice would you give to aspiring Actuaries?

My advice to anyone would be to not be afraid of asking questions - no question is a stupid question and the more questions you ask, the more you'll learn.

What skills do you feel are essential for being an Actuary?

The key skills that would really help you are: a keen eye for detail, analytical skills and the ability to rationalise data and create narratives from numbers. As with any job, communication skills and the ability to collaborate with others are also very important.

What three words would you use to describe PL Re?

Fun. Challenging. Rewarding.



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Olauria,
Aon Graduate



Company APR LLP
Address 16 High Holborn,
London, WC1V 6BX
Telephone 01235 821160
Website aprllp.com

OVERVIEW

Type of business	Consultancy - covering both life and non-life insurance, as well as wider fields such as data analytics
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VACANCIES/APPLICATION

How many apprenticeship vacancies on offer?	5-7
What qualifications do I need?	128 UCAS points; grade A at A-level in Maths-related subject (more detail online)
How should I apply?	CV and covering letter - see online at: aprllp.com/working-for-apr
Closing date for applications	Please see website link above
Contact name for HR and applications	recruitment@aprllp.com

ADDITIONAL INFORMATION

Where are your UK vacancies?	Central London and Edinburgh, but client projects could be anywhere in the UK
Where are your worldwide vacancies?	N/A
Do you offer work experience?	No
Do you consider international candidates?*	Yes

*visa restrictions may apply



For more info: aprllp.com



CARI

Location: London

Would you recommend the CAA Qualification as a way of getting into the actuarial profession?

After leaving Sixth Form, I strongly considered going to university. However, having thought through potential degree choices and what my career could look like following those, it became clear that I could achieve my aspirations without attending university and racking up student debt.

The CAA qualification provides a great foundation to an actuarial career, and can be used as a stepping stone towards further qualifications such as IFoA Fellowship, which is what I am aiming towards. Along with the experience I've gained whilst working at APR, I'd say the CAA qualification has put me in a much better position earlier in my career compared with going to university.

What is it like to work for APR?

Working for APR means that you get to gain experience in a smorgasbord of actuarial work through a range of client projects. Over my 2.5 years at APR I have worked for 4 different clients in very different areas, including a pensions investment company and a start-up insurtech. This is an immense opportunity to have at the start of your career, as the variety helps you pinpoint aspects or specialities which you enjoy and focus your future development in those areas, which in other job roles you are often unable to do.

When I first joined APR, I was put through a month of intensive training before my first client project; this gave me a broad depth of industry knowledge and technical skills which I have used regularly. Personally, the training I've most enjoyed throughout my APR career has been expanding my coding skills, such as VBA, R, SQL and Python, which I now daily on my current client project.

What happens once you become a qualified CAA?

Once you qualify as a CAA, APR managers will have an open and honest conversation with you to discuss the potential options available. These depend on your performance through the CAA exams, but could include moving onto the IFoA exams with the goal of becoming a qualified actuary or pursuing further qualifications in other areas such as data science. If you feel that further study isn't for you, you could simply continue in your role supporting APR's clients, either generally or as a specialist in a particular area.

The CAA qualification referenced in this case study has since been discontinued. At APR, we still intend to provide a suitable route for school leavers into the profession and are working on an alternative pathway to do so. Please do contact us for more information and to register your interest.



ROB



I joined as an apprentice in September 2018 and have recently been promoted after 18 months. I studied Mathematics, Further Mathematics and Physics at A-Level - achieving AAB respectively. My day-to-day role is assisting the Scheme Actuary as well as senior consultants on several varied clients and pension schemes. My work ranges from completing actuarial valuations, creating updates on pension scheme funding levels, developing and maintaining Excel models and calculating transfer values for members.

What attracted you to the Aon Apprenticeship Programme?

I joined Aon's apprenticeship scheme after six months on a university course that wasn't for me. Throughout sixth form, I always felt the desire to work and gain experience whilst completing formal qualifications to progress my career. Aon's actuarial apprentice scheme seemed to tick all the boxes - a structured career path, obtaining formal qualifications and gaining relevant experience. Although I wasn't sure what work I would exactly be doing prior to my application, meeting the friendly and professional team that I would be working with at the assessment centre really solidified my choice in joining Aon.r. I enjoy having someone to talk to who understands what the exams entail. Trainees also receive an apprenticeship qualification in addition to working towards fellowship to the IFoA.

What have you learnt in your time at Aon?

I have continued learning in the traditional sense with my statistical exams as part of my professional qualification, how to present myself in a professional work environment, but most importantly working effectively as part of a team - which involves a multitude of skills such as effective communication and time management.

What does a typical day look like for you?

A typical day consists of performing and checking actuarial calculations, whether by hand or modelling; drafting advice for my clients in both written reports and presenting verbally; managing project delivery deadlines and ensuring resource within my client teams is sufficient; and, analysing data and results produced by either my team, or bespoke, specialist teams.

What have you enjoyed most about your Apprenticeship Programme?

With my mathematical background in A-Levels, I feel stimulated with the work I do, and can fully

appreciate how my future actuarial examinations will directly impact and develop my understanding of my day-to-day work. Further to that, my colleagues - and in general the culture instilled at Aon - treat me with the same respect as any other employee, allow me to develop at the right pace, provide me with exceptional support, offsite actuarial educators as well as 20% paid apprenticeship time.

What's next for you at Aon?

As I have recently completed my apprenticeship, I will take further professional exams to complete my CAA qualification. In the near future, I hope to take the IFoA examinations, which is the same formal examinations that post-graduate colleagues obtain. Outside of exams, I am looking to develop my industry knowledge and other parts of the business. Aon offers the ability to spend time in specialist teams, which can help grow my knowledge and allow me to understand what area of the business I feel I would be best suited.

What advice would you give to someone considering applying for the Aon apprenticeship programme?

If you have any questions about working for Aon and what the work entails, ask! By getting in contact with our team - or even myself directly on LinkedIn - we can show you the site and answer any questions you may have about what it is like to work for Aon. Whilst deciding what career path is for you, fully research and dedicate time to your choices in your further education. In today's climate, you really need to show dedication to the opportunities available to you, which will only help your application to work for Aon. Whilst Aon are looking for the right candidate, it is just as important that you understand that Aon is the right choice for you.

WHERE YOU'LL BE



The starting salary of an actuarial apprentice is between **£17,000 - £25,000** sound tempting?

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is under the age
of **30**.



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of our members
are under the
age of **21**.

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journey
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- AIA Group Limited (Group Actuarial function)
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- Aon Hewitt Limited - Retirement & Investment Consulting Business
- Aon Singapore Center for Innovation, Strategy & Management Pte Ltd
- Atkins Trustees Limited (trading as Atkin & Co)
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- Broadstone Consulting Actuaries Limited
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- Cartwright Group Limited (actuarial services)
- Censeo Actuaries & Consultants Limited
- Deloitte LLP, Deloitte MCS Limited and Deloitte Total Reward & Benefits Limited - Actuarial, Reward and Analytics Function
- Exactval Limited
- First Actuarial LLP
- Government Actuary's Department
- H&C Consulting Actuaries LLP
- Hughes Price Walker Limited
- Hymans Robertson LLP - Investment, Actuarial Benefits and Consultancy, Risk Modelling and Consulting practices
- JLT Benefit Solutions - Trustee, Corporate and Investment Consulting divisions
- Lane Clark & Peacock LLP
- Little & Company Actuaries and Consultants Ltd
- Lux Actuaries and Consultants, UAE
- Mazars LLP
- Mercer Limited
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To find out more visit
www.actuaries.org.uk/QAS

*List current at time of publishing



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