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EARLY CAREERS GUIDE TO

The Insurance Profession

2025/26

16th Edition

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full of possibility?

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This guide takes you through the basics and beyond; from essential skills to become successful in the insurance profession, to professional qualifications. It also includes first-hand profiles from insurance professionals. Get an idea of what it's like to work in the insurance industry from people that are currently 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 www.insurancecareers.co.uk.

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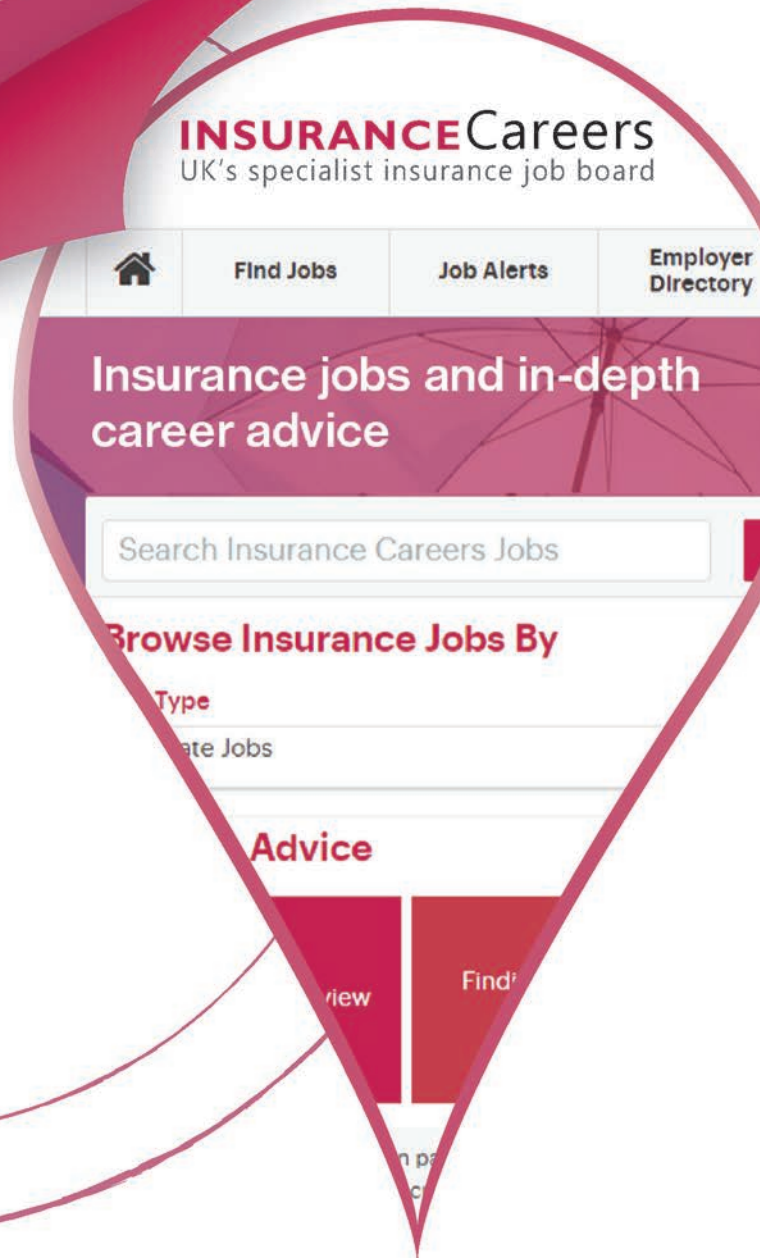
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THE INSURANCE PROFESSION – AN OVERVIEW

What is the Insurance Profession?

The insurance profession plays a vital role in protecting individuals, businesses, and society from financial loss and uncertainty. At its core, it provides peace of mind by helping people and organisations recover from unforeseen events, whether that's damage to a home, a legal claim against a company, or a global supply chain disruption. With such a far-reaching impact, the insurance sector offers an exciting and rewarding career path for those interested in problem-solving, risk assessment, and helping others.

Routes into the profession

Insurance is much more than policies and paperwork. It's a dynamic, people-focused industry with a wide range of roles. From underwriting and broking to claims handling and actuarial work, the profession is open to individuals with varied interests and skill sets. Whether you're a recent graduate, a school leaver, or someone looking for a career change, there are multiple routes into the field, many of which offer full training and qualifications while you work.

Find out more about how to enter this profession by reading the '[Routes into the Insurance Profession](#)' article.

Skills required to succeed in insurance

To build a successful career in insurance, it's important to develop both technical expertise and core soft skills. Communication, attention to detail, teamwork, and critical thinking are all highly valued by employers.

The ability to analyse data, understand client needs, and adapt to changing risks is crucial in an environment where innovation and regulation are constantly evolving. Cultivating these attributes can help you stand out in a competitive industry.

Find out more about the skills needed to be successful in this profession by reading the '[Essential Skills to be successful in the Insurance Profession](#)' article.

Personal vs Commercial Insurance

Insurance careers often fall into two broad categories: personal and commercial. Personal insurance covers individuals and families, protecting assets such as cars, homes, and personal belongings. Commercial insurance, on the other hand, focuses on businesses, helping them manage risks related to property, liability, employees, and operations. The nature of the work, clients, and policies can vary significantly between the two, offering professionals the chance to specialise in the area that best matches their interests and strengths.

One of the most distinctive aspects of the UK insurance market is Lloyd's of London, a unique insurance marketplace known worldwide for underwriting specialist and complex risks, from fine art to aviation.

Find out more about the different types of insurance by reading the '[Personal and Commercial Insurance](#)' article or the '[What is Lloyd's of London?](#)' article. ●

ROUTES INTO THE INSURANCE PROFESSION

By Richard Kingston, Professional Development Consultant at Aviva

What do you think of when someone mentions insurance?

Dull? Boring? People dressed in pressed shirts and shiny shoes, working in grey office blocks?

Well, you'll be pleased to know that's not how it is. Insurance is a global industry committed to making life better and safer for its customers. It is a diverse and inclusive industry that recognises its responsibility to the communities it serves and operates in an ethical and sustainable way.

What is insurance and why is it important?

Insurance is a way to manage your financial risks. When you buy insurance, you purchase protection against unexpected financial losses. The insurance company pays you or someone you choose if something bad occurs.

Insurance helps protect you, your family, and your assets. An insurer will help you cover the costs of unexpected and routine medical bills or hospitalisation, accidental damage to your car or injury of others, and home damage or theft of your belongings. An insurance policy can even provide your survivors with a lump-sum cash payment if you die. In short, insurance can offer peace of mind regarding unforeseen financial risks.

Therefore, as you can imagine, insurance is also quite complicated and needs lots of people doing a myriad of different roles to ensure that customers and their families have adequate protection for their needs.

Can I make a career in the insurance industry?

Definitely! Insurance companies are made up of many different areas, so there are lots of roles to choose from to build your career. Whether you are talking directly to a customer, making sure the business has enough money to keep its promises, keeping the business and brand safe from financial crime or designing products and services to meet a customer's needs, you will be part of a huge team.

While some roles will require you to have specific qualifications, they may not be as

important for other roles, so don't worry if you don't have a degree. Let's look at some of the things you can do in more detail:

- **Insurance broker** – Brokers work independently to arrange deals between clients and insurers. They advise clients on the most appropriate policies for them.
- **Underwriter** – Underwriters issue insurance policies – they decide which policies an insurance company should offer to potential clients and calculate the premiums (the amount charged for insurance coverage).
- **Claims manager** – A claims manager receives, assesses and manages the claims made by policy holders on their insurance policy.
- **Loss adjuster** – Loss adjusters operate independently of insurance companies. Their aim is to mitigate loss and get businesses back up and running with the minimum amount of disruption.
- **Risk Manager** – Risk managers help to assess potential risks and advise on how to avoid or reduce those risks.
- **Catastrophe modeller** – Catastrophe modellers use complex IT models to estimate losses from natural hazards and terrorism in particular.

You can find out more about the different areas within the Insurance Profession by reading the **Areas of Work** article.

How can I get a job in insurance?

Whether you are a school leaver, still at university, have graduated or just looking for a career change there are several ways you can secure a role in this exciting and varied industry. Let's look at a few:

- **Careers pages** – all insurance companies will have an online careers page where you will be able to find the latest vacancies and useful information about the company, its values and culture.
- **Graduate schemes** – these are bespoke programmes, typically of a fixed duration, that offer comprehensive financial sponsorship and time off to study. These schemes generally involve balancing a

full-time role alongside studying towards a professional qualification, and as the name suggests you will need a degree (possibly in a specific discipline) to be eligible to apply.

- **Apprenticeships** – many insurance companies now utilise Government backed apprenticeships to upskill their employees and recruit school leavers. Apprenticeships are accessible to everyone, regardless of background, and are a great way for organisations to offer young people a start to their career.
- **Summer Internships** – exactly what it says on the tin, these short-term paid placements are a great way for individuals to spend their summer months gaining invaluable experience and showcasing their skills to prospective employers.
- **Year in Industry Placements** – as the name suggests these paid placements provide opportunities for undergraduate students to gain valuable experience in their chosen field by taking a year out from their degree studies. Most universities will have year in industry placements embedded in their courses where the subject allows.

As you can see there is a lot more to insurance than numbers and policies. It is a fast-paced, progressive industry that thrives on diversity of thought, teamwork and collaboration.

If you think insurance could be for you and you want to know more, why not take a deeper dive into this guide. You can also find out more about the specific skills required to thrive in this profession by reading the **Essential Skills to be successful in the Insurance Profession** article. ●

Richard Kingston: I have worked at Aviva as a Professional Development Consultant for nearly 17 years. During that time I have mainly been involved with early careers recruitment, specifically managing the recruitment and training of actuarial and chartered accountancy graduates, and the provision of continuous professional development for qualified colleagues. Prior to working for Aviva I spent 22 years in the Royal Air Force as a Catering Accountant, specialising in catering logistics. During that time I served in the UK, Italy, Kuwait and the Falkland Islands.

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ESSENTIAL SKILLS TO BE SUCCESSFUL

Given the small number of degrees directly related to insurance, many employers are looking for strong transferable skills and commercial awareness over the specific subject studied. Insurance professionals come from a wide range of backgrounds, from ancient history to zoology, via business and finance.

What are insurance employers looking for?

Employers are looking for candidates who are committed and extremely professional in their attitude. Soft skills are exceptionally important and employers will look for new entrants with good communication, negotiation, problem-solving and lateral thinking skills. When evaluating a client's claim or calculating the cost of a policy, insurance professionals must exercise comprehensive analytical skills too.

Customer service and client relationship skills are equally important, as are good numerate abilities. The insurance sector is always looking for bright individuals, with a logical, methodical approach and the potential to understand the vital elements of risk.

A good understanding of the insurance sector is an advantage – this demonstrates a commitment to working in the industry, as well as a wider commercial awareness. The Chartered Insurance Institute's Discover membership scheme is a good place to start. There will be some roles that require an applicant to have an understanding of the technical knowledge required, but don't worry if you feel this is not something that you can offer – most employers are willing to support entrants through training and gaining professional qualifications.

1. Communication & negotiation skills

In the insurance profession, you will work with a wide range of people; from finance professionals to those with limited or no finance knowledge. Therefore, one of the most valuable skills you can possess and develop is the ability to adapt your communication style accordingly so that you can successfully explain complex, sometimes technical information to a variety of audiences. Recruiters will assess your communication style through your application and will be looking for evidence that you can correspond accurately and effectively with clear structure.



2. Problem solving & analytical abilities

Most employers will measure your problem-solving skills by analysing how you approach a case study or activities organised at assessment centres. Have examples prepared for any interviews which demonstrate your understanding of a challenge you've faced, how you prioritised and worked through the solution, if you sought help or approval and what the outcome of the situation was. It is helpful to explain your thought processes and show logical analysis when answering questions like this to give interviewers insight into how you think and what you might be like to work with.



3. Customer service & client relationships

Working in insurance you will need to understand the company's clients, their needs and how to make sure the company delivers on these needs as best they can. Having the ability to build and maintain professional relationships is essential for retaining business and will make



you a valuable asset to any company. Recruiters will take into account how you interact with your assessors, and other candidates at the assessment centre and the rapport you are able to build with your interviewers. If you have had experience that required you to understand and deal with the needs of others, use these as examples during interviews. You can draw on volunteering experience, part-time jobs, involvement in a university society or student union – anything that shows your ability to interact with others in a formal capacity.

4. Numerical ability

Although it is not necessary to have studied a numerical degree to work in the insurance sector, some numerical ability is essential for most roles. Numeracy skills mean being able to understand and work with numerical and graphical information, draw conclusions and effectively explain your findings.



5. Teamwork

Your ability to work as part of a team will be tested and evaluated during group exercises at the assessment centre. To make a positive, lasting impression, constructively contribute to discussions and activities while listening to your peers and encouraging them to do the same. Teamwork is all about being able to operate smoothly and efficiently within a group. Ask yourself – are you able to compromise? Do you have the ability to communicate clearly? Can you negotiate with, influence and advise your team?



It is important to remember that different employers are looking for different things; insurance is an extremely diverse sector and one size does not fit all. Before you apply, research the different companies, read their websites and speak to their representatives at careers fairs. Get a feel for the companies that are out there so that you can apply to the employer that's right for you. View the '**Employee Profiles**' section of our **website** to find out what it's like to work in the profession. ●

AREAS OF WORK

The insurance industry is a hugely varied one. From insurance broking to underwriting, read on to find out about the variety of roles available to you in this fascinating profession.

Insurance broker

Brokers work independently to arrange deals between clients and insurers. They advise clients on the most appropriate policies for them.

“Brokers work independently to arrange deals between clients and insurers.”

Personal insurance brokers generally deal directly with individual clients or companies and arrange policies for home, motor, travel or pet insurance, while commercial insurance brokers deal with more high-value insurance for areas such as marine, aviation, energy and finance sectors.

ROUTES IN

Numerically-related or business degrees can be an advantage, but aren't a requirement for entry to the profession. Training programmes vary considerably, with larger broking firms offering more opportunities for structured training programmes. These typically involve job rotations for experience of different areas of work, over a period of 18 months to two years.

There has been a growing emphasis in recent years on graduate-level recruitment and the development of graduate programmes that include CII professional qualifications. This provides a structured framework leading to Chartered Insurance Broker status. Many employers grant study time and provide help with tuition fees and the cost of learning materials.

Underwriter

Underwriters issue insurance policies – they decide which policies an insurance company should offer to potential clients and calculate the premiums (the amount charged for insurance coverage). In order to do this, underwriters obtain detailed information from prospective policy holders and assess the risks, likelihood and potential cost of a claim.

“Underwriters issue insurance policies – they decide which policies an insurance company should offer to potential clients.”

ROUTES IN

Graduate training schemes for underwriters typically last around two years and are often followed by another two or three years' training in a specialist area of risk. Degrees in business and management, mathematics, law or economics are an advantage, but it is possible to enter the profession from any discipline. Most training tends to be on the job, working alongside experienced colleagues and learning about different departments about accounting, claims and investment functions.

Claims manager

A claims manager receives, assesses and manages the claims made by policy holders on their insurance policy. They assess whether a claim is valid, whether it may be fraudulent, then organise any required action, such as payment being made to the claimant. Claims managers may get involved in loss adjusting.

“A claims manager receives, assesses and manages the claims made by policy holders on their insurance policy.”

ROUTES IN

Claims professionals can work directly for insurance companies, a dedicated claims management company or the claims team of an insurance broker. Some larger insurance companies include claims work as part of general graduate management training schemes. Graduate recruits usually undergo two years of intense on-the-job training. This is generally structured and supported by formal training courses, often in-house and is likely to be followed by a further 2-3 years' experience in underwriting risk and negotiating claims.

Loss adjuster

Loss adjusters operate independently of insurance companies. Their aim is to mitigate loss and get businesses back up and running with the minimum amount of disruption. They look into the circumstances surrounding a claim – for example, establishing the cause of a fire – before negotiating a fair sum to replace the loss or repair the damage.

“Loss adjusters operate independently of insurance companies.”

Having checked the authenticity of the claim and negotiated an acceptable amount, loss adjusters will report the facts to the insurers and make recommendations for interim and final payments. Although they cannot commit the insurers to payment, or determine the actual amount they paid, they are deemed to be fair and impartial. Most insurance companies maintain a panel of loss adjuster firms.

ROUTES IN

Some larger firms run structured training schemes to give you a broad-based introduction to the profession while smaller firms will hire on a case-by-case basis, often focusing on people with experience of the profession, particularly in claims management. Loss adjusters will expect you to spend your early months with the firm doing desk-based work, validating claims and liaising with insurance companies and policyholders. This is essential grounding – the mechanics of the profession and claims work will prepare you for your first visits to claims scenes.

Risk Manager

Risk managers help to assess potential risks and advise on how to avoid or reduce those risks. They can be involved in identifying risks, evaluating and reporting risks to various parties, including underwriters, loss adjusters and business heads to ensure they're aware of risks relevant to their function. Risk managers

ensure that effective frameworks are put in place to deal with risk and ensure compliance with legal requirements.

“Risk managers help to assess potential risks and advise on how to avoid or reduce those risks.”

ROUTES IN

Degrees in risk management, economics, business, law, insurance or management can be helpful but no specific degree is required. It is possible to enter the profession as a trainee risk analyst at a brokerage, but risk management most often attracts mature entrants as those with commercial and/or insurance sector experience are preferred. Some companies ask for as much as five years of underwriting experience.

Catastrophe modeller

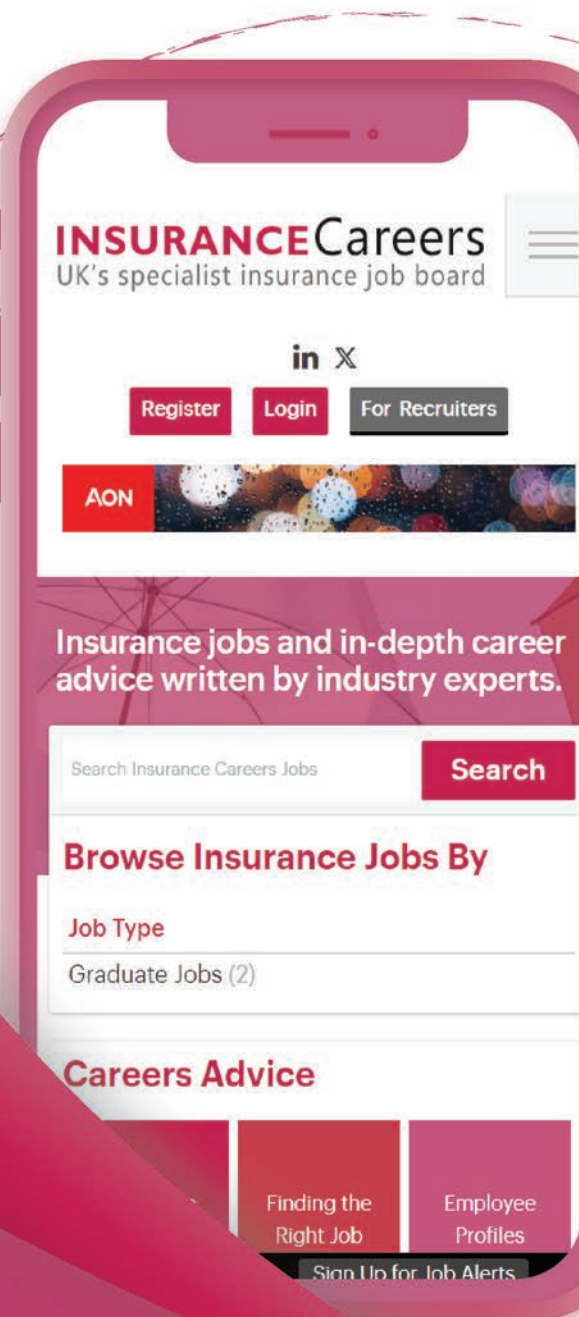
Catastrophe modellers use complex IT models to estimate losses from natural hazards and terrorism in particular. They often work with underwriters in an insurance company to ensure that probable losses are kept within specified limits.

“Catastrophe modellers use complex IT models to estimate losses.”

ROUTES IN

Unlike a majority of roles in insurance, those wanting to get into catastrophe modelling are likely to have a specific degree in geography, maths or statistics.

Given the niche nature of the work involved, there are very few wider, generic graduate schemes with a catastrophe modelling specialism. Most people who work in the area started either in direct entry role or have transferred from a role such as Underwriting Assistant. ●



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PERSONAL AND COMMERCIAL INSURANCE

Given the enormous range and variety of risks covered by the insurance profession, it is not surprising that there are several different kinds of insurers, each specialising in a particular kind of risk, market or client. Here, we look into the different areas of insurance including commercial and personal insurance.

“Given the enormous range and variety of risks covered by the insurance profession, it is not surprising that there are several different kinds of insurers.”

These range from companies providing off-the-shelf insurance products to companies and individuals to those offering entirely bespoke services to cover unusual, specific or very large risks.

The broad areas of insurance are:

1. **Commercial** or ‘corporate insurance’ companies enable commercial enterprises to operate effectively and to continue ‘business as usual’ even in the face of unwelcome events like fire or flood.
2. **Personal** or insurance protection allows individuals to minimise the impact of household and car accidents, theft and even cancelled holiday flights.

Commercial

For businesses, corporate insurance is crucial, enabling proprietors and managers to carry on despite suffering unexpected events – like natural disasters or cyber attacks. Insurance enables business people to protect property, equipment, stock, employees and the general public, who might suffer injury or damage as a result of commercial activities.

Corporate insurers offer various types of commercial insurance relating to:

- **Public, employers’ and product liability insurance** – pays compensation when someone or something has been held legally liable for an adverse event such as an industrial injury.

- **Professional indemnity insurance** – to protect against claims of negligence in business, for example doctors, lawyers or other professionals.
- **Business interruption** – to enable commercial enterprises to protect their income at times when they are unable to trade.
- **Commercial property** – buildings and contents insurance for business and industrial premises.
- **Commercial vehicles** – motor insurance for fleets.

In a constantly changing market, businesses require new kinds of insurance to protect against emerging risks – ranging from theft of identity to intellectual property rights. Latest developments have involved devising protection for companies against the effects of global climate change and the natural disasters that may occur as a result.

“In a constantly changing market, businesses require new kinds of insurance to protect against emerging risks – ranging from theft of identity to intellectual property rights.”

Personal

For individuals, general insurance companies principally provide:

- **Property and home insurance**, to protect buildings and their contents, separately or together.
- **Motor insurance**, compulsory if you want to drive a vehicle in the UK.
- **Travel insurance**, protecting belongings and paying compensation if travel arrangements are disrupted.
- **Consumer credit**, for example, repaying your loan if you are ill or become unemployed.
- **Personal accident insurance**.

General insurance doesn’t include life insurance, which is dealt with by Life, Pensions and Investment Companies. As such, it is sometimes known as ‘non-life’ insurance. ●

WHAT IS LLOYDS OF LONDON?

By Lloyds of London

What is Lloyds of London?

Lloyd's of London, also known as just Lloyd's, is an insurance and reinsurance market based in London. It is not an insurance company, instead, it is a marketplace where insurance buyers and sellers come together. It essentially acts as a market regulator which sets rules under which its members operate.

"Lloyd's of London, also known as just Lloyd's, is an insurance and reinsurance market based in London."

Based on Lime Street in Central London, Lloyd's originally began as a coffee house in the 1600s. The coffee house became popular with sailors, merchants and ship-owners as Lloyds would offer them reliable shipping news.

Lloyd's then became known as the place to obtain marine insurance: for everyone from entrepreneurs trading overseas, to explorers setting out on new voyages, but also for those involved in the slave economy – a role for which Lloyd's apologised in 2020.

In 1691, a small group of marine insurers relocated to Lombard Street and in 1713, the participating members of the insurance arrangement formed a committee called The Society of Lloyd's. And so Lloyd's of London was born.

What is the Lloyds Act?

One of the key things that sets Lloyd's apart is that it is governed by the Lloyds Act of 1871 and subsequent Acts of Parliament.

"One of the key things that sets Lloyd's apart is that it is governed by the Lloyds Act of 1871 and subsequent Acts of Parliament."

The first act was passed in 1871 and gave it sound legal footing as a market for insurers to 'syndicate' risk. However, at this time it was unusual for a Lloyd's syndicate to have more than five or six backers, and it meant that they were losing business to other larger insurers. Frederick Marten, a marine underwriter, created the first "large syndicate" which was initially 12 capacity providers. This syndicate soon became larger and outgrew many major insurance companies outside of Lloyd's.

Another Lloyd's Act in 1911 set out the Society's objectives including the promotion of its members' interests and the collection of information.

Lloyd's of London is the oldest continuously active insurance marketplace in the world. There were subsequent Lloyd's Acts and it continues to be governed under the Acts of 1871 through to 1982.

"Lloyd's of London is the oldest continuously active insurance marketplace in the world."

How is Lloyd's split up?

Today, Lloyd's is the largest insurance market in the world, transacting over £50 billion of risks every year from natural disasters to cyber attacks. Lloyd's oversees the management and supervision of the market. It has five key participants: syndicates, managing agents, brokers, coverholders and insurance buyers.

"Lloyd's oversees the management and supervision of the market."

What are syndicates?

Syndicates function like small insurance companies. They assume risks and pay claims. Each syndicate is made up of one or more members, of which can either be individuals or corporations. These members provide financial

capital that allows the syndicate to operate. They then assume risk, but only a percentage of that risk. This can vary in size, but can be up to 50% of the overall risk.

Each syndicate specialises in a certain type of risk, for example insuring aviation, space or fine art.

Who are managing agents?

Managing agents are responsible for the hiring and overseeing all essential staff, including the underwriter and accountants, as well as managing their daily operations.

Who are brokers?

The brokers at Lloyd's act like all brokers and work independently to arrange deals between clients and insurers. They also advise clients on the most appropriate policies for them.

Brokers at Lloyd's match the appropriate syndicate to the buyer, and must be approved by the Corporation of Lloyd's to be allowed to work in the marketplace.

Who are coverholders?

The coverholders are the companies that underwrite insurance policies for managing agents. These work outside of Lloyd's and do business that isn't done by brokers. Coverholders allow Lloyd's to operate globally and are given specific authority to transact certain business in the marketplace.

Who are insurance buyers?

The insurance buyers are the individuals and corporations buying the insurance. If a traditional insurance provider does not provide the insurance you need – particularly on large and complex risks – you will be able to find insurance sellers at Lloyd's. It's why satellite launches, sporting events and even singers' vocal chords are regularly insured in the Lloyd's market.

Does Lloyd's recruit graduates?

Now you know what Lloyd's is, what it does and who the key players are... do they recruit graduates?

Lloyd's does offer graduate programmes for those looking to pursue a career in insurance. There are core programmes spanning insurance, business, actuarial, markets, member services, tax and internal audit – many of which involve internal or external rotations enabling you to choose which area you want to work in.

"Lloyd's does offer graduate programmes for those looking to pursue a career in insurance."

Do Lloyd's recruit school leavers?

If university isn't for you then you may be interested in the Lloyd's Apprenticeship Programme. There are two schemes, Business and Insurance, which range from between 21 months and three years in length.

"If university isn't for you then you may be interested in the Lloyd's Apprenticeship Programme."

In conclusion, Lloyd's is a marketplace for large and complex risks that sets the standard for insurance companies and is regulated by the government. It is not an insurance company, but instead is a global hub for insurers placing their risks. ●

SALARIES WITHIN INSURANCE

By Luke Cahill, Director at Hays specialising in Insurance

The 2025 Hays UK Salary and Recruiting Trends Guide surveyed employers and professionals across the insurance sector. According to the research, nearly three quarters (74%) of insurance employers plan on hiring staff over the next year, but organisations and professionals alike expect to grapple with several challenges in the upcoming months.

Skills shortages are ongoing

In today's talent-short market, the skills gap continues to cause disruption for employers within the insurance sector, as 84% experienced skills shortages over the last year. Other key challenges organisations predict to face are the economic environment (61%), hiring the right talent (52%) and rising costs for businesses (45%).

Our research also reveals the importance of soft skills for insurance professionals to lead a fulfilling career. The most in-demand soft skills that insurance employers require are:

- Communication and interpersonal skills (46%)
- Ability to adopt change (41%)
- An ability to learn and upskill (31%)
- Flexibility and adaptability (30%)
- Coordinating well with others (23%)

Over three quarters (76%) of employers across the sector say they would be open to hiring an individual who does not possess all the required skills for a role with the intention of upskilling them. Professionals want their employer to invest in their training (59%), allow them time during working hours to complete training (53%) and to have time off to attend relevant conferences and talks (44%) to help hone their skillset.

"Over three quarters (76%) of employers across the sector say they would be open to hiring an individual who does not possess all the required skills for a role with the intention of upskilling them."

Specialist areas seeing salary rises

Over the last year, 77% of insurance employers increased the salaries of their workforce. Salaries across the insurance industry increased by an average of 2.4% over the last year. Certain specialist areas received above average

pay increases, including those working within claims (6.9%), audit, risk and compliance (3.7%) and underwriting (2.6%). However, almost a third of employees (31%) say they are not satisfied with their current salary.

Last year, close to a third (30%) of insurance employees moved roles, with 34% saying it was due to their salary being too low, 27% saying it was due to the lack of career progression offered in their former position and 22% saying it was due to a poor work-life balance. A further 36% say they have considered moving jobs.

Company culture key to talent attraction and retention

Hiring managers across the insurance industry believe the most important factor for attracting prospective employees is having an engaging and supportive team culture (72%). Other essential considerations include tailored flexible working practices (62%) and job security (60%).

Positively, insurance professionals and employers are on the same page when it comes to the factors that matter most, as employees cited the same three factors as the most important when considering a new position.

Considering more than half (58%) of those working in insurance plan to change jobs this year, an increase from 50% who said the same last year, employers need to acknowledge and respond to what professionals value most, in order to attract and retain the top talent in a tough market. ●



Luke Cahill
Director
Hays



Luke Cahill, Director at Hays specialising in Insurance, is an experienced recruiter who leads the Insurance practice at Hays Specialist Recruitment. With over twelve years of experience, he has an excellent track record of partnering with leading insurers and brokers and placing top talent in the London and regional markets.

The insurance practice at Hays has deep roots in the market and established networks within broking, underwriting, claims, actuarial and compliance making them an industry leader.

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

EARNING POTENTIAL IN INSURANCE			
Business Function	Entry Level*	Senior/Director*	Partner/Head*
Underwriting	£28,000	£125,000	£250,000
Claims	£28,000	£100,000	£150,000
Broking	£28,000	£125,000	£250,000
Risk and Compliance	£30,000	£90,000	£150,000
Projects, Change and Operations	£30,000	£110,000	£175,000
Actuarial	£40,000	£150,000	£210,000

*Salaries based on jobs in London. Source Hays' UK Salary & Recruiting Trends 2025 Guide.

CII & QUALIFICATIONS

The Chartered Insurance Institute (CII)

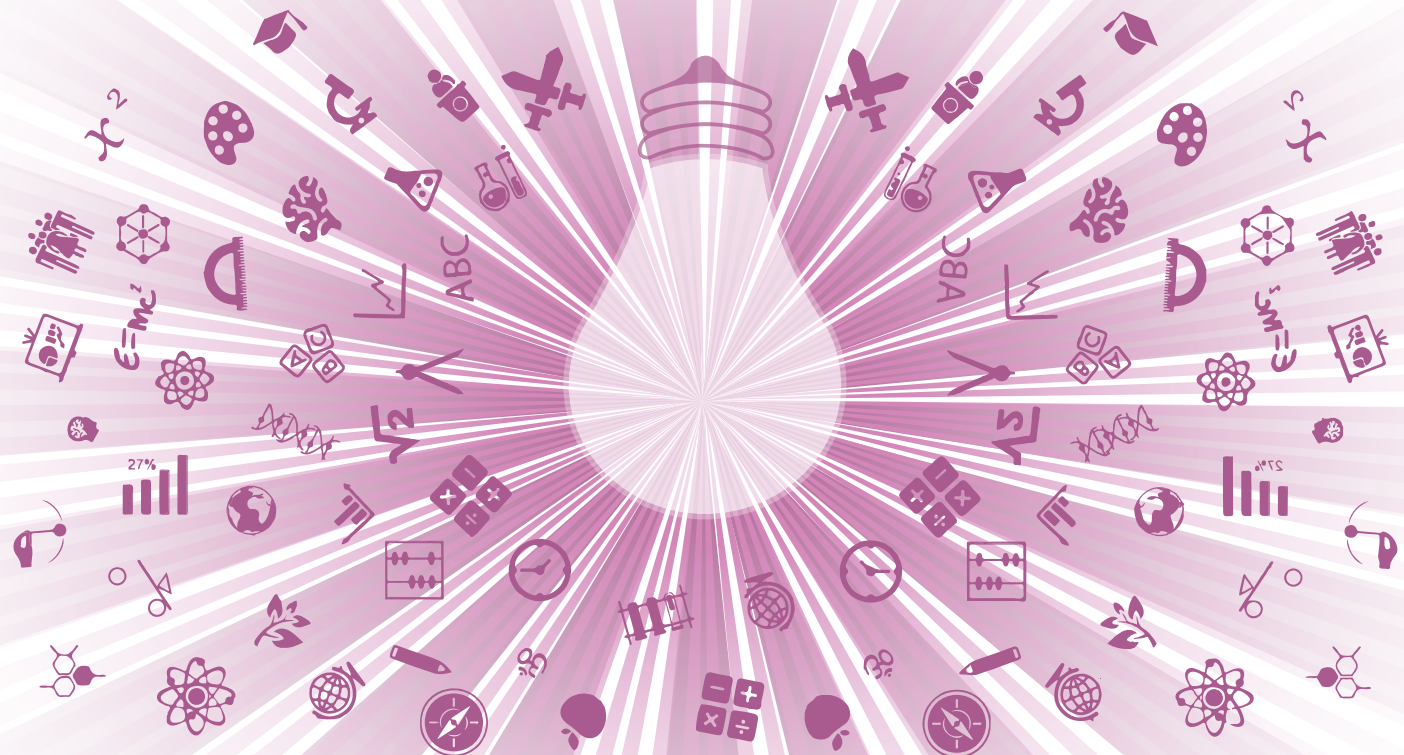
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THE CHARTERED INSURANCE INSTITUTE (CII)

By Ian Simons, Content and Capabilities Director,
Chartered Insurance Institute (CII)



The CII is the world's largest professional body for insurance and financial planning. We currently have over 120,000 members around the world who help customers secure their businesses and financial futures. We know just about all there is to know about our sectors – we've been around as a chartered body for more than 100 years.

"We currently have more than 120,000 members around the world who help customers secure their businesses and financial futures."

Professional qualifications

We have two professional qualification frameworks – one for insurance and one for financial services. To practise in the insurance profession the pursued qualification is the Advanced Diploma in Insurance. Achievement of the qualification assures employers and the public that insurers are working to professional standards, thereby building public trust, for financial services covering mortgage advice, paraplanning, and financial planning. The brand that we use for financial planning is the Personal Finance Society.

The key licence to practise qualification is the Diploma in Regulated Financial Planning – you need this if you want to deliver client-facing financial advice. Other qualifications are optional but look for the companies which offer professional qualifications within their graduate schemes.

Most graduate schemes in insurance have support towards the Advanced Diploma in Insurance (ACII) included in it. It will take you around three years to complete this globally-recognised qualification. There are fewer structured graduate schemes in financial planning companies but these will typically

include support towards the Diploma in Regulated Financial Planning (Dip PFS) since this is the qualification you need to give client-facing advice.

"Most graduate schemes in insurance have support towards the Advanced Diploma in Insurance (ACII) included in it."

Designations and CPD

Once you complete our professional qualifications you will be able to use designatory letters – the pinnacle of any profession is Chartered status, and this is open to those with five years' sector experience who hold the Advanced Diploma-level qualification.

Continuing Professional Development (CPD) is an important part of being a professional in any sector. You must undertake CPD every year in order to use your designatory letters. The CII runs hundreds of CPD events up and down the country, to ensure that our members maintain their knowledge – it's not just about passing exams.

"Continuing Professional Development (CPD) is an important part of being a professional in any sector."

Networking

Networking is one of the most important things you can do while at university. The CII has a free Discover membership scheme to help you build knowledge and networks. You can do this through our website and social media, as well as attending events at our local networks. There are more than 50 'local institutes' for insurance and 25 'regions'

for financial planning across the UK, so you won't be far from sector professionals. Events are a great way to build links and uncover informal work opportunities. Contact us to find out more about membership and a career in insurance or financial planning.

"The CII has a free Discover membership scheme to help you build knowledge and networks."

CII and your degree

The CII works with universities across the country to promote our 'standard award'. This is a set of credits that you can claim if you are graduating in these subject areas:

- Accounting
- Actuarial Science
- Business
- Economics
- Finance
- Law
- Management
- Marketing
- Mathematics
- Statistics.

Once you (or your employer) claim these credits, it will shorten the time taken to complete our professional qualifications.

You do not need to have a business or finance degree to work in insurance or financial planning. Recruitment is usually based on soft skills, which means that most degree disciplines are represented in the sector.

Find out more about professional qualifications by reading the '**CII Professional Qualifications**' article. ●



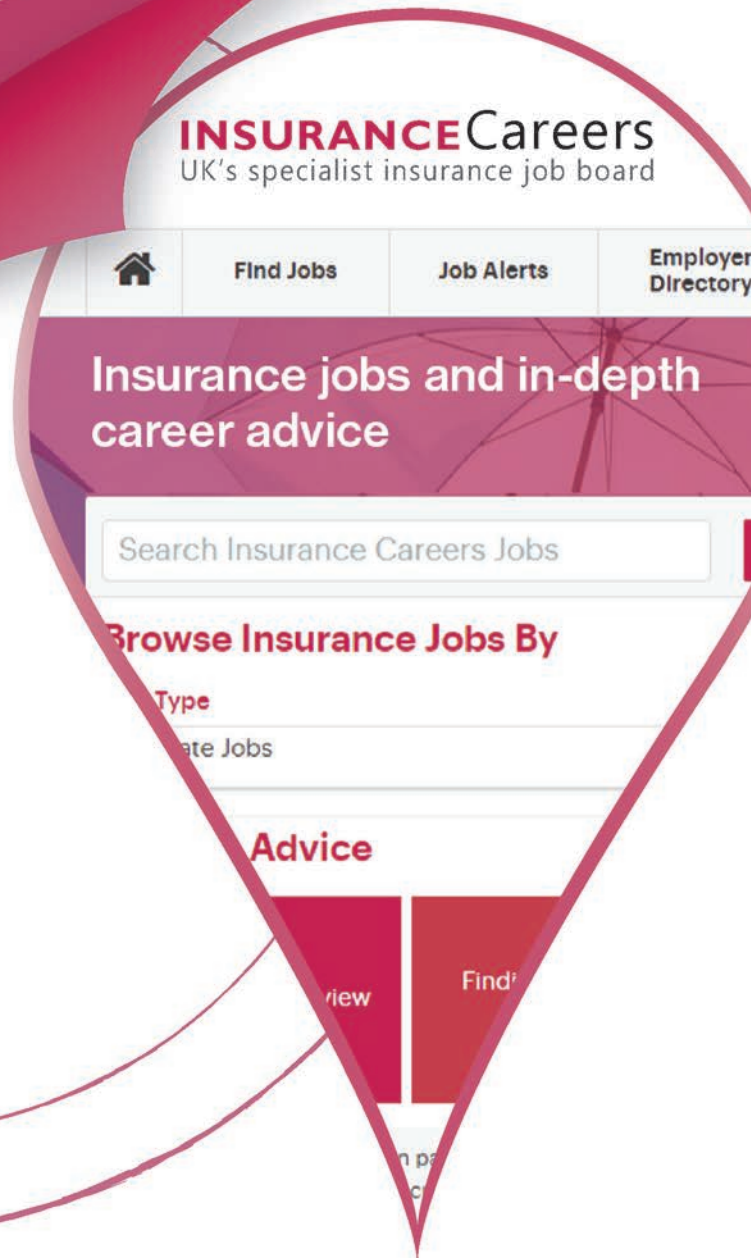
Ian Simons
Content and Capabilities Director
Chartered Insurance Institute (CII)

Ian joined the CII in 2015 to lead its marketing function, and more recently evolved the remit to focus on market insight, learning content and future skills.

Ian originally qualified as an underwriter and progressed to work in a number of senior marketing roles at major insurers such as Zurich, RSA and QBE.

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

The right place
to start your
career



www.insurancecareers.co.uk

CII PROFESSIONAL QUALIFICATIONS

*By Ian Simons, Content and Capabilities Director,
Chartered Insurance Institute (CII)*

Our qualification frameworks (in insurance and financial planning) are internationally recognised and respected. It's one of the reasons we over 120,000 members globally. The insurance framework provides a clear pathway for a career in global insurance markets.

"Our qualification frameworks (in insurance and financial planning) are internationally recognised and respected."

Award in London Market Insurance (ALMI)

An introductory, two-unit qualification for those working, or with an interest in working, in the London insurance market. This marketplace deals with a huge range of risks, from commercial property to alien abduction!

Certificate in London Market Insurance

This is the core qualification for those working in the London Market. It's the ideal next step for ALMI holders, with only one further unit in underwriting to complete. Qualification completion, and continuous professional development (CPD) allows use of designatory letters Cert CII (London Market).

Certificate in Insurance

Ideal for those with little or no prior sector knowledge, it contains one compulsory unit and other optional units on areas such as broking, claims and underwriting. Qualification completion, and continuous professional development (CPD), allows use of the designatory letters Cert CII.

Diploma in Insurance

This sits at the technician level of the framework. There are two compulsory units on insurance law and business, plus optional units on areas from risk management to aviation and space insurance. Qualification completion, and CPD, allows use of the designatory letters Dip CII.

Advanced Diploma in Insurance

The Advanced Diploma is the world's most recognised insurance qualification – think of it as a second passport. There are the same two compulsory units as the Diploma, with a range of other units that cover advanced broking, claims, underwriting as well as risk management and insurance corporate management. Qualification completion, and CPD, allows use of the designatory letters ACII.

"The Advanced Diploma is the world's most recognised insurance qualification – think of it as a second passport."

After these professional qualifications, you have other options:

- Certificate in London Market Specialisation
- Certificate in Insurance Market Specialisation

Fellowship

This is for those who already hold the ACII and have at least four years' sector experience.

Chartered status

The CII offers pathways to Chartered status, which demonstrates the highest levels of professionalism and expertise. It is open to those who already hold the ACII and have at least five years' sector experience.

We offer the following designations:

- Chartered Insurance Broker
- Chartered Insurance Practitioner
- Chartered Insurance Risk Manager
- Chartered Insurance Underwriting Agent
- Chartered Insurer. ●

A DEGREE IN INSURANCE AND RISK MANAGEMENT

By Dr Cormac Bryce, Lord Mayor City of London's Research Fellow, Bayes

Why study Insurance and Risk Management?

The insurance industry is a cornerstone of global commerce, offering a stable yet dynamic environment ripe with diverse career opportunities. From traditional underwriting and risk assessment to the cutting-edge of InsurTech and data analytics, the sector is constantly evolving, presenting exciting challenges and significant growth potential. The nature of the industry and the risks it involves means that there is something for everyone, whether you want to travel the world, focus in a certain area such as the global maritime industry, or feel that you are still undecided and want to keep your options open.

"The insurance industry is a cornerstone of global commerce, offering a stable yet dynamic environment ripe with diverse career opportunities."

Regardless of your chosen path, the insurance industry offers dynamic and impactful careers 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 insurance at a Chartered Insurance Institute (CII) accredited university in the UK will enable you to quickly gain exemptions from professional subjects you will be expected to take when you join a firm.

"Regardless of your chosen path, the insurance industry offers dynamic and impactful careers with competitive salaries and a favourable work-life balance."

These exams are inherently challenging, and this can be exacerbated when trying to fit

them into your day job even with study leave. A student who completes these exemptions prior to their job search will make for a much more competitive profile when looking for a job in the industry. The number of exemptions and the flexibility with which you can gain exemptions varies among institutions, so we recommend that you do your research. Look for courses that have can offer the maximum amount of CII accreditation available through university providers.

Who should study an Insurance and Risk Management course?

Given the diversity in opportunities within the industry it is important to realise that it is not necessarily important to have a strong background in quantitative subjects. However, whether you are fresh out of university or looking for a career change, or have some industry experience and are looking for a course to help you get a boost in your career or clear some of the professional exams, there is an insurance course to suit you. To give you an idea, we next outline the general structure of the postgraduate degrees available;

Courses are designed to equip individuals for successful careers in this vital field, providing a robust foundation in the theoretical underpinnings of modern insurance and risk management, coupled with practical, strategic insights. Often taught by a blend of leading academics and industry professionals, the best courses emphasise real-world application. Programmes are usually structured to build on foundation knowledge, then building on this they go on to cover application within the insurance company business model and decision making. Look at the added extra courses offer for example our course at Bayes offering includes visits to key industry sites like Lloyds of London, the use of a proprietary insurance company simulator that allows students to manage their own insurance company as a board of directors. and students have the flexibility to customise their learning through a general research project and a selection of elective modules.

"Courses are designed to equip individuals for successful careers in this vital field, providing a robust foundation in the theoretical underpinnings of modern insurance and risk management, coupled with practical, strategic insights."

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 by academics and other senior subject matter experts with commercial and research experience in the industry.

How up to date is the course with industry trends? Courses that are tied to exemptions from professional bodies such as the CII must remain aligned with the latest professional standards and curricula. However, it is worth considering how effectively and innovatively they reflect wider industry developments.

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 can be harder to assess, but you can check if the university is accredited, offers professional exemptions, ranks well in research (e.g. UNL Global Actuarial Rankings, REF 2021, FT Rankings), and is recognised by global professional bodies. Also look at whether graduates secure top jobs and if the programme is connected to the industry. For example, Bayes is the only UK programme recognised as a Global Centre of Insurance Excellence by the International Insurance Society, showing its strong industry ties.

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. One of the best things about the insurance industry is that it's a global community, your MSc choice should reflect that.

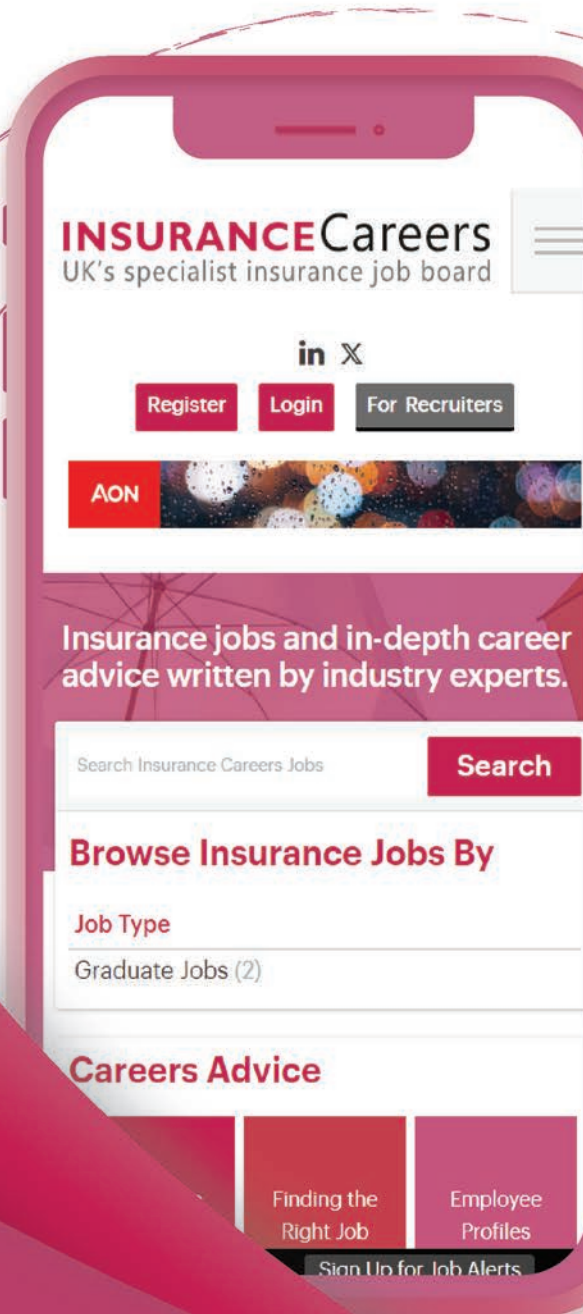
Financial support? A master's degree can change your career and your life, but it is a significant financial investment. It is important to plan how you will finance your studies. Investigate possibilities such as course scholarships, alumni discounts and other external funding opportunities for postgraduate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

Is there anything else that differentiates a course? For example, at Bayes we pride ourselves on the flexibility of our courses from the term three electives, which can also be combined with research routes, including co-supervised projects with our industry partners. Giving students the flexibility to tailor their course to align to their future career interests. ●

GETTING INTO INSURANCE

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Find your
next job in
insurance

TYPES OF JOB OPPORTUNITIES

There are plenty of opportunities out there for those wanting experience in the insurance profession, 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 a chartered status.

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.insurancecareers.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 insurance 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

Insurance 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.

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

School Leaver Schemes

Also called: school leaver programme, apprenticeships

School leaver programmes are designed for those who wish to start working straight after finishing school. 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

INTERNSHIPS

Are you not sure if an insurance-orientated internship or work experience is for you? Have you thought about doing one, but don't know what to do or where to begin? Read this article for an introduction to insurance internships & work experience and advice on how, where and when to apply.

Companies across various sectors offer internships to students entering their penultimate year of study or to those who are considering postgraduate study after completing undergraduate courses.

Typically insurance internships organised by large graduate recruiters run for 4-12 weeks over the summer giving you an opportunity to gain real life experience in the sector whilst also earning a wage.

“Typically insurance internships organised by large graduate recruiters run for 4-12 weeks over the summer.”

When it comes to applying for your first graduate job, having experience or an internship under your belt makes you more employable; it is tangible evidence that you are driven, proactive and committed to a career in the insurance profession.

What are the requirements?

These vary from company to company but generally candidates are expected to have a minimum predicted 2:1 degree or equivalent, GCSE Maths and English grade 4-9, 7 desirable quality for most recruiters for these positions is also flexibility on location as many internship and work experience opportunities will require you to work on a variety of projects across multiple sites. Check out our **Employer Directory** to see what each employer specifically requires.

What's involved in an insurance internship?

By completing an internship you will have a greater understanding of what that company does and how closely their career offerings match your career ambitions. It is the perfect

opportunity to understand what you could expect if you joined their graduate programme the following year.

“By completing an internship you will have a greater understanding of what that company does and how closely their career offerings match your career ambitions.”

During the programme you could take part in a number of development activities which may include things like career planning, meeting and presenting to senior leaders and the delivery of business projects. Projects can involve working with data, building spreadsheets and models, or creating research on an aspect of the business to present to your whole team.

An insurance internship will give you valuable real-world experience while you are still a student. It will enable you to apply your education in an environment that is both rewarding and intellectually stimulating.

Training and support

Companies will provide you with a mixture of training and this will be dependent on what the programme consists of. This could range from formal training sessions to being assigned a mentor to guide you through your day to day work.

Internships and work experience also provide invaluable networking opportunities – make sure you take up your fellow colleagues on an opportunity for social activities, from sports to meals as this is a great way to build your network with your future prospective team.

What will I take away from an internship?

In addition to the specific training that a company will offer, you will also learn how to work within a professional environment. This could include how to present, manage deadlines within real-life project work or other skills such as how to run a conference call.

You will also find out if you want to pursue a career within your chosen business area. In general, companies that offer internships have an excellent record of hiring graduates from their intern programme. The internship is a chance for you to see if you like the company and vice versa.

“In general, companies that offer internships have an excellent record of hiring graduates from their intern programme.”

How can I apply?

Applications for internships typically open in September. We strongly encourage you to sign up to the **Insurance Careers** website to find out when applications open. The companies in the employer directory section at the back of this guide all indicate whether or not they offer internships in addition to graduate placements.

“Applications for internships typically open in September.”

Before you apply, take time to review both the company and business area you are interested in to ensure they align to your skills, interest and future career aspirations. There are a wide variety of careers out there, so take time to research over the summer. Visit our website for the latest vacancies. ●

Visit our website for more Careers Advice

www.insurancecareers.co.uk



SCHOOL LEAVER SCHEMES

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

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 insurance 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 insurance profession. If you are sure that a career in insurance 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 insurance profession."

School leaver scheme vs. apprenticeship vs. degree apprenticeship; what's the difference?

The chances are, you have heard of apprenticeships before, and not just from the reality tv show. So how do they differ from school leaver schemes?

What is the difference between a school leaver scheme and an apprenticeship?

Both programmes have similar aims, and that's to equip you with the qualifications and training to succeed in your chosen sector, in

this case it's the insurance profession. They both involve working for a company whilst gaining a qualification, combining on-the-job training with classroom learning so you can achieve a professional qualification.

Traditionally, school leaver schemes were offered by larger companies and were proposed as a school-graduate scheme, rather than going to university. Apprenticeships, on the other hand, were traditionally saved for more vocational career choices and were much more focused on on-the-job training. School leaver schemes are more commonly found in the accountancy profession, whereas the term apprenticeship is used more in the actuarial and insurance professions.

Another difference between school leaver schemes and apprenticeships is that apprenticeships will follow a national framework, whereas school leaver programmes are offered by an individual company and therefore, they set the framework. Therefore, when looking at school leaver schemes, it is important that you do your research on each company to make sure that the programme offers the qualifications you want and need to progress.

"Apprenticeships will follow a national framework, whereas school leaver programmes are offered by an individual company and therefore, they set the framework."

In regards to how long each scheme takes, apprenticeships can take anything from a year to four years, whereas a school leaver scheme could take up to six years, depending on the qualification that you receive at the end of it.

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 insurance school leaver scheme, then they often require at least a grade B in Maths at GCSE. However, 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, it will be for those that did not go to university and therefore will not be eligible to apply for a graduate scheme. Again, this is something that varies between schemes so we recommend doing your research first.

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 £20,000 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. However, competition is fierce, and you will be taking on a lot of responsibility early on in your career. ●

COURSE PROVIDER DIRECTORY

Directory of Insurance course providers

Bayes Business School

Glasgow Caledonian University

University of Limerick

University of Nottingham

University of the West of England

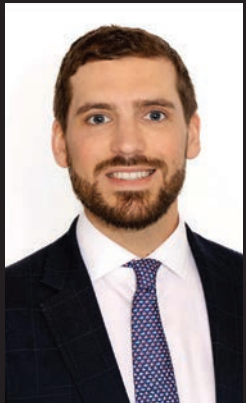


Visit www.insurancecareers.co.uk for our

Course
Directory



MSc Insurance and Risk Management at Bayes Business School



"Bayes understands the essential need to partner itself with the relevant industry. The master's is a great opportunity to expand your professional network. I was also particularly drawn to the partnership Bayes has with the Chartered Insurance Institute, which recognised my prior learning and the credits I had earned. The structure and delivery of the programme gives you the flexibility to study and work at the same time. Overall, the support from Bayes and the faculty and course staff has been excellent."

Andrew Mackenzie, MSc Insurance and Risk Management (2023)
Head of Claims, Clearwater UW
2023 Lockton Prize for the best Business Research Project

Accredited by:



Recognised as a Global Centre of Insurance Excellence by the International Insurance Society



Learn more



Our **MSc in Insurance and Risk Management** explores the growing links between insurance, risk and financial services. It combines practical learning with advanced theoretical knowledge to support your career development. The programme offers exemptions from exams with the Chartered Insurance Institute (CII) and the Institute of Risk Management (IRM), and is recognised as a Global Centre of Insurance Excellence by the International Insurance Society.

W: bayes.citystgeorges.ac.uk/irm **E:** msc-recruitment@citystgeorges.ac.uk



BA (Hons) & MSc Risk Management

Further your chosen career with our double industry accredited (CII & IRM) Risk Management courses. You can study at undergraduate or postgraduate level depending on your needs and we offer full and part-time options which can be accessed either on-campus or via our popular distance learning platform. These are the only programmes of their kind in the UK.

W: www.gcu.ac.uk **E:** jon.mcneill@gcu.ac.uk



MSc Risk Management and Insurance

This one year programme offers a unique blend of insurance, risk management and financial services content. Designed to provide the technical capacity, objective reasoning and contextual overview for roles within the risk management & insurance industry. Includes Trading Floor Certification and an international business workshop.

W: <https://www.ul.ie/gps/course/risk-management-and-insurance-msc>



MSc Risk Management and BSc Industrial Economics with Insurance

On our MSc, you'll explore topics such as analysing and modelling risk, risk governance in different sectors and quantitative risk management. It is recognised by the CII, and graduates become affiliate members of the Institute of Risk Management. Our BSc Industrial Economics with Insurance will give you an understanding of the complex relationships between economics and global business practices.

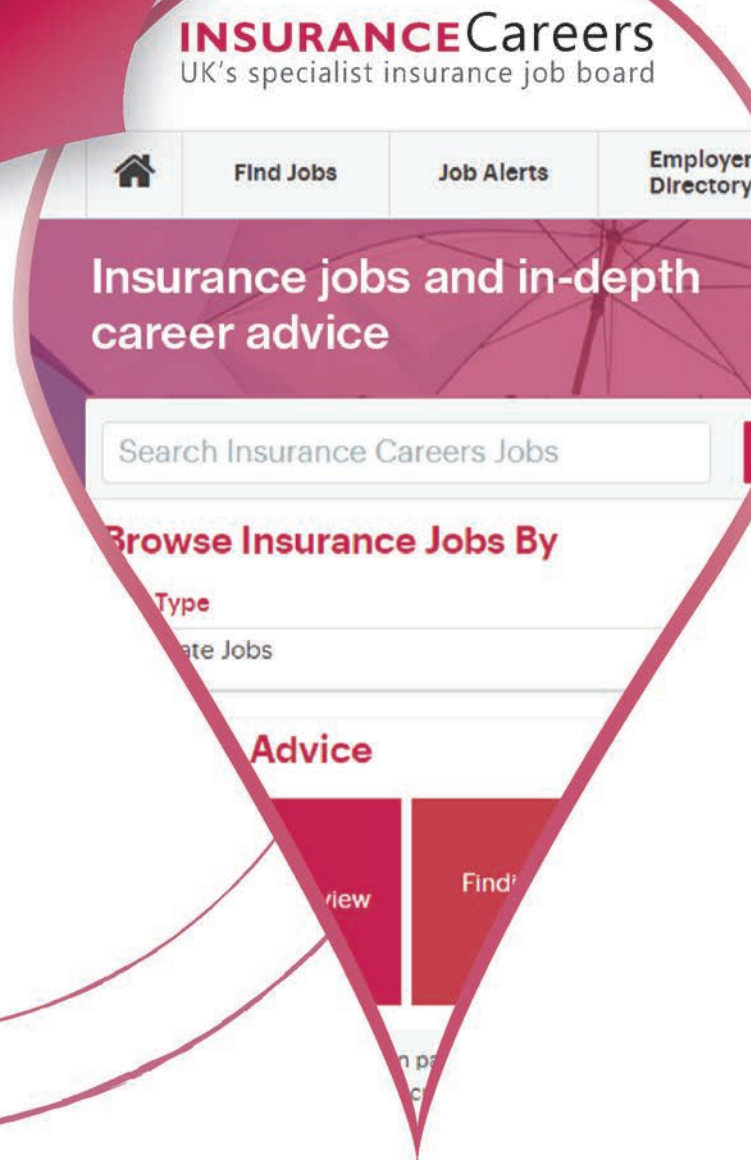
W: www.nottingham.ac.uk/pgstudy **E:** www.nottingham.ac.uk/studywithus/enquiry



MSc Risk Management and Insurance. Based at the University of the West of England (UWE Bristol), the MSc Risk Management and Insurance has been developed with employers, industry experts and the CII, to give you the tools to progress rapidly in this varied and fast-paced sector. This is a stand-out course for students interested in risk in the global insurance industry, with extensive networking opportunities and progression toward the industry professional qualification (ACII).

W: www.uwe.ac.uk **E:** Admissions@uwe.ac.uk

The right place
to start your
career



www.insurancecareers.co.uk

EMPLOYER DIRECTORY

Directory of employers that recruit insurance professionals

Allianz
Aon
Aviva
Canada Life
LCP
RSA
WTW
Zurich

Visit www.insurancecareers.co.uk to

Find Jobs

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	4,200	Graduate Jobs	5
Trainees	15	Undergraduate Jobs	5
		School Leaver Schemes	-

INSURANCE Careers

UK's specialist insurance job board

in X

Register

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For Recruiters

AON

Insurance jobs and in-depth career advice written by industry experts.

Search Insurance Careers Jobs

Search

Browse Insurance Jobs By

Job Type

Graduate Jobs (2)

Careers Advice

Finding the
Right Job

Employee
Profiles

Sign Up for Job Alerts

Allianz Insurance is one of the largest general insurers in the UK and part of the Allianz Group.

In the UK, Allianz Insurance employs over 4,200 people across a network of offices. The company's Head Office is situated in Guildford, Surrey. We have additional support services with over 1,000 people based in Trivandrum, India.

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

Allianz invests in its people

If you join us, you'll undertake work that adds true value to the business. As part of the Allianz Group, there is an abundance of opportunities for those who are willing to take the initiative.

Your personal development is our number one priority. What makes our graduate schemes different is that we don't just want you to spend a couple of motionless years with us; we want to see you grow, take on new responsibilities, excel while developing a fulfilling career and lead our business forward.

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

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

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

LOCATIONS: London and South East (excl London)

Find your
next job in
insurance

EMPLOYEE NUMBERS

Total Employees 60,000
Trainees -

OPPORTUNITIES OFFERED

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



AON

NORTH AMERICAN PROPERTY BROKER

Name
University
Degree
Office Location

Betel Bekele
Warwick
Economics
London

As a leading global professional services firm, Aon exists to shape decisions for the better — to protect and enrich the lives of people around the world. Through their global expertise across two key areas of need — Risk Capital and Human Capital — Aon's clients are better advised within, and across, their risk and people strategies.

Aon believes that businesses thrive when the communities they serve and the people they employ also flourish. Their values define who they are as colleagues and are the foundation of all they do. In a changing and uncertain world, people come under increasing pressure to make important decisions more often. Living their values helps Aon to shape decisions for the better — for their colleagues, clients and communities.

Aon believes inclusive teams create better insights and solutions, deliver the best outcomes for clients and are vital to ensuring long-term success. Colleague wellbeing is a cornerstone and strong value at Aon, and they are dedicated to ensuring their workforce is representative of the communities in which they operate.

Aon's Early Careers Programme is designed to onboard and develop Graduates, Industrial Placements, Summer Interns and Apprentices through meaningful work experience, professional skills training, qualifications and technical expertise, and by providing them with opportunities to grow their career. Cohorts join Aon across a range of consulting and broking roles within business areas including actuarial analysis, investment consulting, insurance, reinsurance, and catastrophe modelling, and receive ongoing support and guidance from leaders, colleagues and the Talent Development team.

Aon's market-leading study packages include fully-funded professional qualifications, such as the Chartered Insurance Institute and Chartered Financial Analyst, tutorial support, study materials and study leave, and combines this with on-the-job experience so that you can put the theory into practice immediately. Each qualification is supported by an external professional training company who ensure that you experience a rounded mixture of skills, knowledge and behaviours. ●

A week in the Life of a Broker

Monday: Preparation and Coordination

I begin my week by reviewing my schedule, prioritising tasks, and preparing for face-to-face broking sessions. This involves gathering necessary documentation, reviewing client portfolios, creating broking notes and completing administrative tasks. I also liaise with the contract creation team to ensure all contract requests are in progress. This collaboration is essential to ensure that all client needs are met promptly and accurately.

Tuesday: Team Meetings and Face-to-Face Broking

My day starts with a team meeting which focuses on how team members can support each other. It's an opportunity to discuss the progress of different clients and their needs, as well as market trends and upcoming opportunities. Following the meeting, I usually review my broking notes and engage in face-to-face broking sessions, typically held on Tuesdays, Wednesdays and Thursdays. These sessions involve direct interaction with underwriters, discussing a client's insurance needs and risk profile, negotiating terms and building relationships. I really enjoy going into Lloyd's of London to broke because it feels like I'm doing something important, it's such a historic place to visit! I spend the rest of the day completing administrative tasks for clients, supporting my team and attending meetings.

Wednesday: Continued Broking and Administrative Tasks

Wednesday continues with face-to-face broking activities. Before broking to an underwriter, I like to make some notes specific to them and their appetite for risk. I would

include whether they have provided a quote for this client in previous years and at what price, which terms and conditions of the insurance contract affects them and whether there have been any changes. Additionally, I interact with Aon retail offices in America to discuss client needs and coordinate efforts for upcoming insurance placements.

Thursday: Continued Broking or Preparing to Bind

If I'm broking, the structure of my day is similar to Tuesday and Wednesday. However, I am often preparing to bind, i.e. secure coverage for the client. As a wholesale broker in London, I don't have day to day direct contact with the client, so my Aon retail colleagues inform me which insurance companies and syndicates the client has chosen to bind. Therefore, I must check that the insurance contracts created are correct according to the policy form and the binding instructions from the client. I then update my placement tracker which details all the prices and shares of the risk different insurers have provided.

Friday: Binding Insurance Activities or Training

Friday is focused on binding insurance activities, a critical aspect of my role. I perform a final check on contracts, ensuring all terms are accurate and complete. Contracts are then uploaded onto a digital platform that streamlines the placement process. I contact underwriters to sign contracts and throughout the day I keep in touch with them, answering questions and following up on those yet to sign. Once all underwriters have signed, I email the retail office with the final contracts confirming to the client that their insurance has been bound. If I'm not binding on a Friday, I'm completing training activities. ●

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



EMPLOYEE NUMBERS

Total Employees	22,000
Trainees	120

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Schemes	Varies



EMPLOYEE NUMBERS

Total Employees	1,500
Trainees	40

OPPORTUNITIES OFFERED

Graduate Jobs	5
Undergraduate Jobs	-
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 are working in a team that ensures a strong balance sheet so we can be here for customers long-term, or one that is 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. ●

At Canada Life, we provide retirement, investment and protection solutions to individuals, families and businesses. We opened our first office in Canada in 1847 and have been in the UK since 1903. And in over a century we've built a strong and resilient business in the UK.

What are the benefits of working at Canada Life?

We believe home working and in-office collaboration creates stronger teams and space to innovate. We're proud of our approach to hybrid working enabling colleagues to make the most of connecting in the office and the flexibility of home working. Most colleagues will work in a hybrid way but there are also fully office-based roles in the UK.

What can we offer?

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. We have a strong culture of success in the actuarial examinations, as well as providing 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, and 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), South West and North West

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,008	Graduate Jobs	60
Trainees	128	Undergraduate Jobs	55
		School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	5,600	Graduate Jobs	25
Trainees	-	Undergraduate Jobs	25
		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. ●

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 longest standing general insurers and have been protecting customers from risk and uncertainty for more than 310 years.

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 our graduate programme is to first apply for an internship with us in the summer of your penultimate undergraduate year.

Top performing summer interns are best placed to gain a position on the following year's graduate programme. ●

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

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



EMPLOYEE NUMBERS

Total Employees	48,000
Trainees	410

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Schemes	Varies



EMPLOYEE NUMBERS

Total Employees	4,500
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	30
Undergraduate Jobs	30
School Leaver Schemes	30

About WTW

At WTW, we help organizations around the world make forward-thinking choices about their people, their investments and the risks they face. We transform tomorrow for people, businesses and whole industries. Join us and transform your future prospects too.

On our early careers programmes, you'll be supported to grow, encouraged to explore and free to be your best self. Working on live client and business projects, you'll find that your perspective will be heard and your contribution will be valued. So bring your curious mind and your desire to push yourself, because there's no telling how far you could go with us.

What it's like working at WTW?

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

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

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

What we offer to new graduates

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

Top four reasons to join WTW

- Fully funded study
- Opportunities for involvement in client work, starting on day one
- Collaborative working environment with recognised thought leaders
- A global company with a stellar reputation. ●

At Zurich we aspire to be one of the most responsible and impactful businesses in the world. Together we're creating a brighter future for our customers, our people and our planet. If you're looking for a career that will excite, challenge and inspire you, you won't want to miss looking at our popular graduate schemes.

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

property and travel insurance, life insurance and pensions products.

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

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

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

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.insurancecareers.co.uk to

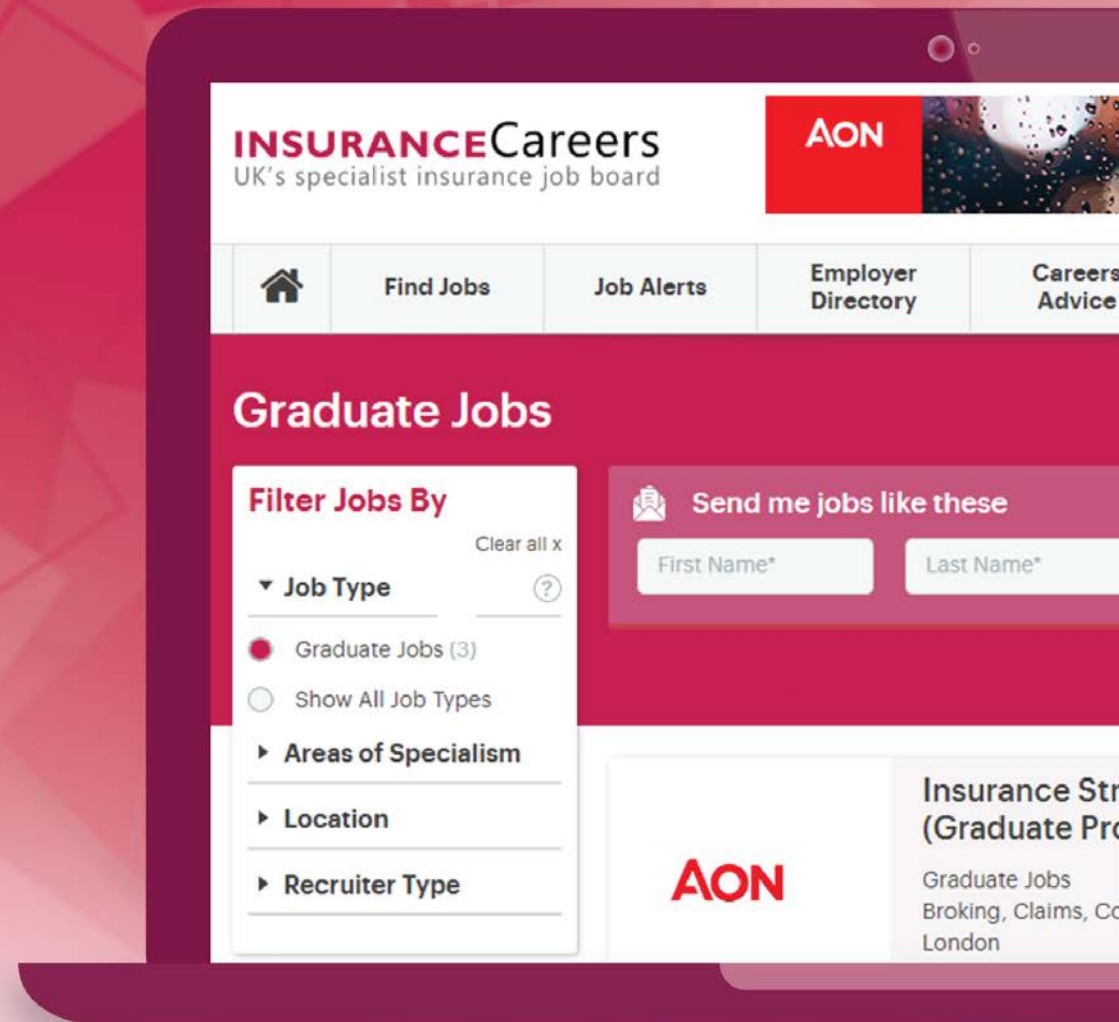
Find Jobs

COMPANY	EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED				UK OFFICE LOCATIONS BY REGION											
	Employees	Trainees	Gradaute 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
	4,200	15	5	5	-		●	●	-	-	-	-	-	-	-	-	-	-
	60,000	-	100+	50	30+		●	●	●	●	-	●	●	-	●	●	-	-
	22,000	120	Varies	Varies	Varies		●	●	●	-	-	-	-	-	●	-	-	-
	1,500	40	5	-	-		●	●	●	-	-	-	-	-	-	-	-	-
	1,008	128	60	55	-		●	●	-	-	-	●	-	-	-	●	-	-
	5,600	-	25	25	-		●	●	-	-	-	-	-	-	●	-	-	-
	48,000	410	Varies	Varies	Varies		●	●	●	●	-	●	●	-	●	●	●	●
	4,500	-	30	30	30		●	●	●	●	-	-	-	●	●	●	●	-

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Grow your career from day one

Whether you are interested in a graduate role, summer internship, placement or apprenticeship, Aon has the right early careers programme for you

Visit our website to learn more: aon.com/careers/uk



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Tania - Aon Graduate