

APR – Role Profile

Role: Actuarial Associate

Location: London or Edinburgh

Reports to: Partner or Senior Actuarial Associate

Benefits of working for APR

To meet ever-growing client demand for our services, APR is looking to expand our capability by recruiting additional part-qualified actuaries to enhance our team of employee consultants.

Key benefits of working for APR include:

- Being part of a select team of actuarial consultants, renowned for their quality – demonstrated by regular glowing client feedback, a rapidly expanding client base and an IFoA actuarial exam pass rate averaging 80% over the past three years.
- Accelerating your technical expertise and widening your exposure to different areas of actuarial work, via immediate opportunities for project work at our clients, sometimes crossing practice sectors, and via our industry-leading internal training programme and technical material.
- Developing wider business skills and taking on additional internal responsibilities that are pivotal to APR's success and continuing growth. For the individual, these can build skills and experience key to enhancing career prospects post-qualification: recruitment, training and management of actuarial staff, technical responsibilities, business development involvement and assessment of new commercial opportunities for APR.
- Being well-rewarded financially, through both top-quartile basic salary and participation in our bonus and profit-share arrangements – as a small firm we are keen to align interests and reward you directly for your contribution to continued company success.
- Satisfaction and enjoyment in your work (hopefully!) – APR has a very strong record of staff retention, aided by what we believe to be a flat company structure and honest, open communication across the entire business.

Key tasks & responsibilities

Client work

The majority of your time will be spent on client projects, most commonly on-site at the client but with a small though increasing chunk of work done remotely. As a provider of interim actuarial solutions, there is a great deal of variation in the work we carry out for our clients. Typical projects include:

- Backfilling of BAU work, for example financial reporting and pricing support.
- Providing specialist skills in short supply, such as coding or model development.

- Working on major change projects, for example those driven by regulatory developments such as IFRS 17 or FCA-led investigations;
- Or those stemming from strategic business decisions such as acquisitions or risk transfer mechanisms, including actuarial systems migrations, reinsurance and capital management projects.

While we expect our actuarial associates to be relatively flexible on helping APR satisfy client demand across all projects, we are also mindful of the individual's development and preferences, our promise of a variety of work and of course our wish to retain staff.

There are also plenty of opportunities to collaborate with the whole APR team when working on client projects, ranging from technical and professional support as needed, the opportunity for in-house work / training days, and social activities.

In house work

When not on client project, associates work from either our London or Edinburgh offices. A key focus in such periods is on your technical development. For those in the first couple of years of their career, that's likely to mean significant time developing higher-order skills in Excel model development, data skills in Access, SQL and beyond, coding skills in VBA (and more serious coding languages!) and other proprietary actuarial modelling software. This is in conjunction with developing deep knowledge of key actuarial methods and current industry topics through hands-on application and modelling. For more senior staff, there is more likely to be an emphasis on specific proficiency gaps or training tailored to potential next projects.

There is also an expectation that you will contribute towards the development of APR's business. This can be in a number of the areas mentioned above, and giving significant responsibility even to junior staff is a key principle underlying our business model.

Training and study

There is an emphasis on associates qualifying as an actuary as quickly as possible, and to this end we provide a comprehensive package of support. In practice it is similar in breadth and content to study programmes operated by most other high-quality UK actuarial employers.

Skills / attributes

Ideal candidates will have gained one to three years of UK actuarial experience, ideally in the insurance sector though we will consider exceptional candidates from other areas of practice.

The attributes below are those we believe are essential or desirable for individuals joining our pool of staff, and selection decisions will be based on measuring against these criteria.

Essential

- Analytical capabilities – able to assess, question and validate information and make logical judgement about actions to take.

- Strong communication skills – both written and verbal, to permit the explanation of complex issues clearly and appropriately.
- Commercial awareness – understanding of when an issue is material, and adopting a delivery-focused approach to work.
- Teamwork and collaboration – able to work effectively with others and adapt quickly into a new team when placed on project.
- Workload management – providing confidence to seniors that you're managing your workload, even under periods of exacting deadlines or heavy work pressure.
- Willingness to spend some working weeks of the year away from home on client project.
- A good level of IT literacy.

Desirable

- Demonstrable appetite to develop strong coding and modelling skills
- Evidence of good progress towards qualification as an actuary.
- Enthusiasm for wider involvement in developing our growing business.

We are happy to consider strong candidates who may not possess all of these skills currently but demonstrate to us that they have the capability to develop them quickly.