

APR – Role Profile

Role: Actuarial Associate

Location: London / Edinburgh / Dublin

Reports to: Senior Actuarial Associate

Summary of Role

APR is looking to recruit additional part-qualified actuarial consultants to enhance our team and meet the ever-growing demand from clients.

Salary: typically between £40k-55k, depending on experience + significant bonus

Benefits of working for APR

We see the key benefits of working for APR as:

- Being part of a select team of actuarial consultants, renowned for their quality – demonstrated by our industry reputation, a rapidly expanding cross-sector client base and an IFoA actuarial exam pass rate well in excess of the industry average.
- Accelerating your technical expertise and widening your exposure to different areas of actuarial work, via our industry-leading internal training programme, and client projects potentially across Life, Pensions and GI sectors.
- Developing wider business skills by taking on additional internal responsibilities that are pivotal to APR's success and continuing growth, such as recruitment, training and management of actuarial staff, proposition development and business development work. For the individual, these can build skills and experience crucial in determining career prospects post-qualification.
- A top-quartile basic salary and participation in profit-share arrangements will see you directly rewarded for your contribution to continued company success. As a small firm we believe this is key to aligning interests.
- Satisfaction and enjoyment in your work – APR has a very strong record of staff retention, aided by what we believe to be a flat company structure, shared values and honest, open communication across the entire business.

Key tasks & responsibilities

Client work

The majority of your time will be spent on client projects, either on-site at the client or increasingly remotely. As a provider of both resourcing and more traditional consulting actuarial solutions, there is a great deal of variety in the work we carry out for our clients. Typical projects include:

- 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 other PRA/FCA-led investigations or change.
 - those stemming from strategic business decisions such as acquisitions or risk transfer mechanisms, including actuarial systems migrations, reinsurance and capital management projects.
- Backfilling of BAU work, for example financial reporting and pricing support – great for developing core actuarial skills and knowledge.

By investing in key transferable skills like modelling, coding and data, our experience is that we can make it easier for APR staff to continue to apply their skills both across actuarial sectors rather than being pushed into a particular narrow specialism early in a career.

In selecting client projects for our employees and accepting extensions, we are mindful of the individual's development goals and preferences, and to the variety of work and technical exposures that people expect when they join us.

In-house work

When not on client project, associates work between home and one of our London, Edinburgh or Dublin 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 areas like Excel model development, data and coding skills, and other proprietary actuarial modelling software. For example, many of our clients expect APR actuarial staff to hold strong skills in VBA and R as default and this is honed internally through extensive training and opportunity to participate in our regular Code Clinic. For more senior staff, there is more likely to be an emphasis on specific proficiency gaps, wider business skills or training tailored to potential next projects.

There is also an expectation that you will contribute towards the development of APR's business and many of our more senior staff spend some working on in-house matters part-time even when engaged by clients. Our actuarial staff actively participate in all areas of the business; recruitment, training and management may be as expected but also in less typical areas for actuaries such as business development and marketing, project resourcing and proposition development. Giving significant responsibility even to junior staff is a key principle underlying our business model.

Even with staff being assigned to many different clients and projects, there are plenty of opportunities to collaborate within APR - our close-knit team is something we are very proud of. This collaboration might take the form of getting involved with internal APR work, attendance at training days or internal CPD events, or taking part in social activities.

Training and study

There is an emphasis on associates qualifying as an actuary quickly but at a pace chosen by the individual 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 important or desirable for individuals joining our pool of staff, and selection decisions will be based on measuring against these criteria.

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

Important

- 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
- Willingness to spend some part of the working week away from home where necessary for some client projects
- A good level of IT literacy
- A genuine sharing of APR's Values which we communicate as: We Excel, We Simplify, We Nurture, We Dare, We Care

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