



## **POSITION: H&B Actuarial Analyst**

### ***Description:***

Mercer's Health and Benefits (H&B) business has the world's most influential benefits brokerage and consulting capabilities. We strategize with clients of all sizes and industries to find benefits solutions that fit their needs. We bring the optimal combination of local-market knowledge and nationally driven best practices. Our innovations translate into superior benefits for clients and distinguish Mercer in the marketplace.

For large employers, we offer unique solutions that drive health and productivity gains. For smaller employers, we can leverage relationships with vendors to deliver innovative solutions scaled for easy implementation.

We deliver broad-based brokerage and consulting services through a national network of client teams that manage client strategy, vendor management, financial reporting, evaluation, administration, regulatory compliance and communication. These teams are composed of benefits specialists who know the health market and are supported by Mercer's world-class resources, including state-of-the-art technologies and a range of world-class information, tools and talent.

Our national specialty practices provide thought leadership and breakthrough ideas on:

- Total health management, including consumerism, productivity, absence management, behavioral health and pharmacy
- Global health strategy and brokerage solutions
- Vendor performance and audit
- Life and disability management
- Provider performance, including provider measurement and transparency, high-performance networks and clinical innovation

Our client focus, integrity, expertise and innovation are why clients choose Mercer. We are also committed to setting the industry standard for ethical and transparent business practices.

As an H&B Actuarial Analyst, you will work closely with senior consultants, partnering with client companies, in the design, financing, pricing and administration of their health and welfare programs. You will review current plan designs, contribution strategies and funding arrangements, and conduct benchmark studies to develop short- and long-term strategic goals that meet your client's benefit and financial needs. Our stimulating and learning-filled environment will help you build strong relationships with your colleagues and our clients.

An **H&B Actuarial Analyst** can expect to:

- Perform basic cost projections using client cost and enrollment data
- Analyze vendor renewals and plan experience and estimate future plan costs
- Price medical & prescription drug plan designs using proprietary Mercer tools
- Develop employee contribution strategies to meet employer cost objectives
- Assist in the development of customized pricing and valuation models
- Develop basic underwriting and actuarial skills as you build an awareness of health care plan design, cost factors and the renewal process as well as industry products, services



and tools including Mercer H&B products, the vendor/carrier market, and budget-setting, rate-setting and evaluation.

- Develop project management and consulting skills
- Provide peer review of analysis and deliverables for colleagues

***Qualified candidates for an H&B Actuarial Analyst position will have:***

- A bachelor's degree in math, statistics, economics, business, finance, or other related field
- Minimum GPA of 3.0/4.0
- Superior analytical, mathematical and project management skills
- Strong command of Microsoft Excel
- A commitment to achieving a Society of Actuaries (SOA) designation as demonstrated by having successfully passed at least one SOA exam or other related professional certification
- Excellent organizational, interpersonal, verbal and written communication skills
- A high degree of self-direction and the business acumen to work independently and on a team within a rapidly changing environment

To be eligible for consideration, candidates must be authorized to work in the United States. Please note that at this time, the Company does not intend to sponsor work visas with respect to these positions.

Mercer is an equal opportunity employer. M/F/D/V.



## **COMPANY PROFILE: Mercer**

Mercer is a global consulting leader in talent, health, retirement and investments. Clients include a majority of the companies in the Fortune 1000 and FTSE 100, as well as medium- and small-market organizations. Mercer consultants help clients around the world advance the health, wealth and performance of their most vital asset – their people. Mercer consultants help clients design and manage health, retirement and other benefits and optimize human capital. Mercer groups its consulting activities into three main areas: retirement, health and benefits, and talent – the last of which includes service offerings such as human capital consulting, survey and product work, and workforce communication and change. The company's extended offerings, also include consulting and management on investments, as well as outsourcing and a dedicated M&A business.

Mercer's global network of more than 20,000 employees, based in over 40 countries, helps ensure integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, midsize companies.

Built on a history of industry leadership that began more than 70 years ago, Mercer helps organizations leverage the power of their people to achieve peak company performance. We work with clients today on current business issues: meeting the challenges of globalization, responding to emerging skill shortages and driving top-line revenue growth. We design strategies that link executive compensation to business goals, manage escalating benefit and pension costs while preserving employee engagement, and deliver on the expectations sought in mergers and acquisitions by successfully integrating diverse workforces. Working with chief executives and HR leaders, our consultants help leverage clients' greatest resource – their employees.

Mercer is in a unique position to help our clients achieve the extraordinary – and extraordinary results require extraordinary people. If you thrive on challenge, are passionate about ideas, love solving problems and truly enjoy connecting with people, we encourage you to explore the career opportunities available through Mercer. Our competitive programs, entrepreneurial spirit and team-oriented culture offer a richly rewarding and exciting environment where you can excel and achieve your professional goals.

To learn more about Mercer, visit us at [www.mercer.com/college](http://www.mercer.com/college).

Mercer is a wholly owned subsidiary of Marsh & McLennan Companies, Inc., which lists its stock (ticker symbol: MMC) on the New York, Chicago and London stock exchanges

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