

Job Description

Job Title	Graduate Actuarial Analyst	Practice	Retirement-All
Segment	Benefits	Reporting to	NA
LOB	Retirement	Level	
The Company			
<p>Towers Watson is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. With 15,000 associates around the world, we offer consulting, technology and solutions in the areas of benefits, talent management, rewards, and risk and capital management. Learn more at towerswatson.com.</p>			
The Business			
<p>Benefits line of business is the largest business at Towers Watson globally, in Asia Pacific and in Hong Kong. With more than 50 associates in Benefits business in Hong Kong, we advise clients in design, management and operation of their benefit programs.</p> <p>From 2013 Asia Pacific Benefits Trends Survey, benefits are not just a statutory requirement. They are being leveraged by employers in the war for key talent. From 2012 Global Workforce Study, healthcare, vacation and retirement benefits are among the top 5 drivers of attraction in Hong Kong. No doubt, employers have paid a lot more attention to the design and the management of the benefit programs.</p> <p>One of our key businesses is retirement scheme consulting. From design to management, from market benchmarking to provider selection, we offer whole spectrum of services to meet the needs of our clients. A key element is the actuarial services where actuarial valuation of retirement schemes as well as projection of retirement scheme costs are conducted to give employers a better understanding of cost implication and financial cost booking.</p> <p>Healthcare has been a key focus in recent year as medical cost has increased substantially. In addition to traditional broking and benchmarking, we offer wellness consulting for employers to focus on more on preventive than cure in order to improve productivity and to reduce claim costs.</p> <p>Nevertheless, we offer a holistic benefit optimization consulting for employers to maximize their effect of the benefits in their overall total reward program, including offering choices and designing a better communication strategy</p>			
The Role			
<p>On all aspects of benefit programs, responsible for providing technical support to the practice for delivering consulting services to existing clients.</p> <p>You will have immediate exposure to real client assignments which will draw on your creativity as well as your ability to analyze data, draw conclusions and present results. These experiences will help build your technical knowledge and overall industry expertise while you benefit from one of the industry's most comprehensive actuarial training and development programs.</p> <p>Performance Objectives:</p> <p>Clients</p> <ul style="list-style-type: none"> • Partner with consultants to provide actuarial support on client projects involving the design, funding, pricing, implementation and management of a full array of retirement programs • Participate in projects that help our clients manage retirement and benefit program risks (e.g., settling pension obligations at affordable costs • Perform actuarial and financial valuations in accordance with regulations 			

- Help clients manage their retirement programs (e.g., expense projections, funding calculations, structure recommendations and compliance issues)

Excellence

- Follow standardized work processes that ensure quality service and deliverables to clients
- Monitor project plan to ensure work is delivered on time, on budget, and at the highest quality standards
- Develop professional expertise by progressing towards qualification as an actuary
- Develop technical knowledge and skills in the relevant areas

Financial

- Accountable for achieving or surpassing annual chargeable hours.

People

- Provide feedback to associates working with him/her
- Maintain good team spirit

The Requirements

- Bachelor's degree in actuarial science, mathematics, statistics or other mathematics-related degrees
- Previous working experience with an actuarial or a consulting firm is a plus
- Excellent project management and analytical skills
- Strong interpersonal, relationship building/relationship management skills
- High energy individual looking for a dynamic, growth oriented environment
- Flexibility and entrepreneurial ability to work in an emerging market situation
- Strong computer software/programming skills
- Strong written and verbal communication in English and Chinese in a business context is essential. Fluent in Putonghua is a plus

Job Description

Job Title	Graduate Actuarial (Life) Analyst	Practice	Life Insurance
Segment	Risk & Financial Services	Reporting to	NA
LOB	Risk Consulting & Software	Level	
The Company			
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The Business			
<p>As an advisor to more than three-quarters of the world's leading insurers, Towers Watson's Risk Consulting and Software business is the industry's leading risk specialist and a leader in financial modelling. We have more actuaries and Chartered Enterprise Risk Analysts serving the insurance industry than any other professional services company. We use our deep analytical skills to solve practical business problems, applying the latest techniques and software solutions to help clients measure and manage risk and capital, grow revenue and create a competitive advantage.</p>			
The Role			
<p>As an analyst in our Risk Consulting team, you will utilize your analytical skills to help understand, value and manage the risks faced by our clients. You will apply both quantitative and qualitative methods to provide clarity where there is uncertainty, and to derive innovative and optimal solutions for our clients. This requires a high degree of skill, judgment and acuity which can only be learned on the job. The learning curve is challenging but from day one you will be surrounded by experienced professionals who will support the development of your consulting skill-set. As an independent consulting company our advice is tailored to every client. That makes every project different and makes your role stimulating.</p> <p>As your career progresses, you will work on more complex assignments and will take on more responsibility for developing deliverables and recommendations. You can expect to work directly with clients immediately, with increasing client contact over time. You will have a role in providing technical and quality review, and in developing intellectual capital.</p> <p>Your responsibilities will include:</p> <ul style="list-style-type: none"> • Working with consultants to provide support on life insurance-related client projects, including financial modelling, embedded value reviews, reserve reviews, M&A appraisal valuations and risk management. • Learning cutting edge and market leading actuarial software packages and techniques, developed by our Financial Modelling Software team, to produce customized financial modelling solutions for our clients; • Making sure appropriate and effective communication among team members and the client; • Getting involved in research and development initiatives to develop and enhance internal firm knowledge to strengthen our leading position in the market; • Attending client meetings, and work on-site at clients' offices from time to time 			
The Requirements			
<ul style="list-style-type: none"> • Recent graduate with a Bachelor's degree in actuarial science, mathematics, statistics or other mathematics-related degrees • Strong written and oral communications skills • Strong interpersonal, relationship building/relationship management skills • Previous working experience with an actuarial or a consulting firm is a plus • Previous experience in actuarial modelling package is an advantage 			

- Excellent analytical skills and attention to details
- Dedication to achieve the highest quality standards whilst working both independently and within teams, in a fast-paced environment
- Time management skills and the ability to effectively prioritize tasks
- Proficiency in a second language may be an advantage
- Willingness to travel on a needs basis