

Fulfil Your Career Ambitions

The Marsh 2019 Graduate
Development Programme



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Take the First Step of Your Career

Joining Marsh means more than a job. We'll give you the skills and opportunities to enable you to have a successful career in the risk and insurance industry.

Join us and experience a fascinating industry with some amazing challenges: for example, developing protection for satellite launches, ships, major sporting events, TV adverts, and large construction projects, and risks such as piracy, terrorism, cyber, flooding, and travel to dangerous locations. And we are always looking to the future: Marsh has digital labs experimenting in emerging technologies such as artificial intelligence, blockchain, and the Internet of Things.

We value people who are collaborative, innovative, demonstrate adaptability and learning agility, and who want to make a difference in their workplace and community. The Marsh Graduate Development Programme is an intensive two year experience, designed to attract and develop the next generation of leaders.

*Are you intellectually curious?
Looking for a challenge?
Do you want to make a difference locally and globally?
If so, Marsh has amazing opportunities to consider.*



*A career at Marsh
is limitless, with
the potential
for movement,
international
placements,
continued
investment and
advancement.*





Why Join us

No matter what you studied at university, you'll have an exciting career with us using your specialist knowledge and skills in a commercial environment. Combined with the ACII qualification and our bespoke Professional Skills Development Programme, you have a great foundation to accelerate your career.

From day one, the programme will support, develop, and challenge you. You will be assigned a role in a specific business area which you will be committed to for the duration of the programme. This will allow you to take on real responsibility within the team as you grow your knowledge and skills, tackle real projects, and work with real clients.

As a Marsh graduate, you will be part of a great working environment with access to buddies, mentors, and an early careers team. We are committed to diversity and inclusion and you can join colleague resource groups focused on areas such as mental health, gender diversity, and young professionals.

We are committed to conducting business in a responsible way at all times, and to supporting the communities in which we live and work through a range of programmes and activities. Every employee gets a paid day off to volunteer.

You will receive employee benefits such as pension, private health insurance, paid holiday starting at 22 days, and flexible benefits options to suit your needs and lifestyle.

*Marsh is a global leader in
insurance broking and innovative
risk management solutions.*

A Marsh Graduate volunteering at the
Tower of London, 'Beyond the Deepening
Shadow: The Tower Remembers'.



About Marsh

Approximately 30,000 colleagues advise individual and commercial clients of all sizes in over 130 countries. Marsh is part of Marsh & McLennan Companies (encompassing Marsh, Mercer, Guy Carpenter, and Oliver Wyman), a global professional services firm with 65,000 employees worldwide and annual revenue exceeding US\$14 billion.

We work in a wide range of industries including aviation, marine, and energy. This means the insurance you look at can vary depending on the risks associated with each industry, ensuring that you're always working with different clients.

Corporate Social Responsibility

Marsh & McLennan colleagues around the world are united by a common purpose – to make a meaningful difference to the communities where we live and work. Our efforts are focused on collective skills and knowledge, education and mentoring, and disaster preparedness and recovery. Through our long-term partnerships with The British Red Cross, The Cherie Blair Foundation, and Young Enterprise, we're able to make a positive, sustainable impact on our global and local communities.

OUR AIM IS TO RAISE GBP1.175 MILLION FOR THE BRITISH RED CROSS OVER FIVE YEARS WHILE HELPING TO BUILD RESILIENT COMMUNITIES.

In addition, Marsh holds three-year partnerships with six national UK charities that tackle a broad range of social needs in the community. Marsh colleagues are given one day a year to dedicate to a variety of opportunities to make a difference in the communities they live and work, through fundraising and volunteering.



*At Marsh, our competitive
advantage is our people.
Ideas, innovative
thinking, relationships,
and solutions are
imperative for
success in our
industry.*

The Qualities we Are Looking For

We know that you've worked hard to achieve your degree but we don't want to define you by it. That's why we accept a 2.1 in any degree discipline and focus on getting to know you.

We look for candidates with the following skills and attributes:



Strong business acumen and problem-solving skills.



Excellent verbal and written communication skills.



Ability to work in teams and cultivate relationships.



Adaptability and learning agility.



Results-oriented.



*Immediate commercial exposure
and a structured training and
development programme.*

Our Graduate Development Programme

Throughout the Marsh Graduate Development Programme you will receive immediate commercial exposure and participate in a structured training and development programme to provide you with an intense and comprehensive introduction to the world of risk and insurance broking.

Graduates begin the programme by attending an induction week in London where they learn about Marsh's organisational structure and strategic vision, as well as meet and network with senior leaders. Over the course of the two years, graduates periodically come together to participate in an outcomes-driven, structured training and development programme which focuses on enhancing professional and leadership skills.

Graduates work towards becoming professionally accredited by completing the Advanced Diploma in Insurance (ACII) by the end of the two year programme.

At Marsh, we understand the importance of a strong support network across the business that is committed to helping you succeed and fulfil your potential. In addition to your manager, graduates are assigned a mentor and buddy.

*Choose a position
that's right for you.*



Roles and Locations

If you are successful in joining our graduate development programme, we will match you to a role that complements your skills and career aspirations.

Examples of Typical Roles

- **Broking:** Within Broking you could be working within a specialty team to understand all the risks associated with a particular industry or client, and then working with a team to broker an insurance deal.
- **Client Executive:** As a Client Executive you'll be liaising with your clients and understanding their businesses, the risks, and what value looks like for them. You'll then be in a position to advise on the best course of action for their risk management and work with the broking teams to make this happen.
- **Projects:** Working on Projects means that you will gain exposure across multiple lines of insurance or business initiatives, both internally and externally, allowing you to build an extensive network of talented professionals.
- **Client Advisory Services:** Working for Client Advisory Services, you will work developing and delivering innovative solutions which may include enhancement of risk management approaches, handling of complex claims, and use of data-driven analysis to inform a client's insurance strategy. (In order to be considered for this area an A-level in Maths or other numerate discipline is preferable.)

IN ORDER TO APPLY FOR ANY GRADUATE POSITION AT MARSH, YOU MUST HAVE THE RIGHT TO WORK LONG TERM IN THE UK AND HAVE A MINIMUM 2.1 IN ANY DEGREE DISCIPLINE.

A client executive is a fantastic role to begin your insurance career. In today's current market, 'client is king', so being close to the client while building genuine relationships will set you at a real advantage.



Meet One of Our Graduates.

Sara, Client Executive

As a client executive within Marsh's Risk Management Practice (RMP), my role includes servicing FTSE 250 accounts; from international household names to global financial institutions, logistics corporations, and multinational conglomerates. With this comes significant responsibility. With experienced teams on hand for support, I've been lucky enough to manage multiple accounts as client executive within six months of joining Marsh, while acting as second client executive on several very large accounts.

A typical day in my role can include any of the following;

- Hosting a meeting with the client, Marsh brokers and the Marsh client adviser to set the strategy for the year ahead while facilitating any bespoke support the client needs.
- Going to visit the client's site with a representative of the insurer to better understand the client's business operations and facilitate a survey/site visit/manage meetings.
- Liaising with the client adviser team to ensure invoicing, administrative tasks, and general day-to-day queries are handled appropriately.

- Host weekly 'Work-in-Progress' calls both internally and externally.
- Handle day-to-day queries from the client and refer to specific placement brokers, claims support, or internal personnel for their views on how best to deliver a solution.
- Facilitate and host a 'claims scenario test' with the client and their insurer, to stress-test policies and review adequacy of current insurance cover.
- Support the drive to win a new piece of business, through reviewing and inputting in a tender proposal or joining the pitching team.

One of my clients needed significant support as they did not have an internal risk manager or any real knowledge of insurance. I reviewed the structure of the insurance policies in place on a global scale, and set the strategy for consolidation of 56 policies into just 14. The outcome of this was that I became an extension of the client's team, becoming a trusted first port-of-call, and ultimately saving the client over £600,000. In a market where client competition is high, building a relationship such as this is absolutely vital and of real value to Marsh.



Where we Are Hiring

BIRMINGHAM

BRISTOL

DUBLIN

GLASGOW

LONDON

MAIDSTONE

MANCHESTER

MILTON KEYNES

READING



*Since joining Marsh,
I've received a fantastic
balance of responsibility
and support from my team.
Within six months I felt
comfortable running with
some of the team's smaller
risks and assisting some
of the more senior
members of the team
with a number of our
flagship accounts.*

*I now have a number of my
own accounts and feel that
the independence I have
been given from the start
has enabled me to grow my
technical knowledge.*



Meet One of Our Graduates.

Conor, Broker

Working as a broker for Marsh UK, my role involves liaising with Marsh offices around the globe and pitching the expertise of the London insurance market, which remains one of the insurance capitals of the world. Marsh offices overseas will seek the support of the London market on some of their largest and most complex risks. I work with these offices to understand the risks of their clients and how best to service their needs. I will then broke these risks to Lloyd's syndicates or London company markets to try and secure the most price competitive terms, with the broadest levels of coverage, to best suit the clients' needs. A broking role at Marsh is heavily built around personal relationships and enables you to work face to face with a lot of household names, on both the client and insurer side.

A typical day within my role can include:

- Preparing for meetings with underwriters to discuss upcoming renewal business or potential new business. This may include creating a broking pack about the client, outlining the scope of their business and the insurance cover they are seeking.
- Going to Lloyd's to liaise with underwriters. The meetings can range from squaring off outstanding administration queries to broking new business and trying to attain capacity for a programme.
- Sitting in on calls with Marsh overseas offices and their respective clients to gain a detailed understanding of the client's business practices and the expectations they have of Marsh.
- Creating slips, quote sheets, bordereau's and other risk- related documentation.
- Attending placement strategy meetings and mapping out placement timelines.
- Handling day-to-day queries from producing offices, to maintain a high level of service to Marsh clients.

You experience huge variety as an Associate Consultant at Marsh. For example, within my first year at Marsh I have worked with a huge variety of clients, from banks to airlines, and heavy industry manufacturers to significant retail groups. It is a brilliant place to kick-start your career as you are constantly challenged and can learn something new from every project and every client.



Meet One of Our Graduates.

Gabie, Consultant

I work as a Consultant within the Marsh Risk Consulting (MRC) team. My role involves advising a variety of companies around the country to help them tackle some of their greatest risk challenges. MRC provides clients with strategic advice and innovative solutions across a wide range of insurable and non-insurable risks. Right from the start, I have been given significant responsibility in several different projects.

Typical jobs of a graduate in MRC include:

- Organising and attending client site visits. Conducting interviews with key stakeholders within the client to gain a better understanding of their business and risks.
- Working with a client's senior management to identify the key strategic risks facing their organisation and clearly articulating these risks using a risk register. Graduates often work on projects which require them to gain a detailed understanding of the objectives of businesses and identify risks which could prevent them from achieving these objectives.
- Organising and facilitating workshops with clients to bring together a wide range of stakeholders to discuss risk themes, such as how to recover from possible incidents.
- Writing reports designed for senior management and boards of organisations, to provide an overview of the risks they face. These types of reports often go on to form the basis of our clients' annual reports.
- Designing, developing and facilitating scenarios to test our clients' ability to withstand risk events. These might include taking senior management teams through simulation exercises to test how they would respond to crises such as product recall events, terrorist attacks or supply chain failures.
- Support the sales team to win new clients and new projects.

*Apply now to start your
conversation with Marsh.*



The Application Process



Online application

There is an initial set of screening questions which will determine your eligibility for the role, including your right to work in the UK and your academic background. It is very important that you have your academic grades to hand when completing this form and that you input this information carefully. We will then ask you to tell us about you and why you'd be a great fit for the role!



Online Video Interview

To help us get to know you.



Online testing

We're looking for graduates who can adapt their learning style, are flexible, and can think broadly. To help us assess this, we utilise an online general intelligence assessment. The assessment takes about 35 minutes to complete and has plenty of practice questions that aren't timed. Make sure you use these to ensure you're as prepared as possible for each different component.



Assessment centre

The assessment centre will involve a number of activities such as an interview, presentation and group task, assessing your team working, presentation, communication, and influencing skills. You will also have time to talk to current employees in order to learn as much about your future career as you want to know.



Offer

We'll call you to confirm your offer and then email your contract to you. You'll need to complete our background checking process prior to joining.

How To Apply

- Visit the Marsh Careers Database:
For UK roles: careers.mmc.com/job/london/marsh-graduate-programme/4886/9918757
- For Dublin roles: <https://careers.mmc.com/job/dublin/marsh-graduate-programme-2019-dublin/4886/10022483>
- Follow Marsh on [Twitter @MarshGlobal](#), or on [LinkedIn](#), [Facebook](#), and [YouTube](#)
- Email us at: earlycareers@mmc.com



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