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# The Pensions Profession 2023/24

1st Edition

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## Your pension career starts here...

This guide takes you through the basics and beyond; from essential skills to become successful in the pension profession, to professional qualifications. It also includes first-hand profiles from pension professionals at various career levels, from trainees right through to partners. Get an idea of what it's like to work in the pensions industry from people that work in the profession.

There is also an **Employer Directory** and **Job Finder** section at the back of the guide to help you research employers before applying for jobs on [www.pensioncareers.co.uk](https://www.pensioncareers.co.uk).

**"A career in pensions is never dull or predictable and senior professionals can look forward to handsome financial rewards."**

Tim Middleton, Director of Policy & External Affairs,  
Pensions Management Institute (PMI)

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# INTRODUCTION FROM THE PENSIONS MANAGEMENT INSTITUTE (PMI)

Introducing the Pension Careers Guide is Varsha Gicas, Director of Commerce & Engagement Commercial Development from the Pensions Management Institute (PMI). She tells us the importance of education and access to recourses to better one's career.



As a professional in the pensions sector, I recognize the immense value of a career guide specifically tailored to our industry. The collaboration between the PMI and Pension Careers in developing this guide will provide other professionals, or those considering joining the pensions profession, with invaluable resources and insights to navigate their careers effectively.

Given its status as a leading professional body dedicated to promoting excellence in pension management, PMI is pleased to lend its credibility and expertise to this career guide. With reliable, up-to-date information aligned with industry best practices, this will give its readers the confidence to depend on it as a trusted resource, enhancing their understanding of the complexities within the pensions profession.

This collaborative career guide covers various topics which are essential to growth within this profession. It offers a comprehensive overview of pension management principles, including pension schemes, investment strategies, risk management, legal and compliance frameworks, and emerging industry trends. By consolidating this knowledge in one resource, this guide will equip new and existing professionals with a solid foundation to navigate the intricacies of the pensions landscape effectively.

One of the significant advantages of this collaborative career guide is its focus on career progression within the pensions profession. It provides valuable insights into various career paths, roles, and responsibilities available. This guidance allows professionals

to make informed decisions about career trajectories and identify the necessary skills, qualifications, and experience required for different roles. This information will help members and candidates plan their professional development strategically and align their goals with the opportunities available within the pensions profession.

The collaboration with the PMI also emphasizes the importance of continuous professional development and lifelong learning. The PMI's dedication to promoting professional standards and supporting ongoing education is evident in the resources provided in the guide. It highlights professional qualifications, training programs, and opportunities for further learning offered by the PMI.

We are proud to be associated with this guide which focuses on professionalism and excellence within the pensions profession. A career guide tailored to the pensions is vital for professionals in this field. It provides comprehensive knowledge, career guidance, regulatory insights, networking opportunities, and more. As the pensions profession continues to evolve, having a reliable resource to navigate its complexities and drive career advancement is essential for individuals and the overall success of the profession. ●



Varsha Gicas,  
Director of Commerce & Engagement  
Commercial Development,  
Pensions Management Institute (PMI)



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# THE PENSIONS PROFESSION - AN OVERVIEW

By Tim Middleton, Director of Policy and External Affairs,  
Pensions Management Institute (PMI)

The UK's pension system plays a vital role in society. It ensures that a guaranteed lifetime income is provided to those who are too old or are too sick to continue in employment. It also pays benefits to the dependants of those who have died before reaching retirement age.

**“The UK's pension system plays a vital role in society.”**

Many countries, including some on the European mainland, provide a pension system via the State. In such cases, benefits are funded by taxation. However, the UK splits pension provision between the State and private pension schemes. These include occupational pension schemes and personal pensions. The UK's first occupational scheme was established for Excise Officers in 1712. The system expanded significantly over the following centuries, and today some £3 trillion is managed by UK pension funds.

The pensions industry is responsible for managing and investing the funds contributed by employers and employees to ensure that there are sufficient funds to pay benefits to the right people at the right time. This involves making investment decisions, monitoring investment performance, and adjusting investment strategies as required.

**“The pensions industry is responsible for managing and investing the funds contributed by employers and employees.”**

In addition to managing investments, the pensions industry is also responsible for ensuring that pension schemes comply with regulatory requirements and that scheme members receive the benefits to which they are entitled. This includes managing enrolment and contribution processing, calculating and paying out benefits, and handling any disputes and appeals.

The pensions industry is an important part of the financial sector, as pension schemes represent a significant source of savings for individuals and a major driver of investment in the economy. The industry has become increasingly complex in recent years, as new types of pension scheme and investment vehicles have emerged, and as demographic shifts have placed new pressures on the pensions system.

Major changes in the regulatory structure require pensions professionals to demonstrate a capacity for adaptation. A decade ago, the Government introduced a system of automatic enrolment, which saw employees who meet certain criteria being automatically enrolled into a workplace pension scheme. This in turn has led to the development of new kinds of pension schemes. There are now 37 Master Trust schemes which have been created specifically to help employers comply with their duties under auto enrolment.

A Master Trust is a very large pension scheme which allows very many unrelated employers to join. Their size, combined with centralised administration and governance functions, ensure that members enjoy expert scheme management at minimal cost while employer responsibilities consist of little more than the regular payment of contributions.

There are also new duties for pensions professionals, as consultants monitor the performance of schemes to ensure that there is full compliance with regulations. Regular reviews are necessary to ensure that auto enrolment schemes perform as well as their competitors. More recently, the Government has required the pensions industry to develop a 'dashboard,' which will allow members of the public to view all of their separate accrued pension benefits aggregated into a single online platform.

To manage such a large system effectively requires talented and diligent professionals spread across a range of different career

disciplines, including pensions managers, administrators, actuaries, consultants, lawyers, fund managers, IT professionals and accountants.

Working in pensions offers exciting and demanding challenges. Regardless of their chosen career stream, pensions professionals need to be numerate. They should be able to work effectively as part of a team and be able to manage projects. They must be able to cope with an environment of almost continuous change. In particular, they need a talent for effective communication. For a detailed list of the skills needed to succeed within this profession, read the **'Essential Skills to succeed in the Pensions Profession'** article.

**“Working in pensions offers exciting and demanding challenges.”**

Traditionally, entrants to the pensions profession have been graduates. Generally, a degree subject is not critically important as long as a candidate can demonstrate proficiency in English and Mathematics. In recent years, many employers have begun to offer apprenticeships, which offers an alternative to a University degree. Find out more about how to enter this profession by reading the **'Routes into the Pensions Profession'** article.

Professional qualifications, such as those offered by the Pensions Management Institute, offer candidates an opportunity to progress further and faster. More information about this can be found in the **'Qualifications and Training'** article.

A career in pensions is never dull or predictable and senior professionals can look forward to handsome financial rewards. The pensions profession is wide and varied, and for those with talent and enthusiasm, an exciting and fulfilling career awaits. ●



**Tim Middleton**  
Director of Policy & External Affairs  
Pensions Management Institute (PMI)



Tim Middleton has worked in the pensions industry since 1987. His roles have covered consultancy with Bacon & Woodrow (now Aon), Mercer and Barnett Waddingham.

He is currently Director of Policy and External Affairs for the Pensions Management Institute (PMI), where he works extensively on the Policy and Public Affairs Committee and provides input into PMI's education and events programmes.

He also writes frequently for the pensions press. He is a Fellow of the PMI and holds the CII's Diploma in Financial Planning. He is a past chairman of the PMI's London Group.

For more careers advice visit:  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

# WHY WORK IN THE PENSIONS PROFESSION?

By Christine Brannigan, Director and Managing Consultant,  
BranWell Ford

When deciding on a career path, it is widely recognised that certain factors must be taken into account. The significance of these factors may fluctuate over time, depending on the economy and the demands of contemporary life, and each individual may have their own unique set of criteria. Nevertheless, in general, most of these considerations can be categorised under the same theme.

## This begs the question... why work in the Pensions Profession?

The upcoming list is not comprehensive and does not prioritise any particular item. Nonetheless, it aims to assist you in evaluating your potential in the industry and determining if it meets your criteria.

### Work – life balance

The pandemic has brought about a significant shift in working models, which has been positively received by most employees. Companies have come to appreciate the intricacies of life beyond work and have accordingly made adjustments. This has resulted in the adoption of various flexible working arrangements, such as hybrid working (allowing employees to choose the number of days they work from the office), complete remote working, and flexible core hours. These changes are warmly welcomed within the pensions industry.

**“Companies have come to appreciate the intricacies of life beyond work and have accordingly made adjustments.”**

### Job security

The field of pensions is a significant and reliable industry. Due to a growing elderly population, there is a predicted rise in the need for pension services in the future, resulting in a high level of job stability. With the availability of an abundance of information emphasising the significance of financial preparation for retirement, it is reasonable to anticipate an even greater significance for the sector.

**“The field of pensions is a significant and reliable industry.”**

### Progression

The pensions industry offers great potential for advancing your professional career. With various career paths available, you can expect to see your career trajectory move upward. Additionally, as you progress, there are opportunities for training and development to enhance your skills and knowledge. Many companies in this industry prioritise their employees' development and encourage them to pursue relevant qualifications like the Pensions Management Institute (PMI). You can be assured that your career growth will be supported.

**“The pensions industry offers great potential for advancing your professional career.”**

### Eliminate boredom!

Looking for an intellectual challenge? Look no further...

Working in the pensions industry can provide a range of intellectual challenges, depending on your role.

**“Working in the pensions industry can provide a range of intellectual challenges, depending on your role.”**

The following list is an example of the kinds of skills you will be using and tasks you could be undertaking: completing complex calculations, making informed decisions, financial reporting, governance, compliance, pension scheme design, tailoring schemes to meet the needs of employers and members.

### Technological Innovation

New technologies and digital tools are being developed to improve customer service and enhance operational efficiency. Working in the industry can provide an opportunity to be involved in innovative projects and be at the forefront of industry developments. Keeping up with these developments and applying them effectively to your work can require a strong grasp of technical concepts and an ability to adapt to new technologies, but you may be the first to learn about brand new pensions insights!

**“Working in the industry can provide an opportunity to be involved in innovative projects and be at the forefront of industry developments.”**

### Final thoughts – why choose a career in pensions?

Overall, working in the pensions industry can provide a rewarding career with a range of benefits. It incorporates a variety of roles and skillsets making it both engaging and stimulating.

If you enjoy rewarding work and like to tackle complex problems whilst making a meaningful impact on people's lives, then the pension industry is calling your name.

Now that you know why individuals join the pensions profession, find out more about the different routes into this profession by reading our **'Routes into the Pensions Profession'** article. ●



Christine Brannigan  
Director and Managing Consultant  
BranWell Ford



Christine co-founded BranWell Ford in 2002. Presently, she plays a crucial role as a recruiter and valued member of the company. With a strong focus on the pension administration market at all levels, Christine brings a diverse range of expertise to her position.

Over her 20-year tenure at the company, she has assisted numerous TPA clients and played a pivotal role in the growth of BWF, thanks to her astute business mind-set.

Christine attributes her remarkable success to her exceptional instincts and extensive network, through which she effectively aids candidates and clients in achieving their recruitment goals.

For more careers advice visit:  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

# ROUTES INTO THE PENSIONS PROFESSION

By Dr Keith Hoodless, Director of Lifelong Learning,  
Pensions Management Institute (PMI)

In recent years, the pensions industry has been facing a shortage of skilled workers, which has led to increased demand for new talent. For the Pensions Sector we have always considered main routes as being graduates and school leavers. We also now have the important introduction of Apprenticeships for the sector, and these are growing in popularity across organisations and with prospective employees.

Let's take a look at the routes individually:

## Graduates

Graduates can find opportunities to work in pensions in various organisations, such as pension fund management firms, insurance companies, consulting firms, and government agencies. These organisations often offer training and development programs to help graduates build the skills and knowledge they need to succeed in the industry.

**“Organisations often offer training and development programs to help graduates build the skills and knowledge they need to succeed in the industry.”**

What do you need to have:

- 1. University Degree:** One of the most popular routes into a pensions career is to graduate from university with a degree in mathematics, finance, economics, or a related field. Many employers require a bachelor's degree in these fields and some may even require a master's degree.
- 2. Professional Qualifications:** obtain a professional qualification in the field from the PMI.

## School Leavers

No one ever said in a career's day – 'Do you want a career in Pensions?'. However, school leavers can consider a career in pensions, which offers a range of opportunities from client-facing roles to technical roles. They are as

important a part of the workforce as the most senior person within the organisation – they are the lifeblood that makes organisations 'tick'.

## Apprenticeships

The most significant change in employment strategy of pension organisations has been the uptake in the number of Apprentices they employ each year, and this is growing year-on-year.

**“The most significant change in employment strategy of pension organisations has been the uptake in the number of Apprentices.”**

Apprenticeships in pensions refer to structured training programs that involve a combination of on-the-job training and classroom instruction designed to prepare individuals for a career in the pensions sector.

Some employers offer apprenticeships for school leavers, allowing them to train and work in the pensions industry. These usually require a minimum of four GCSEs, including Maths and English. Some employers offer Apprenticeships at the higher level to graduates, who by the nature of this already have a degree. Other employers use a mix of both and offer Apprenticeships to already employed team members.

The PMI is the End Point Assessment / organisation for three pension based Apprenticeships:

- Level 3 Workplace Pensions (Administrator or Consultant)
- Level 4 Actuarial Technician
- Level 6 Financial Services Professional

## How do I go about it?

**Do your research:** Understand the role of pensions in the financial world, the key players, and the regulatory environment. Attend industry events, seminars and webinars to expand your knowledge.

**Consider qualifications:** Most professionals working in pensions hold certifications and qualifications delivered by the Pensions Management Institute (PMI). Obtaining a qualification demonstrates a commitment to the field and enhances employability.

**Gain experience:** Consider internships or entry-level positions across the pensions spectrum, including asset management, consulting, and administration. Building experience from a variety of roles and firms will allow you to develop specific skills and knowledge that will make you a highly valuable candidate.

**Network:** Attend industry events and conferences to meet key industry players and learn about the latest trends and developments. Building relationships can lead to valuable mentorship, future opportunities, and industry insights.

**Stay informed:** Pensions are a constantly evolving space, so keep up-to-date with current events through pensions publications, blogs, and online forums. Being well-informed will help you understand industry-specific topics and trends and show your commitment to the field.

**Be passionate:** A lot of work goes into pensions, so having a passion for the industry and the desire to continually learn is essential to succeed.

Pensions are a critical aspect of retirement planning, and the industry employs a wide range of professionals. Whichever route you choose you will find that it provides a stable and rewarding career, with opportunities for growth and advancement.

Now that you know the routes into the profession, find out more about the skills needed to succeed within this profession by reading the **'Essential Skills to succeed in the Pensions Profession'** article. ●



Dr Keith Hoodless  
Director of Lifelong Learning  
Pensions Management Institute (PMI)



Dr Keith Hoodless is a learner-focused educational leader with an extensive career background as a hands-on teacher and school principal as well as in corporate training and commercial roles. He is adept at developing best practice systems for qualification, educational administration and curriculum delivery to build both new and established programmes into institutions recognised for quality and performance.

Originally from the North of England, Keith now resides and works in London and is the Director of Lifelong Learning and Qualifications at the PMI. He also engages as an Educational Consultant, specialising in teaching (and the delivery of teaching), and College/School Improvement.

Dr Keith Hoodless is a Freeman of the City of London, a Fellow of the Royal Society of Arts (FRSA) as well as a Fellow of the Chartered College of Teaching (FCTT) and a Fellow of the Chartered Quality Institute (CQI).

# ESSENTIAL SKILLS TO SUCCEED IN THE PENSIONS PROFESSION

By Lauren Saini, Qualified Actuary and Consultant, Aon

UK defined benefit and hybrid pensions schemes currently have more than £1 trillion in liabilities. But, has each individual company set aside enough to meet their pensions' obligations in ten, twenty or even thirty years' time?

Pensions professionals advise many different stakeholders on how their pension schemes can meet both the scheme member's and the associated company's needs, and how best to manage the associated financial and operational risks, now and in the future. This is a very large industry with a wide range of career opportunities, such as administrative, law and consulting pensions roles.

**"Pensions professionals advise many different stakeholders on how their pension schemes can meet both the scheme member's and the associated company's needs."**

Here are some of the essential skills required to succeed within the pensions industry, with a focus on the role of an actuarial consultant.

## Communication

Strong verbal and written communication skills are key to be able to clearly explain complex, often technical information to your clients in an easy-to-understand way. Being able to answer questions and come up with bespoke solutions will also enable you to build trust within the relationship. You will also deliver advice, often via presentations, to trustee boards or company leaders.

Effective communication and engaging presentations are essential both to deliver your expertise to clients and the outside world, and to share knowledge and skills within the business.

**"Effective communication and engaging presentations are essential."**

## Customer Service and Client Relationship Skills

As an actuarial consultant, being helpful and approachable is important to build professional relationships with both your clients and your colleagues. You will need to show awareness and understand their needs to ensure you maintain relationships that deliver the best of your company and yield the best results for your clients.

**"Being helpful and approachable is important to build professional relationships."**

## Problem Solving and Analytical Skills

Working as an advisor in the pensions profession, an essential skill is the ability to break down problems, identify effective solutions and make recommendations.

**"An essential skill is the ability to break down problems, identify effective solutions and make recommendations."**

Developing rational conclusions using both logical analysis and considering how short and long term challenges can be met will help you ensure your recommendations are optimal. These solutions will differentiate your company from their competitors, aid retention of clients and ensure you are delivering the best, most innovative advice for your clients.

## Numerical

As an actuarial consultant, numerical aptitude is essential. The role involves statistical analysis, interpretation of results, data manipulation and

regular Excel use. Being able to understand numerical and graphical information allows pensions professionals to consider all relevant factors when drawing conclusions and explaining their findings.

**"Being able to understand numerical and graphical information allows pensions professionals to consider all relevant factors when drawing conclusions and explaining their findings."**

## Time Management

As an actuarial consultant, you will be working across a number of clients and projects from day 1. Managing your time and ensuring you are prioritising and organising yourself effectively will be key to ensuring you deliver the required pieces of work as and when required.

## Teamwork

Pensions professionals often work with a range of different people from day 1, including peers, managers and clients. You will need to build effective relationships with other team members and maximise the benefit of each member's contribution in order to deliver the best service to clients. Effective teamwork will also ensure knowledge is shared within the team, and also that you are supported in your development, helping the company, and wider industry, to develop the best professionals of the future. ●



**Lauren Saini**  
Qualified Actuary and Consultant  
Aon



Lauren Saini is a Qualified Actuary and Consultant in Aon's Wealth – Retirement Consulting team in London, having worked in actuarial pensions consulting for 7 years. Before starting her career, Lauren graduated from the University of Exeter in 2015 with a degree in Mathematics with Economics. She then started as a graduate actuarial student, and qualified as a Fellow of the Institute and Faculty of Actuaries in 2020.

Lauren's primary role now is being a client facing consultant, advising some of Aon's clients on how to manage their pension scheme's liabilities.

Alongside her client roles, Lauren also holds key people roles within the Retirement Consulting team.

For more careers advice visit:  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

## FIELDS OF WORK

By Tim Middleton, Director of Policy and External Affairs,  
Pensions Management Institute (PMI)

One of the interesting aspects about a career in pensions are the many fields of work opportunities available, including;

### Pensions Administration

Pensions administrators are responsible for managing pension schemes for a company's employees. They maintain the records of those within a pension scheme and need to ensure that contributions are invested correctly and that accurate calculations of benefit entitlements are made. They handle day-to-day operations, such as processing member data, making payments to members, and answering member queries. They need to be effective communicators, as they will need to explain scheme entitlements to scheme members and their dependants. Empathy plays an important part: benefits can become payable on the death of a family member and sensitivity is necessary on such occasions.

*"Pensions administrators are responsible for managing pension schemes for a company's employees."*

### Pensions Management

Pensions managers manage a team of administrators to ensure that accurate member records are maintained and that the correct benefits are paid as and when they fall due. A pensions manager needs a comprehensive understanding of the various laws and regulations affecting pension provision and will need to liaise effectively with the pension scheme's sponsoring employer, its trustee board as well as a range of professional advisers and service providers.

*"A pensions manager needs a comprehensive understanding of the various laws and regulations affecting pension provision."*

### Pensions Consultancy

Pensions consultants advise trustees and employers about the management of their schemes. They ensure that clients' schemes remain compliant and are run in an efficient and effective manner. Pension consultants help organisations to design, implement, and manage their pension plans as well as provide advice on topics such as investment strategy, risk management, and benefit structures.

*"Pension consultants help organisations to design, implement, and manage their pension plans as well as provide advice."*

Consultants need to be effective communicators and can perform complex calculations. They must also be skilled in research and analysis.

### Trusteeship

Trustees bear responsibility for the governance of pension schemes. Whilst the majority of trustees are lay people appointed to the role by the scheme's employer or elected by scheme members, there is a growing cohort of professionals. They bring expertise usually developed in other industry roles and are typically actuaries, lawyers, investment consultants and other industry professionals who have moved into a second career. There are also some professional trustee firms who have begun to take on graduate trainees with a view to developing them into a lifelong career in trusteeship.

### Investment Consultancy

Investment consultants advise trustees on the assets trustees hold to pay members' benefits. They advise on both investment strategy and the individual assets that trustees should own. They assess the investment opportunities available to the pension scheme and make appropriate investment decisions. They are responsible for ensuring that the pension scheme is financially stable and can meet

its obligations to its members. In addition to a detailed understanding of economics, investment consultants need to be skilled in explaining complex ideas to clients.

### Legal

The pensions industry also provide specialist roles for lawyers and accountants. Pensions law is extensive, and trustees' legal advisers explain changes in the law and help clients remain properly compliant. They help trustees and employers amend their Trust Deed and Rules when the law requires this to be done and advise when the scheme needs to be restructured.

### Accounting and Finance

Pension schemes need to be audited on an annual basis. As with other forms of accountancy, pensions audit requires a good head for figures and an ability to interact effectively with other professionals who advise the trustee board.

### IT & Systems

The administration of a modern pension scheme requires the maintenance of sophisticated Information Technology (IT) systems. IT professionals working in pensions need to be able to adapt computer systems in order to accommodate schemes' constantly changing design requirements. They also need to ensure that IT systems remain robust and secure.

In conclusion, a career in pensions offers an opportunity to work in one of a range of different professional disciplines. Each career path has its own distinctive characteristics, but each requires professionals who are keen, dedicated and able to interact effectively with a range of other people whose input is vital if people are ultimate to receive the benefits they have worked for so hard over the course of their working lives. A desire to complete professional examinations will enable enthusiastic young people to reach the top of their chosen path and to enjoy a career that provides personal fulfilment as well as handsome financial reward.

Visit [Pension Careers' website](http://www.pensioncareers.co.uk) for current vacancies within each of these fields. ●

Visit our website for  
more Careers Advice

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

# PENSIONS SALARY SURVEY

By Niamh McCarthy-Jones, Senior Recruitment Consultant, Sammons Pensions Recruitment Ltd

Annually we track remuneration trends nationwide across in-house, third party, consultancy and niche specialists. Following the recent pandemic and past year of economic turmoil the Pensions industry has continued to be extremely busy, supporting organisations to be able to meet increasingly demanding and complex requirements for their Pension arrangements. The cost of living crisis has only fuelled The Great Resignation, which has seen people leaving their jobs at the highest rate since 2009 with businesses needing to work with their recruiters on innovative and effective strategies.

We speak daily with companies actively hiring, with well-practised virtual interviewing and onboarding processes and increased flexible working patterns now widely available from fully remote to hybrid. In a continuing candidate-driven market career opportunity, benefits packages, flexibility and a nimble recruitment process are essential to attract and retain talented individuals.

As an industry, Pensions attracts individuals who will have a structured career path across their working life, and equally individuals who may take a more varied path including those who move into this field mid or later career.

**“As an industry, Pensions attracts individuals who will have a structured career path across their working life.”**

Here are just a few of the career paths this industry offers at the entry/junior level:

There are a number of career paths open to you, depending in part of the structure of the training and development scheme you undertake, for example if you are qualifying as a lawyer, an actuary or an accountant (to name a few) but also the areas of the industry that are of interest to you, for example working in consultancy or for an in-house Pensions department, or if you are

interested in specialising in certain areas such as administration, project management, IT and accounts (again just a few examples of the numerous areas this industry offers).

For entry level candidates, the most typical route into Pensions would be Trainee/Graduate Pensions Administrator positions. Salaries for this level do vary, but there is no doubt that with the right support and driven attitude, alongside salary increases with each exam taken in further professional qualifications, there is no limit to how quickly this can increase. These salaries do align very similarly from In-house to Consultancy/Third Party, with little difference at this level.

**“The most typical route into Pensions would be Trainee/Graduate Pensions Administrator positions.”**

Congratulations, you have been rewarded for your hard work and now have been promoted! Salaries across Pensions/Senior Pensions Administrators have seen the largest overhaul in the last few months, with a number of employers recognising the lack of talent in the market at this level. Salaries have remained fairly competitive across in-house employers, with the most notable increase across third-party/consultancy.

**“Salaries have remained fairly competitive across in-house employers, with the most notable increase across third-party/consultancy.”**

Longer-term career paths could include management through to Operations Director, or moving into more specialist project management or client relationship management to name but a few.

In-House				
	London	South East	Midlands & South West	North & Scotland
<b>Junior Pensions Administrator</b>	£20-23k	£20-23k	£20-23k	£20-22k
<b>Pensions Administrator</b>	£22-47k	£21-45k	£20-35k	£20-35k
<b>Senior Pensions Administrator</b>	£30-62k	£25-45k	£25-42k	£20-42k
<b>Team Leader</b>	£40-48k	£32-48k	£32-45k	£32-45k
<b>Administration/Operations Manager/Director</b>	£45-150k	£45-150k	£40-100k	£40-125k
<b>Assistant Pensions Manager</b>	£40-70k	£35-65k	£35-60k	£35-60k
<b>Pensions Manager</b>	£40-130k	£49-90k	£36-105k	£42-110k
<b>Group Pensions Manager</b>	£55-180k	£50-175k	£55-160k	£66-145k
<b>Pensions Director (UK wide)</b>	£120-400k			

Consultancy/Third Party				
	London	South East	Midlands & South West	North & Scotland
<b>Junior Pensions Administrator</b>	£19-22k	£19-23k	£19-22k	£19-22k
<b>Pensions Administrator</b>	£23-32k	£23-32k	£22-30k	£22-30k
<b>Senior Pensions Administrator</b>	£28-45k	£26-42k	£26-37k	£22-37k
<b>Team Leader</b>	£42-53k	£38-45k	£36-45k	£38-45k
<b>Administration/Operations Manager/Director</b>	£50-160k	£50-160k	£45-135k	£40-160k
<b>Trainee/Assistant Consultant</b>	£30-55k	£30-55k	£25-50k	£28-50k
<b>Consultant</b>	£48-75k	£45-75k	£45-65k	£40-65k
<b>Senior/Lead Consultant /Partner</b>	£65-400k+	£65-400k+	£65-400k+	£60-400k+
<b>Client Manager/Director</b>	£50-105k	£45-105k	£45-100k	£45-100k
<b>New Business Consultant</b>	£40-100k OTE £100k+	£35-85k OTE £100k+	£35-95k OTE £80k+	£35-80k OTE £80k+

\*Source: Table information provided by Sammons Pensions Recruitment Ltd's UK Salary Survey 2023.

2022/2023 has been another busy period of activity, company acquisitions and mergers, legislative developments, Brexit and economic challenges for pension schemes' funding and investment strategies including Environmental, Social and Governance (ESG) considerations.

Pension regulations and changes continue to mount up. Employer trust pension schemes moving to master trusts at the highest rates ever seen, partially driven by legislation affecting pension schemes with assets under £100m with trustees seeing the economies of scale that master trusts can provide. Auto enrolment developments are expected to start evolving in 2023 such as a drop in entry age and removal of lower thresholds, which will increase pension budgets.

Employers' requirements will continue to increase in order to meet these demands for the foreseeable future, in turn increasing the need to recruit talented Pensions professionals.

**“Employers’ requirements will continue to increase in order to meet these demands for the foreseeable future.”**

This is an industry that continues to evolve to meet these demands attracting and retaining talented, innovative and passionate individuals, offering long-term and rewarding careers where you can feel that you have made a difference. ●



**Niamh McCarthy-Jones**   
**Senior Recruitment Consultant**  
**Sammons Pensions**  
**Recruitment Ltd**

**Sammons Pensions is an industry-leading, award-winning Recruitment Consultancy specialising in recruiting to Pensions market. We comprise of specialist qualified Recruitment Consultants, with over 65 years’ combined market experience, including direct industry exposure. Committed to a set of core values of honesty, integrity and professionalism, we work as a team to deliver a service we are all fiercely proud of and which is unparalleled in our market.**

**We recruit on a contingency and executive-search basis, successfully placing high calibre pensions professionals, permanent, temporary and interim, at all levels junior to director. Established for over 25 years we draw on an exceptional network and market knowledge.**

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## PENSIONS – A DIVERSE WORKPLACE

*By Tim Middleton, Director of Policy and External Affairs, Pensions Management Institute (PMI)*

Many young people will have strong preconceptions about the pensions industry and the people who work within it. There is an obvious association between pensions and old age, and this leads to an association between the pensions industry and a culture that is bland, sedate and socially conservative - nothing could be further from the truth.

### **A modern workplace culture**

When the Pensions Management Institute (PMI) was established in 1976, its initial yearbook showed that it had just two female Fellows. We've made massive strides since then. Today's pensions industry is completely committed to reflecting the changing face of society in general.

**“Today’s pensions industry completely committed to reflecting the changing face of society in general.”**

Employers have adopted policies that actively promote Equality, Diversity and Inclusion (EDI) within the workplace. The pension industry is home to people from dramatically different backgrounds, and is all the stronger for it. A commitment to EDI in the workplace is far more than just a concern for social justice. A commitment to EDI can help employers build a more positive and productive workplace culture while also benefiting their bottom line.

A diverse and inclusive workplace brings together individuals with different perspectives and experiences, which can lead to new and innovative ideas. In contrast, colleagues who share a similar background have a strong tendency towards 'groupthinking' and are far less well equipped to embrace innovation.

When employees feel that their employer values and respects their differences, they are more likely to be engaged and committed to their work, leading to higher retention rates. Entrants

to today's pensions industry feel respected and valued, and respond by performing particularly effectively in the workplace. Pension provision in the UK experiences almost continuous change, and committed employees are better equipped to manage this change with vigour and enthusiasm.

Young people are far more likely to be attracted to employers who share their values. Employers that are committed to EDI are often viewed as progressive and socially responsible, which can enhance their reputation and attract top talent. Additionally, a diverse and inclusive workplace can create a more positive work environment, which can lead to increased productivity and better business results. Employers that provide childcare facilities, for example, enable parents to continue their careers. With the costs of childcare as high as they are, this plays a vital role in retaining talented individuals in the workforce. It also helps employees make a choice between parenthood and a career.

A diverse workforce can better understand and connect with customers from a wide range of backgrounds, which can improve customer relationships and loyalty. A company has far more potential for success when the backgrounds of its employees mirror the society that it serves.

Historically, the pensions industry has resembled much of the UK's employment culture. Today, however, there is an uncompromising commitment to ensuring that young people – regardless of social background, gender, sexuality or ethnicity - have an equal opportunity to work within a workplace environment that values them for who they are, and offers them the opportunity to thrive.

With the pensions profession constantly evolving, find out more about the different fields within this profession by reading the **'Fields of Work - An Overview'** article. ●

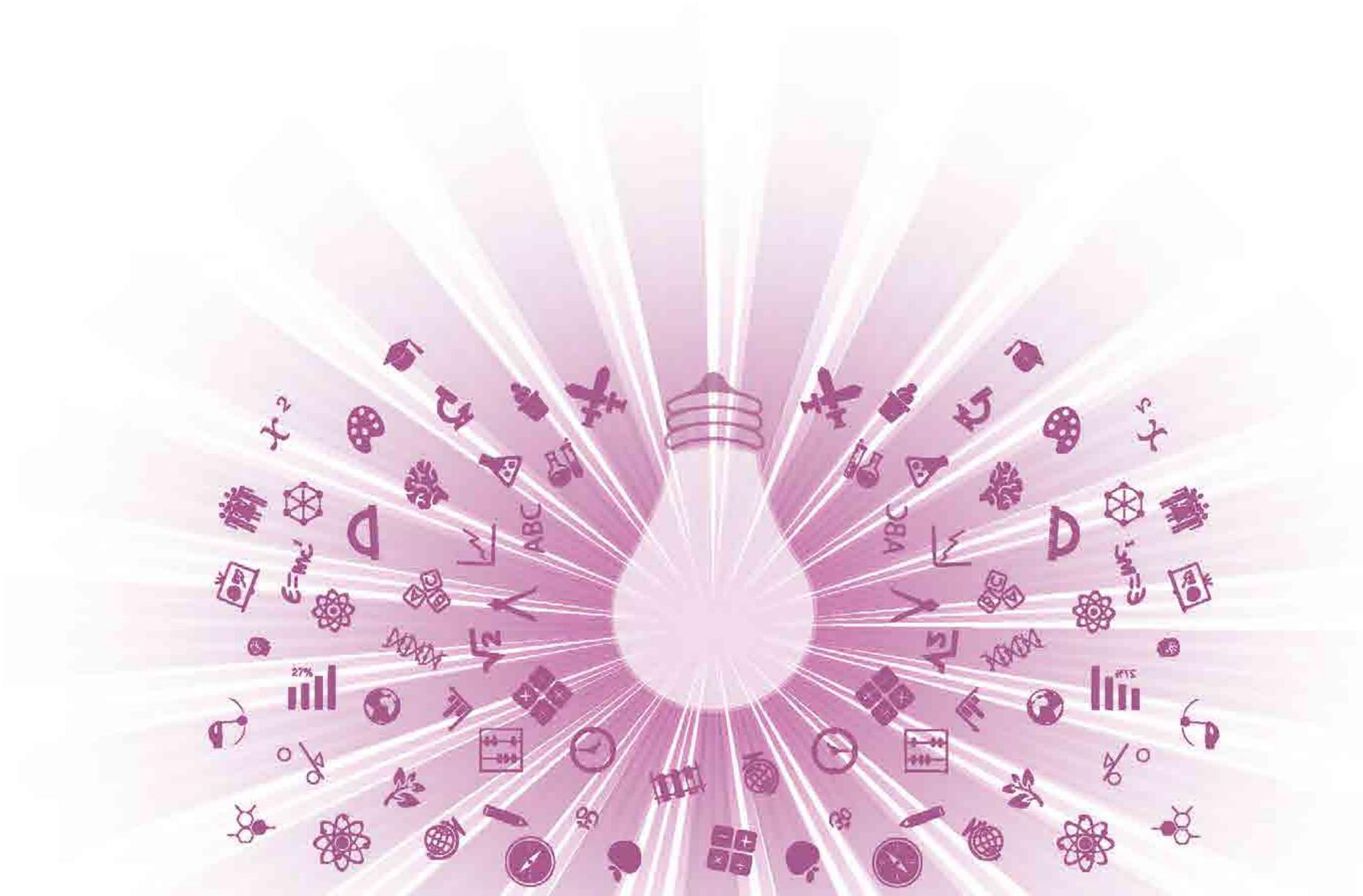
# PMI & QUALIFICATIONS

The Pensions Management Institute (PMI)

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# THE PENSIONS MANAGEMENT INSTITUTE (PMI)

By Tim Middleton, Director of Policy and External Affairs,  
Pensions Management Institute (PMI)



The Pensions Management Institute (PMI) is a professional body for pensions professionals in the UK. PMI was founded in 1976 and has around 7,500 members who come from a range of different backgrounds and work in a variety of roles related to pensions, including trustees, administrators, consultants, and investment managers.

“PMI was founded in 1976 and has around 7,500 members who work in a range of roles related to pensions.”

The PMI provides education, training, and professional development opportunities for its members, and aims to promote high standards of professionalism and ethical behaviour within the pensions industry. It also conducts research and provides thought leadership on pensions-related issues, and engages with policymakers and regulators to help shape the future of the industry.

“PMI aims to promote high standards of professionalism and ethical behaviour within the pensions industry.”

Overall, the PMI plays an important role in promoting good governance and best practice within the UK pensions industry, and supports the ongoing development of its members’ skills and knowledge.

## Qualifications

PMI qualifications are highly regarded by industry employers and play a vital role for new entrants to develop their careers. The range of qualifications is extensive, and covers vocational qualifications for those commencing a career in administration to the only specialist qualifications in the UK

open to scheme trustees. Since the Institute’s inception, its flagship qualification has been the degree-level Advanced Diploma in Retirement Provision (ADRP), whose syllabus is relevant to all senior management roles within pensions. PMI qualifications, regardless of their level, are regarded as being extremely prestigious within the industry.

“PMI qualifications are highly regarded by industry employers and play a vital role for new entrants to develop their careers.”

## Membership

There are four separate grades of PMI membership, which reflect an individual’s experience and seniority within the industry. All learners will start their journey with the PMI as a **Student** member. Successful completion of a full qualification gives them eligibility for **Professional** membership status. A learner can then progress to **Associateship** after completing all exams listed under the pathway (see below) and holding Professional Membership for two full years. After five years of continuous Associate Membership with complete Continuing Professional Development (CPD) and demonstrable experience, Associates can then apply to become a **Fellow**.

“There are four separate grades of PMI membership, which reflect an individual’s experience and seniority within the industry.”

## Pathways

The PMI seeks to provide formal recognition to all pensions professionals regardless

of their chosen career stream. A recent innovation is the development of Pensions Pathways, which offers new entrants to the industry five separate routes towards PMI’s senior membership grades. There are a combination of full qualifications and some of the core units from the Advanced Diploma in Retirement Provision, representing five specialisations:

- Retirement Provision
- Pensions Administration (Technical)
- Pensions Administration (Practical)
- Pensions Trusteeship
- Pensions Benefits

Continuing Professional Development (CPD) Like other comparable professional bodies, PMI requires its senior members to complete annual CPD. This is to ensure that members with responsible roles remain familiar with new developments within the industry. Associates and Fellows are required to complete an annual total of at least 25 hours’ CPD. This consists of various forms of high-level professional education that is relevant to their role. Accredited trustees have their own separate CPD requirements.

A career in pensions is a demanding but rewarding career. For those who choose to take that step, there can be no better partner than PMI: the Institute for all pensions professionals.

“A career in pensions is a demanding but rewarding career.”

Find out more about the qualifications offered by PMI by reading the ‘**Qualifications and Training**’ article. ●



**Tim Middleton**  
Director of Policy & External Affairs  
Pensions Management Institute (PMI)



Tim Middleton has worked in the pensions industry since 1987. His roles have covered consultancy with Bacon & Woodrow (now Aon), Mercer and Barnett Waddingham.

He is currently Director of Policy and External Affairs for the Pensions Management Institute (PMI), where he works extensively on the Policy and Public Affairs Committee and provides input into PMI’s education and events programmes.

He also writes frequently for the pensions press. He is a Fellow of the PMI and holds the CII’s Diploma in Financial Planning. He is a past chairman of the PMI’s London Group.

For more careers advice visit:  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

# QUALIFICATIONS & TRAINING

By Dr Keith Hoodless, Director of Lifelong Learning, Pensions Management Institute (PMI)

The Pensions Management Institute (PMI) is a professional body in the UK that provides qualifications and training for professionals working in the pensions industry that can help you in your career choice. Part of this includes the Pathways Programme which can help you make informed choices about the types of qualification you will need in order to be successful in your career development.

There are five pathways to choose from:

	Pathway	Units and Qualifications needed to be completed
	<b>Retirement Provision (ADRP)</b>	<ul style="list-style-type: none"> <li>Core Units - Core Unit 1A, Core Unit 2, Core Unit 3 and Core Unit 4</li> <li>Reward and Retirement Provision unit</li> <li>Defined Benefit Arrangements unit</li> <li>Defined Contribution Arrangements unit</li> <li>Professionalism &amp; Governance unit</li> </ul>
	<b>Pensions Administration (Practical)</b>	<ul style="list-style-type: none"> <li>Defined Benefit Arrangements unit</li> <li>Defined Contribution Arrangements unit</li> <li>Professionalism &amp; Governance unit</li> <li>Certificate in Pension Scheme Member Guidance</li> <li>Certificate in Pensions Calculations</li> <li>Award in Pensions Essentials /Retirement Provision Certificate</li> </ul>
	<b>Pensions Administration (Technical)</b>	<ul style="list-style-type: none"> <li>Core Units - Core Unit 2, Core Unit 3</li> <li>Defined Benefit Arrangements unit</li> <li>Defined Contribution Arrangements unit</li> <li>Professionalism &amp; Governance unit</li> <li>Award in Pensions Essentials or Retirement Provision Certificate</li> <li>Certificate in Pensions Calculations</li> </ul>
	<b>Pensions and other Employee Benefits</b>	<ul style="list-style-type: none"> <li>Core Units – Core Unit 2, Core Unit 3 and Core Unit 4</li> <li>Reward and Retirement Provision unit</li> <li>Defined Benefit Arrangements unit or Defined Contribution Arrangements unit</li> <li>Professionalism &amp; Governance unit</li> <li>Diploma in International Employee Benefits</li> </ul>
	<b>Pensions Trusteeship</b>	<ul style="list-style-type: none"> <li>Defined Benefit Arrangements unit</li> <li>Defined Contribution Arrangements unit</li> <li>Retirement Provision Certificate</li> <li>Diploma in Pension Trusteeship</li> <li>Professionalism &amp; Governance unit</li> <li>Certificate in Pension Trusteeship – CPT unit 1 (otherwise known as the Award in Pension Trusteeship and CPT unit 2 (soft skills exam)</li> </ul>



Each Pathway will take between 3-5 years to complete the qualifications and between 7-10 years to obtain Fellowship.

Individual Qualifications
<p><b>Advanced Diploma in Retirement Provision (ADRP)</b> 8 modules (2-5 years completion) The following topics assessed by a terminal exam</p> <ul style="list-style-type: none"> <li>Core Unit 1A (Understanding Retirement Provision)</li> <li>CU2 (Regulation of Retirement Provision)</li> <li>CU3 (Running a Workplace Pension Scheme)</li> <li>CU4 (Financing and Investing for Retirement Provision)</li> <li>Reward and Retirement Provision Unit (RRP)</li> <li>Defined Benefits Arrangements Unit (DBA)</li> <li>Defined Contributions Arrangements Unit (DCA)</li> <li>Professionalism &amp; Governance Unit (P&amp;G)</li> </ul>
<p><b>Certificate in Pensions Calculations</b> 7 examined calculation modules (2-5 years completion)</p>
<p><b>Certificate in Pension Schemes Member Guidance</b> 3 modules (1 year completion)</p> <ul style="list-style-type: none"> <li>1 multiple choice Exam</li> <li>7 small assignments</li> <li>One telephone call assessment</li> </ul>
<p><b>Retirement Provision Certificate</b> Single Multiple-Choice Exam</p>
<p><b>Award in Pension Trusteeship</b> Single Multiple-Choice Exam</p>
<p><b>Certificate in Pension Trusteeship</b> 2 multiple choice question exam modules (Around 1 year completion)</p>
<p><b>Diploma in Pensions Trusteeship</b> Single Multiple-Choice Exam</p>
<p><b>Award in Pensions Essentials</b> 5 modules, In house delivery (Around 6-12 months completion) ●</p>



**Dr Keith Hoodless**  
Director of Longlife Learning  
Pensions Management Institute (PMI)

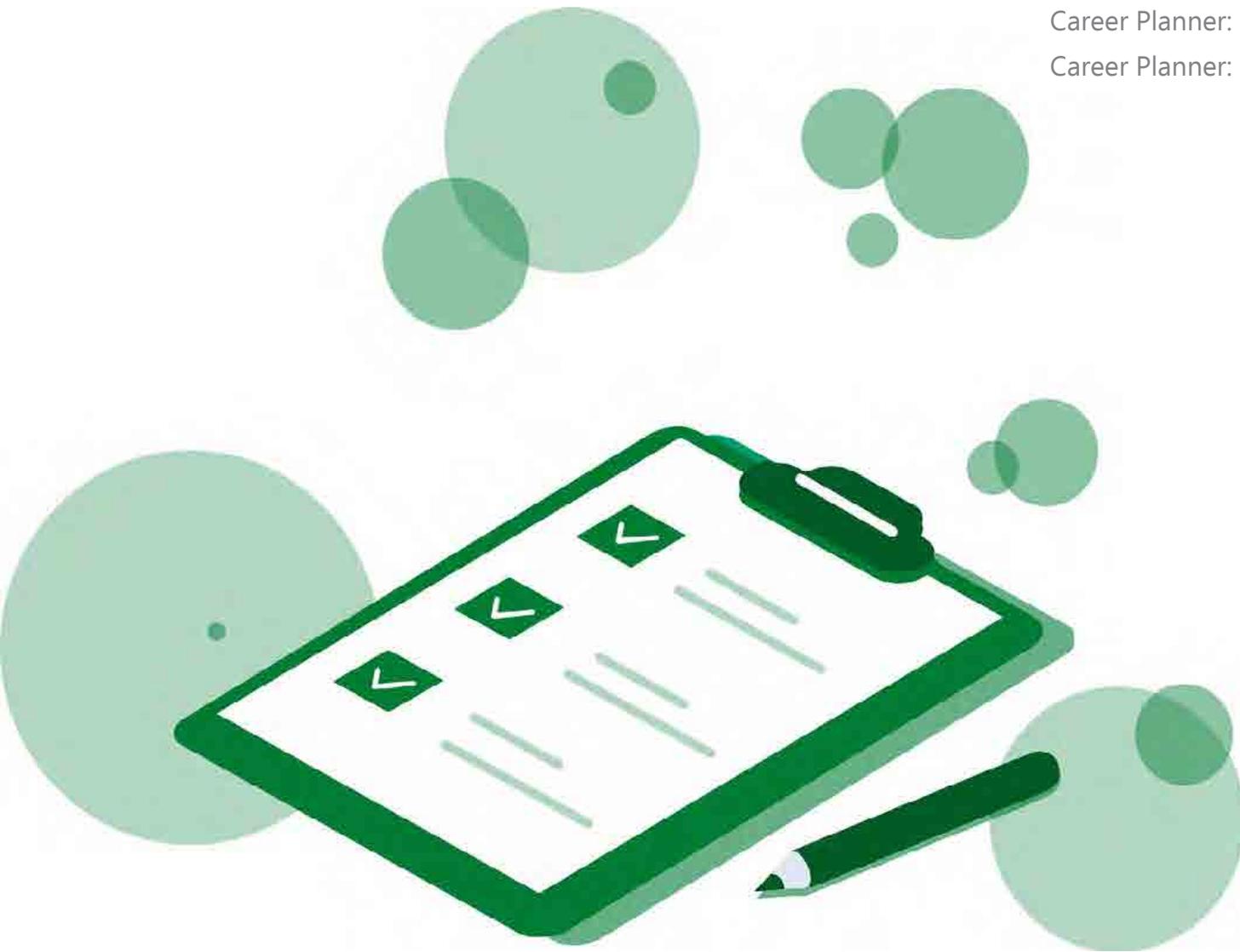
Dr Keith Hoodless is a learner-focused educational leader with an extensive career background as a hands-on teacher and school principal as well as in corporate training and commercial roles. He is adept at developing best practice systems for qualification, educational administration and curriculum delivery to build both new and established programmes into institutions recognised for quality and performance.

Originally from the North of England, Keith now resides and works in London and is the Director of Lifelong Learning and Qualifications at the PMI. He also engages as an Educational Consultant, specialising in teaching (and the delivery of teaching), and College/School Improvement.

Dr Keith Hoodless is a Freeman of the City of London, a Fellow of the Royal Society of Arts (FRSA) as well as a Fellow of the Chartered College of Teaching (FCTT) and a Fellow of the Chartered Quality Institute (CQP FCQI).

# GETTING INTO PENSIONS

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There are plenty of opportunities out there for those wanting experience in the pensions profession, ranging from a couple of weeks to something more long-term. With the wide variety of student and graduate work opportunities out there, it can be difficult to navigate your options. The summaries below have been put together to help you identify what you should be doing, and when.

## Graduate Jobs

*Also called: graduate scheme, graduate programme*

Graduate jobs are the number one reason that people go to university – to get a job that requires a degree. This has become the foundation of entry-level recruitment in many professions, with many larger employers creating structured training programmes to both entice and induct new graduates.

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**“Graduate jobs are the number one reason that people go to university – to get a job that requires a degree.”**

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Graduate programmes in many industries have a dual focus of developing talent and initiating recruits into the corporate culture, which typically lasts a year or two before promotion. Training can take longer in professions where members are required to achieve a chartered status.

Most graduate scheme intakes take place in September following graduation, with the application process opening – and often closing – during the preceding autumn term. For the most competitive professions and prestigious companies, the application window can close as early as October – so it is worth keeping an eye out for vacancies.

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**“Most graduate scheme intakes take place in September following graduation.”**

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## Placements

*Also called: industrial placement, year in industry, sandwich year*

Placements are most associated with engineering or business-related disciplines however, there are also placements to be found with many employers within the pensions profession. Although placements are a compulsory component for many courses, this is not the case for all. It is the perfect way to get to know the employer and see whether they are the right firm for you.

Prior to their final year of study, many students spend between six and twelve months in industry, working full-time and get fully paid for it. Participants are generally required to complete a project and submit progress reports to their university during the placement year.

## Internships

*Also called: work experience, Easter/Summer internship*

Pensions firms are increasingly making a point of opening their doors to penultimate year students. Almost all of the employers listed in this guide offer internships.

Employers often run internships in a bid to source the best candidates for their graduate programmes, which is why the majority are aimed at students in their penultimate year of university. They last between six and twelve weeks, and usually take place over the summer. Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright. In addition to bolstering CVs and boosting

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**“Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright.”**

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employability skills, interns can expect to be paid for their work. Perhaps most importantly,

they allow you to try your hand at a profession or company before you make the decision about where to start your career.

Given all of this, it's unsurprising that places on internships are fiercely competitive. As is the case with graduate jobs, some recruiters fill their internship quotas in autumn, though many often recruit into February. It is recommended that you apply as early as possible.

## Insight Days

*Also called: open day, insight week*

Insight days are relatively rare, however graduate recruiters are making a point of opening their doors to first year students, inviting career-focused candidates to spend a day (or week) learning about the inner workings of their organisation. The focus here is more on the company than the profession, but attendance at an insight day is still very much a form of work experience and should be listed on a CV accordingly. Events like these are most commonly found over holiday periods – Easter in particular – with students advised to apply at least a month in advance.

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**“Insight days are relatively rare, however graduate recruiters are making a point of opening their doors to first year students.”**

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## School Leaver Schemes

*Also called: school leaver programme, apprenticeships*

School leaver programmes are designed for those who wish to start working straight after

finishing school. They offer training and, in many cases, the chance to gain a professional qualification whilst you are earning. These schemes vary in length and content, but they usually offer the chance for you to gain work experience with real clients whilst you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession, but you will already have relevant experience working within the company and will have interacted with their clients. Effectively you have the chance to 'learn while you earn'.

School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession. If you know what you want to do, a school leaver scheme could be the ideal way to get there straight away without spending more time in education.

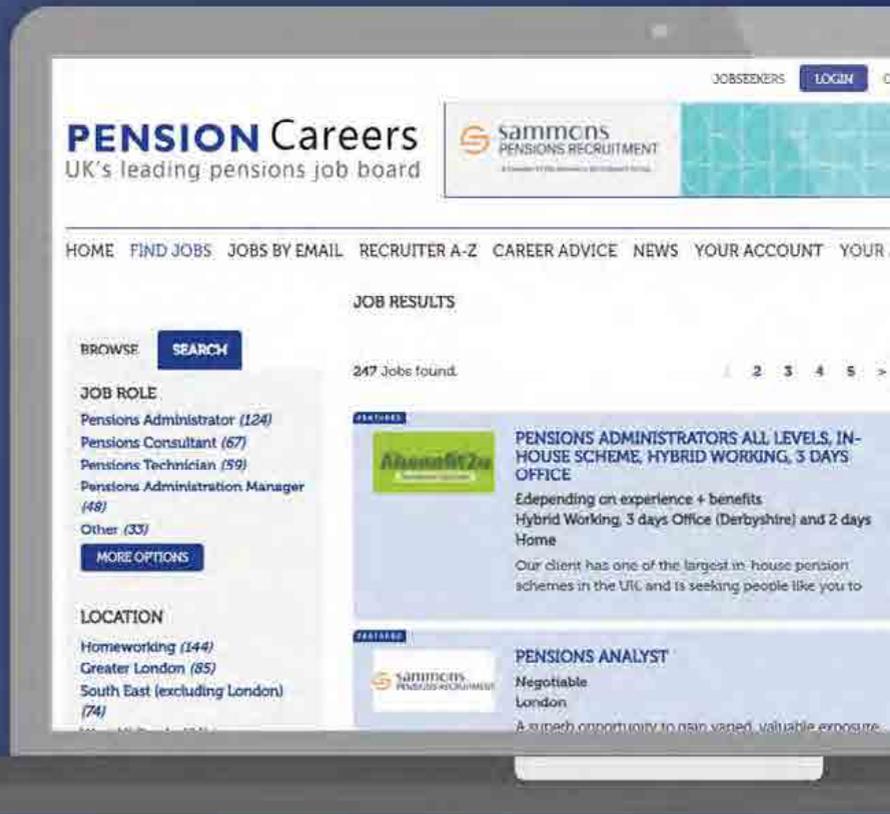
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**“School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession.”**

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The **Job Finder** section at the back of this guide provides details on the types of job opportunities offered by each employer. ●

Find your next job  
with Pension Careers



## TYPES OF JOB OPPORTUNITIES

PROGRAMME	WHO SHOULD APPLY?	HOW LONG DOES IT LAST?	WHEN DOES IT GENERALLY START?
<b>Graduate Jobs</b>  <i>Or graduate scheme, graduate programme</i>	Finalists and graduates	1-2 years for corporate training programmes; 3+ years where professional qualification is required	September
<b>Placements</b>  <i>Or industrial placement, year in industry, sandwich year</i>	Those seeking a placement year as part of their degree	6-12 months	Penultimate year of university
<b>Internships</b>  <i>Or work experience, Easter/Summer internship</i>	Students in penultimate year of study	4-12 weeks	Easter/Summer
<b>Insight Days</b>  <i>Or open day, insight week</i>	Undergraduates, particularly first years	1-5 days	Easter/Spring
<b>School Leavers Schemes</b>  <i>Or school leaver programme, apprenticeships</i>	School leavers – Some schemes accept leavers who have finished their GCSEs, others prefer candidates to have A levels or an equivalent	4-6 years	September



# INTERNSHIPS & WORK EXPERIENCE

Are you not sure if a pensions-orientated internship or work experience is for you? Have you thought about doing one, but don't know what to do or where to begin? Read this article for an introduction to pension internships & work experience and advice on how, where and when to apply.

Companies across various sectors offer internships to students entering their penultimate year of study or to those who are considering postgraduate study after completing undergraduate courses.

Typically pension internships organised by large graduate recruiters run for 6-10 weeks over the summer giving you an opportunity to gain real life experience in the sector whilst also earning a wage.

**“Typically pension internships organised by large graduate recruiters run for 6-10 weeks over the summer.”**

Work experience is generally a shorter programme from one day to two weeks and these are often voluntary programmes where you will spend time shadowing a number of different departments, giving you a flavour of what your future career could be like.

When it comes to applying for your first graduate job, having experience or an internship under your belt makes you more employable; it is tangible evidence that you are driven, proactive and committed to a career in the pensions profession.

### What are the requirements?

These vary from company to company but generally candidates are expected to have a minimum predicted 2:1 degree or equivalent, GCSE Maths and English grade 4-9, 7 desirable quality for most recruiters for these positions is also flexibility on location as many internship and work experience opportunities will require you to work on a variety of projects across multiple sites.

### What's involved in a pensions internship?

By completing an internship you will have a greater understanding of what that company does and how closely their career offerings match your career ambitions. It is the perfect opportunity to understand what you could expect if you joined their graduate programme the following year.

During the programme you could take part in a number of development activities which may include things like career planning, meeting and presenting to senior leaders and the delivery of business projects. Projects can involve working with data, building spreadsheets and models, or creating research on an aspect of the business to present to your whole team.

A pensions internship will give you valuable real-world experience while you are still a student. It will enable you to apply your education in an environment that is both rewarding and intellectually stimulating.

### Training and support

Companies will provide you with a mixture of training and this will be dependent on what the programme consists of. This could range from formal training sessions to being assigned a mentor to guide you through your day to day work.

Internships and work experience also provide invaluable networking opportunities – make sure you take up your fellow colleagues on an opportunity for social activities, from sports to meals as this is a great way to build your network with your future prospective team.

**“Internships and work experience also provide invaluable networking opportunities.”**

### What will I take away from an internship?

In addition to the specific training that a company will offer, you will also learn how to work within a professional environment. This could include how to present, manage

deadlines within real-life project work or other skills such as how to run a conference call.

You will also find out if you want to pursue a career within your chosen business area. In general, companies that offer internships have an excellent record of hiring graduates from their intern programme. The internship is a chance for you to see if you like the company and vice versa.

### How can I apply?

Applications for internships typically open in September. The companies in the employer directory section at the back of this guide all indicate whether or not they offer internships in addition to graduate placements.

**“Applications for internships typically open in September.”**

Before you apply, take time to review both the company and business area you are interested in to ensure they align to your skills, interest and future career aspirations. There are a wide variety of careers out there, so take time to research over the summer. ●

**Visit our website for more Careers Advice**

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



It is a common misconception that the only route into the pensions profession is via university. However, this is simply not the case. School leaver schemes are becoming more popular across all sectors, and the pension profession is not exempt from this.

**“School leaver schemes are becoming more popular across all sectors, and the pension profession is not exempt from this.”**

### **What is a school leaver scheme?**

A school leaver scheme is a programme that you can join straight out of school, once you have completed your A-Levels. They offer full training and, in the case of pension school leaver schemes, give you the opportunity to gain professional qualifications. Essentially, it's a way to 'learn while you earn'.

Schemes vary in length, though they are often longer than a graduate scheme, but they offer the chance for you to gain work experience with real clients while you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession and you will also have relevant experience working within the company.

School leaver schemes will usually last between 4-6 years and will give you a real insight into the pension profession. If you are sure that a career in pensions is right for you, then a school leaver scheme could be the ideal path to take without spending more time in education.

**“School leaver schemes will usually last between 4-6 years and will give you a real insight into the pension profession.”**

The chances are, you have heard of apprenticeships before. So how do they differ from school leaver schemes?

### **What is the difference between a school leaver scheme and an apprenticeship?**

Both programmes have similar aims, and that's to equip you with the qualifications and training to succeed in your chosen sector, in this case it's the pensions profession. They both involve working for a company whilst gaining a qualification, combining on-the-job training with classroom learning so you can achieve a professional qualification.

Traditionally, school leaver schemes were offered by larger companies and were proposed as a school-graduate scheme, rather than going to university. Apprenticeships, on the other hand, were traditionally saved for more vocational career choices and were much more focused on on-the-job training. School leaver schemes are more commonly found in the accountancy profession, whereas the term apprenticeship is used more in the pensions, actuarial and insurance professions.

Another difference between school leaver schemes and apprenticeships is that apprenticeships will follow a national framework, whereas school leaver programmes are offered by an individual company and therefore, they set the framework. Therefore, when looking at school leaver schemes, it is important that you do your research on each company to make sure that the programme offers the qualifications you want and need to progress.

In regards to how long each scheme takes, apprenticeships can take anything from a year to four years, whereas a school leaver scheme could take up to six years, depending on the qualification that you receive at the end of it.

### **Am I eligible for a school leaver scheme?**

School leaver schemes are exactly that, they are for school leavers. Some schemes accept leavers who have finished their GCSEs whereas others prefer to have A-levels.

If you are looking at a pension school leaver scheme, then they often require a minimum of four GCSEs, including Maths and English.

However, it does vary from company to company and from scheme to scheme so we recommend doing your research before applying.

Some companies may allow people who have not recently left school onto their schemes if they are looking to go into the profession. However, it will be for those that did not go to university and therefore will not be eligible to apply for a graduate scheme. Again, this is something that varies between schemes so we recommend doing your research first.

### **What are the advantages of a school leaver scheme?**

There are plenty of reasons to consider a school leaver scheme, for example:

#### **You go straight into the world of work**

Instead of going to university and delaying entering the world of work, a school leaver programme will mean you jump straight into working while you study.

#### **You gain experience**

By the time your peers graduate, you will already have had three years of experience working in your chosen field, experience which will be invaluable when the time comes for you to move jobs.

#### **You get the best of both worlds**

With a school leaver scheme, you don't have to sacrifice your education for work, and vice versa. You get to study while working and earning money.

#### **It is an alternative to university**

Some school leaver schemes have entry requirements to rival Russell Group universities and therefore are a genuine alternative to university.

#### **You avoid student debt**

If you don't like the idea of being lumped with a considerable amount of debt after three

years at university, then a school leaver scheme is a no brainer. Not only do you not have any debt but you could also earn over £20,000 on a school leaver scheme.

### **What are the disadvantages of a school leaver scheme?**

While there are many advantages, there are also disadvantages, and it's important you consider both before you apply. For example;

#### **You will be taking on a lot of responsibility**

Starting your career at eighteen can be daunting, and the responsibility of an adult job straight out of school could take a toll on your wellbeing. You won't experience the university lifestyle. For some, being part of a young adult is having the opportunity to go to university and have the lifestyle to go with it. Going straight into a school leaver scheme means you miss out on this experience.

#### **The competition is tough**

With rising university fees and employers increasingly turning to school leavers as opposed to graduates, competition for school leaver schemes is tough.

#### **You could find it harder to change career in the future**

If you do a school leaver scheme as opposed to a degree and you decide a few years down the line that your chosen career is not the one for you, you may find it harder to change careers as you will not have a degree.

School leaver schemes are a great way to get straight into earning money while gaining valuable skills and qualifications. If you want to jump straight into working in your chosen industry and work towards professional qualifications but without the university debt then a school leaver scheme may be perfect for you. However, competition is fierce, and you will be taking on a lot of responsibility early on in your career. ●

If you have just started university, we are sure that you are busy meeting new people, attending Freshers events, settling in and adjusting to your new academic environment. As important as these are, there is another goal you need to start thinking about when you start university, and that's planning for your future career.

### What should I be doing in my first year of university?

Beginning to think about and plan for your future as early as possible is the best way to ensure that you are prepared for graduation and ready to move on to a successful career in the right industry for you.

The first thing you should be doing is considering your options and deciding exactly what that career might be. If you are reading this article, the chances are you are considering a career in pensions and are doing research about the profession.

**“The first thing you should be doing is considering your options and deciding exactly what that career might be.”**

Luckily, we have plenty of information on getting into the pensions profession, from what qualifications you need to what skills you need to demonstrate to help you be sure that a career in pensions is right for you.

An career in pensions is a hugely rewarding one, but because of that, it is also a hugely popular one. Therefore, you will need to start preparing early to maximise your chances of success.

### Where can I meet recruiters in my first year?

Meeting recruiters is a great way to establish links with potential employers and find out more about themselves and the profession. But where do you meet recruiters in your first year?

**“Meeting recruiters is a great way to establish links with potential employers.”**

### On campus

Your university careers service is a good place to find out about events on campus. There are a lot of great opportunities to meet and establish links with employers, who will visit campus regularly throughout the year.

Some bigger employers may be on campus for drop-in sessions and workshops that you could take advantage of. We advise you going to your university careers service and checking in your subject department for any specific events that may be of interest.

### Insight Days

Many of the big graduate employers hold insight days aimed at first years. These insight days are a great way to meet potential employers, find out more about their training schemes, what the application process involves and to just generally make a good impression..

### What does an insight day involve?

An Insight Day is similar to an open day and you will take part in a number of sessions which will help you develop your knowledge of the company and the insurance profession. Activities could consist of things such as;

- Presentations from people at the firm
- Networking with current trainees
- Application and interview sessions
- Employability skills sessions
- Q&As

Although insight days are a more informal event, they can also double-up as mock assessment centres, so it's important you stand out. To do this, you will have to dress smartly, research the company and the areas they specialise in, and show a good level of commercial awareness. Take every opportunity to ask questions, talk to the current trainees, and get to know the people also on the insight day.

Insight days last from three to five days and aim to go beyond a basic introduction to the company and the profession, instead they go into more detail about the profession and seek to develop your professional skills.

### Internships and work experience

Internships are usually only offered to those in their penultimate year of university. However,

companies may offer shorter internships or work experience while in your first year or going into your second year.

Any form of work experience is a great way of exploring your career options and deciding whether or not an industry is right for you. You will also gain valuable experience and learn skills that you will need to demonstrate in future interviews.

If you are thinking of applying for an internship or a work experience place, then you will have to start applying as early as you can in your first term as they fill up very quickly. You can find the latest internships on our website.

### Societies and volunteering in your first year at university

One of the first things you can do as a student to help your future career is to get involved in some societies. Many societies, especially subject specific and entrepreneurial societies are valued and can even be actively targeted by employers.

Joining a society can help you in lots of different ways:

- Network and meet other people who share your interests
- Demonstrate your commitment and interests in a specific area
- Gain valuable experience by taking an organisational role within the society, such as treasurer.

- Provide examples of your ability to manage multiple responsibilities

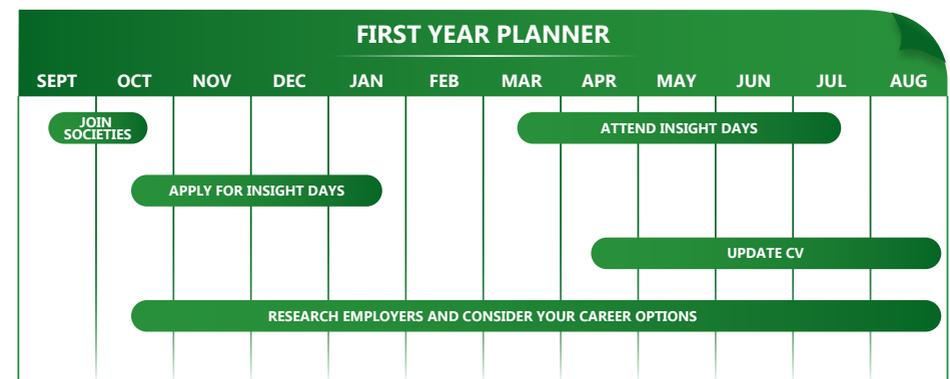
Volunteering is also a great way of developing skills outside of your academic work that will make you more employable. It is also a great way to give back to the community, obviously.

### Should I create a CV in my first year?

While it might seem early, it is never too early to start building your CV.

Your CV is a document that needs constant refinement. Once you have started getting involved with societies and volunteering opportunities, update your CV with all the details. It is also a good idea to start making your CV more tailored to the insurance profession; bringing out the relevant skills and interests and summarising your ambitions in the profile section. While it might not seem like a priority now, it will save you a lot of time further down the line.

In conclusion, in your first year at university you should start looking at the work experience and insight days that recruiters are offering. You should also look at joining societies and taking up any volunteering opportunities that you think may be of interest. Hopefully this has given you some idea of what you should be doing in your first year when it comes to career planning, and if you want to visualise your year, you can take a look at our career planner below! ●



Your penultimate year is a vital time for career planning and gaining work experience. With our career planner for penultimate year students, you will find all you need to know to plan your career.

Whether you are on a three or four year course, your penultimate year at university is increasingly regarded as a vital time for career planning and gaining work experience.

By carefully planning your penultimate year, establishing links with employers and gaining valuable experience, you can put yourself in the best possible position when it comes to applying for jobs. This also means that when it comes to your final year, you can be confident in your position, avoid the last minute panic and focus on what counts: getting the degree results you need to begin the career you want.

### What should I be doing in my penultimate year at university?

You may already have an idea of which employers you want to work for. If not, you can explore the different pension employers in the employer directory section at the back of this guide.

Once you have done your initial research, it is best to concentrate your efforts on a focused selection of suitable employers as places for insurance internships, placements and graduate vacancies are often highly sought after.

### What is happening on campus in my penultimate year?

At the beginning of the academic year, usually in October and November, your university careers service will hold autumn careers fairs. These are an ideal chance to meet with employers and discuss the internship and graduate opportunities available to you as well as ask any questions you may have about their recruitment processes.

Employers will also be on campus at various other times in the autumn term holding drop-ins, skills sessions or presentations. We strongly recommend that you go to as many of these as you can, as these will help you identify and hone the skills and competencies valued by graduate employers, such as commercial awareness.

### How do I get an internship in my penultimate year?

Your second year is an ideal time to apply for internships with big graduate recruiters. Internships give you the opportunity to decide whether a company or industry is right for you and can also lead to securing a graduate job with the same company.

Internships can last from a few weeks to two months, and you will often be paid a wage. This differs to work experience, which is usually up to two weeks and may be unpaid. These internships will usually take place in the summer between your second and third year,

but recruitment for these places begins a lot earlier. Ideally, you will need to start applying for these from early September onwards. It is a good idea to apply as early as possible as spaces for internships are always competitive, especially with certain employers and locations.

### How do I get a placement in my penultimate year?

If you're doing a four year course, you may have the option of studying abroad or doing a placement in your third year. This will consist of either six or twelve months.

There is usually dedicated placement staff within your subject department or careers centre to help you organise these. Alternatively, you can look on our website or in the 'Job Finder' section at the back of this guide to see which employers offer placements.

### Don't forget to update your CV!

If you undertake an internship, a placement, or any form of work experience or shadowing then you will need to remember to update your CV accordingly.

This should also be the case if you are volunteering, you take up part-time work or become more involved in a university society.

Hopefully this has given you a good idea of the sort of thing you should be doing and when in your penultimate year at university. If you do these things this year, it will save a lot of stress when it comes to your final year. Take a look at our handy career planner calendar for an overview of what you should be doing and when. ●

PENULTIMATE YEAR PLANNER											
SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
	ATTEND CAREERS FAIRS										
TALK TO EMPLOYERS ON CAMPUS										COMPLETE INTERNSHIP	
APPLY FOR INTERNSHIPS										UPDATE CV	
RESEARCH EMPLOYERS AND CONSIDER YOUR CAREER OPTIONS											
VOLUNTEER, WORK SHADOW, COMPLETE PART-TIME WORK AND PURSUE EXTRA-CURRICULAR ACTIVITIES											



If you are going into your final year, balancing studying and applying for jobs can be overwhelming. Our career planner for final year students has everything you need.

As you enter your final year of university, you should not only be focussing on your final exams and your dissertation, but you should also be thinking about life after university. Are you going to pursue further study? Take a year out? Or perhaps you want to get straight into the world of work and start a graduate scheme.

Whichever you path you choose to take, you should have a plan. We're going to look at what you should be doing and when, as well as some tips to help you score your dream job.

### What should I be doing in my final year of university?

Your final year should not only be about study, but also what you want to do in the future.

We will mainly be focussing on applying to graduate schemes in this article, however, we will be touching upon postgraduate courses too.

If you are hoping to get a place on a pensions graduate scheme, then you will have to think ahead. It is a good idea to get started on applications as soon as possible. Getting your applications out of the way before your final exams and dissertation will help remove unnecessary stress and distractions.

### "If you are hoping to get a place on a pensions graduate scheme, then you will have to think ahead."

Some graduate employers open applications for graduate training schemes early, such as LCP and Barnett Waddingham, so you will need to start your research as soon as possible.

That said, a majority of graduate schemes will open between September and December. You should apply to these schemes as early

as possible, an insurance career is a hugely desirable one but is also hugely competitive and many schemes will fill up quickly.

### "A majority of graduate schemes will open between September and December."

However, it is important to note that the recruitment processes of large and mid-tier firms differ from that of small to medium businesses (SMEs). Unlike the structured recruitment process of graduate schemes usually offered by the larger firms, SMEs tend to recruit as and when they need to, so they do not follow a rigid recruitment cycle.

### Applying to graduate schemes

Applications for graduate schemes can be a lengthy process, but don't be put off. There is lots of information out there so when the time comes to applying you will know what to expect and how to prepare.

The process typically begins with filling out an online application form along with a CV and cover letter. If you are successful at this stage, you will progress to online testing which may involve verbal, numerical and personality tests.

This stage is usually followed by a telephone interview before being invited to an assessment centre. If you are unsure about any stage of the application process, you visit your university careers centre.

### Updating your CV

As you reach the end of your university career, a good CV is really important as it is often the first thing the recruiter sees. It is worthwhile getting a friend, family member or careers adviser to have a look before you submit your CV to a potential employer to make sure it's just right. You can also take a look at our CV advice.

### Applying to postgraduate courses

Alternatively, you may not be ready to leave the world of education just yet and you may want to look at postgraduate courses.

If you wish to continue your education, it is worth seeking advice from your university tutors as well as your careers service about the variety of postgraduate options available to you.

Generally, postgraduate courses don't have strict application deadlines, but admissions may be on a first come first served basis, so it's worth making your applications early.

### What's happening in my final year?

In October or November, your university careers centre will hold an autumn career fair. This is the ideal chance to meet with employers to discuss graduate opportunities and the recruitment process. You may also want to discuss whether it is an option to defer your place for a year.

Employers will also be on campus at other times in the autumn term, giving you a chance to ask recruiters any questions you may have if you missed them at the career fair. You can visit your career service to find out when employers are on campus.

If you are considering a postgraduate course then keep an eye out for postgraduate talks and events that are happening around the university. Your careers centre or department may host events on what to do after your Masters or PhD; these are worth looking out for.

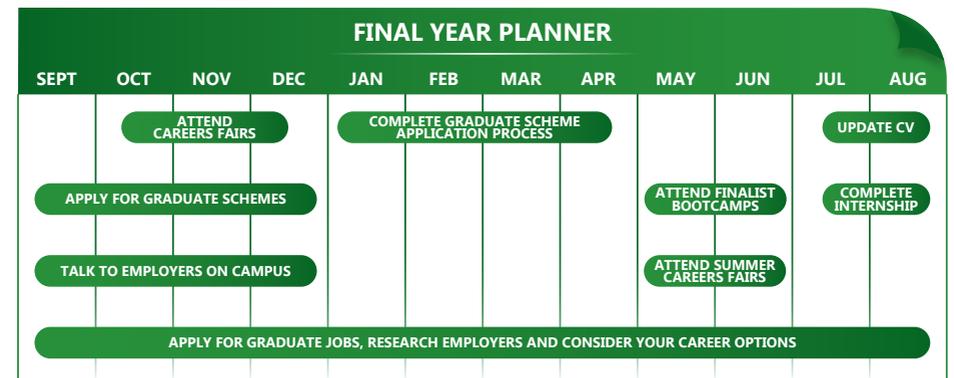
Recruiters will also be on campus for campus recruitment events in the autumn term. These could be presentations, skill sessions or attendance at the careers fair.

### What happens if I haven't secured a job before the end of the year?

Don't panic! Many universities will hold summer career fairs in May or June when you have finished your final exams. These are aimed at finalists who may have not secured a graduate job and will have employers who still have places available.

Similarly, in the last few weeks of term, some universities will run events specifically for finalists such as boot camps, which aim to prepare you for the transition from university to employment.

Hopefully this has given you some idea of what you should be doing in your final year of university. There is, however, something that we haven't quite touched upon, and that's enjoying yourself! It's your last year at University, make it count both academically and socially. Take a look at our career planner below for a visual of what your final year can look like. ●



# EMPLOYEE PROFILES

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# BARNETT WADDINGHAM

## TRAINEE PENSIONS ADMINISTRATION

### CONSULTANT

WILLIAM FOX



SWANSEA UNIVERSITY  
HISTORY

“ On researching the industry, I realized that pensions aren't going anywhere, and that was a major positive as it clearly meant stability, one of the key factors that I valued. ”

#### Why did you apply for Barnett Waddingham?

I graduated from university in the midst of the pandemic. The uncertainty of what I would do for a living upon leaving university was only compounded by the general uncertainty in society, so I decided to look for stability in a career.

The graduate program here at Barnett Waddingham looked like it would offer what I was looking for. The structure and timeframes were clearly established, as well as what I would be doing. The fact that it was a graduate program was highly appealing as it meant that I would be working with other bright, young colleagues looking to start off their careers, who would be able to push each other to achieve great things.

Pensions was an area that I had little familiarity with, and that excited me. On researching the industry, I realized that pensions aren't going anywhere, and that was a major positive as it clearly meant job stability, one of the key factors that I valued.

**“I realized that pensions aren't going anywhere, and that was a major positive as it clearly meant job stability”**

Researching Barnett Waddingham showed me a company that had well-defined values that it stood by. I was encouraged by the fact that the company was large but not massive, as it would suggest a better, more tight-knit company culture whilst also being well-established and respected in the industry.

Overall, the company culture and potential of the pensions industry seemed like a good fit for what I was looking for in a career, so it made sense to apply.

#### What was the recruitment process like?

After completing an application form which required me to talk about why my skills were suitable for the job and why I wanted to work for the company, I was contacted by Erik, the Early Careers Manager who arranged for a fairly informal telephone interview where I was given a bit more information about the company and the role, and expanded on some of my application answers.

I was then invited to an interview day at the Birmingham office, which is where I would be working. A number of other candidates were also present. The day consisted of several activities testing various abilities. There was a fairly standard interview with two senior staff members which felt relaxed and natural.

In advance of the day, I was asked to prepare a ten-minute presentation on a topic of my choice. I chose to present on the NFL. This was again a relaxed situation as I only had to present to another two staff members rather than, say, a room full of people.

The final stage of the day was to plan a fictional event with the other candidates. Working with people I had only met a few hours before was a challenge but also one that I was motivated for, and we were fortunately able to plan and present to a room of senior staff in a way that I was happy with.

Shortly after the interview day, I was offered the position. I felt that it was a productive recruitment process as it allowed me to demonstrate my skills in an environment that didn't feel overly stressful or demanding.

#### What have been your highlights?

I have enjoyed the opportunity to visit several of the company's offices around the country and in some cases meet colleagues personally that I had only collaborated with virtually previously. On that note, a broader highlight has been the friendliness and personality of my colleagues. It is clear that Barnett Waddingham has a well-defined idea of the traits that they want applicants to have.

I have been grateful for the company's support in achieving professional qualifications. I am pleased with my ability to come into the pension industry with no knowledge of how it worked, and achieve two industry-recognized qualifications in less than eighteen months.

**“I am pleased with my ability to come into the pension industry with no knowledge of how it worked, and achieve two industry-recognized qualifications.”**

It's also been rewarding to be involved with the development and continuation of the graduate scheme, both in suggesting ways to improve it as it goes on, and to support the newer graduates in the group that have joined the year following my group.

#### What have been your challenges?

I saw two main areas that would challenge me in this role that I identified as essentially technical and interpersonal. I had never worked in an office environment before, so it was necessary for me to quickly adjust to life in a professional environment. The other was picking up the information I would need to do the technical side of the job.

I believe that there were fairly high expectations of me and my graduate group, as we were hired on the basis that we were university graduates and would therefore be well-equipped to adapt, so I personally wanted to overcome these challenges as best I could to repay the faith that was placed in me.

I have been well-supported by everyone at Barnett Waddingham and feel that I have done well at tackling these challenges.

#### What advice would you give to a student following in your footsteps?

I would say to approach everything with enthusiasm and an open mind. These are things that people will appreciate. Also take as many opportunities as you can, as you never know who you will meet and potentially impress. Having a network of colleagues will serve you well and one of the best ways to get in touch with those you don't typically work with is through taking opportunities that you are offered.

Although you might be new to the job, don't be afraid to put your ideas forward, as even the most experienced of Barnett Waddingham colleagues will want to hear ways to improve the business, and will probably appreciate your insight even further as a fresh perspective on things. ●

The right place  
to start your career

ROLE LOCATION

**BROWSE PENSION JOBS**

- Pension Managers / Director (29)
- Pensions Administrator (124)
- Pensions Technician (59)
- Group Risk (8)
- Pensions Actuary (12)
- Pensions Lawyer (3)
- System / Software
- Investments
- Finance



## DALRIADA TRUSTEES HEAD OF PENSIONS MANAGEMENT

"The demands on in-house pension managers and teams are increasing." - Leanne Coomber talks us through what it's like to be the Head of Pensions Management at Dalriada Trustees.

**LEANNE COOMBER**

2021-Present
Professional Trustee and Head of Pensions Management at Dalriada Trustees
2011-2021
Trustee Governance Manager at Bayer
2009-2011
Consultant at Aon
2001-2009
Associate Consultant at Lane Clark & Peacock LLP
1999-2001
Pensions Administrator at West Sussex County Council

I have over 23 years' experience in the pensions industry. Prior to joining Dalriada I worked in-house for 10 years as Trustee Governance Manager and Scheme Secretary on a high profile £1.7bn scheme with multiple Defined Benefit sections and a large Defined Contribution scheme which had complex issues.

During my time there I led on projects, such as moving the DC scheme to a Master Trust, advisor management, advisor tenders and transitions and the set up and management of all governance frameworks. In particular I developed and delivered a DC governance framework which the Pensions Regulator used as a case study for other schemes, we also received commendations in our governance and effectiveness review with a third-party consultancy describing it as one of the best examples they had encountered of a really well-functioning scheme.

I have also worked for leading pensions consultancies both within their consultancy and administration departments, leading both DC and DB client teams.

At Dalriada I work as part of a team, delivering bespoke pensions management and trusteeship services to over 300 clients. I represent the South West team. The demands on in-house pension managers and teams are increasing. Having Dalriada Pensions Management as an extension to the in-house team will help pensions managers and in-house teams fulfil their roles effectively, provide additional bandwidth, and enable trustees to take strategic and informed decisions.

**"At Dalriada I work as part of a team, delivering bespoke pensions management and trusteeship services to over 300 clients."**

"We know that the role of pension managers and in-house teams is far reaching. That is why we offer a completely bespoke service that is flexible to meet the immediate needs of the client." ●

# INTELLICA

## JUNIOR DEVELOPER

### BEN JOHNSON



LIVERPOOL HOPE UNIVERSITY  
DISTINCTION IN MSc DATA SCIENCE, FIRST CLASS DEGREE IN BSc COMPUTER SCIENCE

I hope I will have the opportunity to add to my current responsibilities and help even more clients to modernise their pension schemes.

Ben Johnson – currently Junior Developer at Intellica Ltd. I have been at Intellica since January 2021, when I started as a Junior Data Analyst before being promoted to my current role in October the same year.

#### Why did you choose this profession?

I had been interested in reading about business for a long time before I even considered a career in pensions, but some of the knowledge I gained from learning about different companies, including pension deficits at companies like BHS and Arcadia in 2016, and scandals involving pension funds like that of Mirror Group Newspapers in 1991, fitted naturally with the role. When I graduated from Liverpool Hope University with a Masters in Data Science, my main instinct was to get my career started as soon as I could, and what I learnt from my own interest matched what my employer, Intellica, were looking for.

#### What attracted you to your role?

At the time I joined, Intellica was starting to expand and get itself noticed in the pensions industry, and the company was seeking dynamic new talent to take it forward and join their graduate programme. It was an exciting time as Intellica had recently partnered with Capita, one of its largest clients at that point. I had developed a solid and disciplined work ethic throughout my education, and the prospective demands of the role as Junior Data Analyst guaranteed that I would be in a position to put this into practice.

#### What are your main duties?

My role primarily focuses on building in-house applications for Intellica, which helps it to become more efficient in implementing regular company procedures; however, I have also made some contributions to projects that benefit its clientele. In most cases, these programs use industry-standard frameworks including C# and SQL, but I have worked with other programming languages like Python on occasions. Often, we create working groups for these projects so we can communicate on a regular basis about the work, and members can suggest areas for improvement that will enhance the program's functionality.

**“My role primarily focuses on building in-house applications.”**

#### What skills are useful in this profession?

It is essential to have good communication skills with people as you will be working with working groups most of the time; that means you will need to consistently update them on your progress and ask for feedback on your work from time to time.

**“It is essential to have good communication skills.”**

In this sense, addressing other people's feedback is also a necessity as it shows you are willing to acknowledge your mistakes

and correct them, thereby forming a more nuanced and professional understanding of the work you undertake on a daily basis. As the pensions sector undergoes a transformation with the forthcoming introduction of the Pension Dashboard, technological expertise will be an obvious benefit as it shows you could help to modernise the way pension schemes are administered and, in turn, make it easier for future generations to access their workplace pensions.

**“Technological expertise will be an obvious benefit as it shows you could help to modernise the way pension schemes are administered.”**

#### What would you like to achieve in the future?

With the delays to the roll-out of the Pension Dashboard, combined with the challenges of achieving GMP equalisation, implementation of the McCloud judgement, etc., there remains a multitude of issues for millions of pension scheme members across the country. At Intellica, we have already gone far to establish ourselves within the sector, with connections to some of the largest pension scheme providers. Over the coming years, I hope I will have the opportunity to add to my current responsibilities and help even more clients to modernise their pension schemes and make them more accessible to their members. ●

Visit our website for more Employee Profiles

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



# INTELLICA

## SENIOR PENSIONS DATA ANALYST

### REBECCA BROOKS



UNIVERSITY OF CHICHESTER  
BA HONS, HISTORY WITH RELIGIOUS STUDIES

Throughout my career there have been changes in legislation impacting member benefits and the need to maintain more specific and complex member data.

#### Why did you choose this profession?

It rather chose me – I returned home from College with my Degree in History and wasn't sure what I wanted to do next. I had a temporary administration role preparing documentation for Aircraft maintenance and a colleague recommended I send a letter to his partner and apply for a permanent role with London Life. I got the Junior Administration position and started working on Life Assurance benefits which were attached to DB Pension Schemes. I then chose to move into Pensions.

#### What attracted you to your role?

Initially the variety of a DB Pension Scheme, as no two DB Pension Schemes are the same neither were two manual calculations. I was interested in understanding pension schemes and the calculations, how to improve and automate. When I first started in pensions Annual Benefit Statements and Pension Increases were the only processes with calculation automation and not for all members. I spent a number of years in Administration, speaking to Pension Scheme members and Pension Scheme managers and completed the Chartered Insurance Institute exams to become an Associate. The interest I had in calculations and systems to support Pension Schemes led to a change in direction from Administration into Implementation.

The initial attraction in a move from Administration to Implementation was creating methodology to automate calculations, to

improve the administration of Pension Schemes. Automation was driven by the need to speed up processing for members away from paper records and manual calculations, in addition the administration of a DC Scheme using paper records was prohibitive! The understanding that Data plays a vital role in any processing, whether Scheme Data based on the Rules of the Scheme or Member Data to calculate individual benefits, is and will remain of prime importance.

Throughout my career there have been changes in legislation impacting member benefits and the need to maintain more specific and complex member data. Pensions continues to be impacted by changes in legislation, there is always something new to consider, to develop, build, test and provide.

#### What are your main duties now?

With Intellica I use the knowledge and understanding of Pension Schemes gained in both Administration and Implementation to support the projects I am working on. The working day can include discussing Data Validation Checks and the SQL to test with Developers; creating test plans for Data Imports and Exports and reading Data Mapping and mentoring other colleagues; I can complete calculations to test automation or progress methodology in Excel; or I can provide internal guidance on pension schemes and attend client meetings to discuss options on the project requirements, potential for improvements and what Intellica can offer now and in the future.

#### Is it a 9 to 5 job?

The working day is usually 8 hours between 8 and 6, so you can start at 8 and finish at 4 or start at 10 and finish at 6 depending on personal circumstances and project requirements. Preference is for a regular daily pattern, however flexibility exists especially in more of an IT company, as we are not member facing there is no requirement to cover core hours to respond to member queries. There is usually a weekly routine of client meetings and project requirements so the role does incorporate routine alongside variety of day to day tasks.

#### What skills are useful in this profession?

Mathematics is a useful skill if you're in the pensions profession as an Administrator, Actuary, Auditor or even in a role as a Tester; however, English will be more useful if you're in a pensions role which is project management or client facing and reporting. Any IT language will be a key skill in an industry which is using automation at an ever increasing speed, the provision, maintenance and interrogation of data using SQL and other languages will be a requirement now and in the future. For example, dashboards to display data relies on IT to interrogate data and the skills to build platforms to display results, mathematics to prove the information is accurate, English to ensure the data is easily understood by the recipient.

#### Do you have any advice for anyone wanting to enter the profession?

The pensions profession is long established, there is a history of change and developments which are still impact today. As mentioned the key skills for any sector or profession will be required for any role in the pensions profession. Then, when you're in the industry, there will be options to fine tune and specialise, to change roles based on the personal preference of the individual and the career path they chose to follow. Personally, I am grateful for the path I followed from "falling into pensions" to the varied and fulfilling role I have now, however, the ability to accept that you will not know all the answers and be prepared to ask questions, to seek information and discuss options with others is a key attribute and a valuable piece of advice I use daily. ●

Visit our website for  
more Trainee Profiles

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

ASHLEY MOULD



UNIVERSITY OF CAMBRIDGE  
ECONOMICS

I found that working in pensions was much more diverse than I could ever have imagined

I am a Senior Consultant at LCP, based in Winchester. I joined LCP as a pensions actuarial graduate in late 2014, having completed a summer internship before my first year at university.

#### Why did you choose a career in the pensions profession?

I wouldn't say I actively "chose" a career in the pensions industry at all!

At university, I would never have expected to have been started my career in pensions. Whilst I was completing my Economics degree, I had limited exposure to "actuarial" careers – things like investment banking, consultancy, and civil service were the things that were most often mentioned.

It was in searching for consultancy internships that I came across LCP – my first impression was of a very welcoming organisation that was highly regarded in its industry. As the role was based in Winchester, it also offered a different style of living to the many London-based internships I had found.

The rest, as they say, is history. I found that working in pensions was much more diverse than I could ever have imagined; and the skills I've picked up from my work in pensions have led me to doing interesting work in other areas – in particular within football.

#### What does a typical day look like for you?

Today, I've been providing information to a group of pension scheme trustees to help them decide how to make difficult decisions in relation to Company that is responsible for funding the pension scheme but is experiencing financial difficulties.

Next up was launching a new online platform to help football clubs across Europe arrange friendlies – a project we've been working on for the past year.

Then, I've been closely with a colleague to help prepare data to be passed to insurers as part of a process that will see insurers provide quotations for insuring the remaining pension scheme benefits.

My next job is to work out the cost of changing the way a pension scheme is operated to offer a more generous benefit. I'll also be promoting my article in LCP's online investment magazine on social media.

Later in the week, highlights will be attending calls with the Chair of a Trustee board to create an agenda for an upcoming Trustee meeting, visiting a local university to discuss our work in football with potential future colleagues, and coming up with a plan for leading presentation training with colleagues.

As you'll be able to see, my days are very varied! It's hard to predict what any one day will look like – but that's what makes it fun.

#### What do you like about working for LCP?

One of the things I value most about working at LCP is the curious culture – new ideas are embraced in the core areas of our business, in growth areas, and in entirely new areas.

This innovative culture facilitated a small team to start working in Football Analytics around the time I joined LCP (the first significant project for this team was developing an online data-scouting tool, TransferLab, to assist professional football clubs in making better recruitment decisions).

As a keen footballer and football fan, the opportunity to apply the analytical and actuarial skills I was developing through my pensions actuarial work, to the world of football, was exciting. Through this work, I have gained experiences of relationship development, sales, contract negotiations and working with third parties – and I do not think I would have benefited from the same personal learning experiences without working in this exciting growth area.

"Through this work, I have gained experiences of relationship development, sales, contract negotiations and working with third parties."

My role now combines helping trustees and companies manage their pensions arrangements, football analytics, and wider business development work with LCP.

I consider myself lucky to work for a company where many of my colleagues have become personal friends. My colleagues regularly push me to achieve more but are also supportive and mindful of my overall wellbeing. It is great to be a part of our team. ●

Visit our website for more Employee Profiles

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



SARAH LOSSIN



NOTTINGHAM  
MATHEMATICS

I wanted an interesting and challenging career that played to my strengths and where I could work with people.

Sarah graduated and joined LCP as a Pensions Actuarial Analyst in 2008. She qualified in 2014, making her way up to Senior Consultant in 2018 and is now a Partner. Her specialist areas include liability management, de-risking, pension risk capital, team leadership and early careers recruitment.

**What attracted you to your role?**

I wanted to continue my education in Maths and understood that the actuarial profession was highly regarded. I wanted an interesting and challenging career that played to my strengths and where I could work with people. I also wanted to find something rewarding, where I had an opportunity to make a difference to people's lives. An actuarial consulting role offered these opportunities as well as the right mix of work-life balance and reward.

I joined LCP over 14 years ago and have never looked back. I chose LCP due to its strong reputation in the industry, its friendly, supportive and inclusive culture, and the opportunities for career development that come from its partnership. We are very lucky at LCP to have so much variety in the projects we get involved in and to work with so many different types of clients. LCP has proved to be a fun place to work, with a really sociable atmosphere.

I chose the Winchester office because I wanted the best of both worlds – to explore the

Hampshire countryside and Dorset coast at the weekends but also to travel into London to get the hustle and bustle when I wanted it.

**What are your main duties?**

I am responsible for the delivery of advice to a range of clients. I usually have several projects on the go at any one time and through those I interact with a wide variety of other specialists (for example lawyers, regulators, investment specialists, insurers), as well as working with company boards, finance teams and trustees of pension schemes. I have worked with a range of clients, from small businesses to multinational corporations, and across various industries, including financial services, transportation, and manufacturing.

Typically, this is strategic advice for large pension schemes where we are talking hundreds of millions of pounds of investments, using complex financial models we have developed in-house and we help our clients to understand the results.

As part of the role, we often travel around the country to meet with clients, and sometimes speak to the pension scheme members themselves to explain the changes being made to their benefits.

Recently, I joined our longevity de-risking team, which involves brokering large scale transactions with insurers.

I also help our firm to win new clients, by working on tender opportunities and by building networks and relationships with other advisers. Internally, I have been heavily involved in team leadership / people development, as well as recruitment.

**What skills are useful in this profession?**

To be successful as an actuarial consultant, you need a broad range of skills, including advanced mathematical and analytical abilities, excellent problem-solving skills, to be reactive and to have the ability to work well under pressure. You should be motivated and hard-working. Because you will be working on multiple projects at one time, it is important to be well organized. You need to enjoy working with people and in teams, and have strong communication, presentation and relationship building skills.

“Because you will be working on multiple projects at one time, it is important to be well organized.”

**Do you have any advice for anyone wanting to enter the profession?**

Do your research. Speak to people in the profession to find out more about the different types of role (eg consultancy versus in-house) and opportunities. If you are at university, there should be several career events where you can do this. If this is proving difficult, reach out to firms on linkedin.

Increase your business awareness. Do your research on topical issues and read the latest articles on companies' websites.

**Try it out.** Apply for some real-world experience, whether that be work experience or an internship. Not only will this give you an opportunity to find out if this is something you would enjoy, but it will look good on your CV when you come to apply for graduate roles/jobs. ●

Visit our website for more Trainee Profiles

[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

## JACK MCCAHILL



NEWCASTLE UNIVERSITY  
LAW (LLB)

I would encourage anyone seeking to enter the profession to research all their options and see what is right for them.

### Why did you choose this profession?

Ever since I first picked up a pen/crayon I've wanted to be a pensions lawyer. In fact, my first words, so I am told, were "Cash Equivalent Transfer Value".

Whilst the above is not strictly true, it is the case that I wanted to be a lawyer from a young age (and yes, I am fun at parties). On reflection, what initially attracted me to the legal profession is the challenging, analytical nature of the work involved, and doing something that really 'makes a difference'. As I've built up more experience I can safely say that is still true, but what I've found is equally important is the personal/ collaborative aspects of the role too.

"On reflection, what initially attracted me to the legal profession is the challenging, analytical nature of the work involved, and doing something that really 'makes a difference'."

I am lucky enough to have experienced a number of different sectors in my time as a legal professional and whilst there are arguments that many of those could satisfy the above, I would respectfully say none quite

ticked all those boxes quite like pensions law. It is technical, which is no real secret, with fast evolving black letter law, and regulatory and industry specific guidance to keep up with.

You get to work with and build relationships with a broad range of clients and other professionals such investment managers, officials from various regulatory bodies, actuaries, accountants, and so on (it takes many people/skill sets to run a successful pension scheme!). And in terms of impact it affects (almost) literally everyone, so is important both on an individual level, and in the macro sense. Take my word for it, it is an exciting space to be in!

### How did you get your job at Sackers?

I was lucky enough to have trained as a lawyer in the Government Legal Department, which as I allude to above allowed me to experience a range of sectors.

I qualified into the employment team, with a particular focus on TUPE transfers (for the uninitiated, keeping it brief, the transfer of employees from one organisation to another). It was in this role that I got my first incidental exposure to pensions law, as on such transfers there are complex pensions issues to tackle, especially in the public sector (for reasons, you'll be pleased to know, are outside the scope of this Q&A).

Whilst this was just a dip of the toe into pensions law, I enjoyed it immensely for the reasons given above. I knew it was a sector that was right for me, an opportunity came up in Sackers, and the rest is history.

### What was the application process for Sackers like?

The application process for Sackers achieved that somewhat rare convergence of thoroughness and technicality, whilst also being friendly and good natured.

In terms of stages there was: a 'get to know you' partner interview where you get the chance to talk about your background and motivations for wanting to join; a 'technical interview' followed by a written exercise where you get the ability to demonstrate your ability as a lawyer; and finally a chance to meet a couple of associates who are happy to answer any questions about the firm to see if it's the right fit for you.

The above might sound daunting, but that could not be further from the truth (and I'm not just saying that because I work here now!). Whilst there was, of course, an assessment of one's capability as a lawyer, there was a clear understanding that the job is far more than that. The process focused not just on assessing your abilities and motivations, but getting to know you as a person, not just a piece of paper.

"Whilst there was, of course, an assessment of one's capability as a lawyer, there was a clear understanding that the job is far more than that."

### What are your main duties?

Sackers, being the biggest pensions law firm in the UK have a huge range of expertise right across the pensions sphere. As a junior associate, you are actively encouraged to get

involved in anything and everything, which is great professionally but does make narrowing down one's main duties/ tasks challenging.

Suffice it to say I advise on a range of matters, from such 'ad hoc' tasks as reviewing contractual agreements, member queries, scheme governance, amending scheme documents, and so on, up to working on long running multi-million pound risk transfer projects.

### Do you have any advice for anyone wanting to enter the profession?

I assume if you are reading this you are interested in the legal profession and are about to/have already started applying for roles. Without wishing to finish on a sombre note, for those seeking to become a solicitor, I know only too well how difficult and disheartening the training contract hunt can be, which has unfortunately only got more competitive in recent years. All I can say is, keep your chin up and keep plugging away. Indeed, if a firm turns down such an excellent applicant such as yourself, then they are almost certainly not the right firm for you!

I am no expert when it comes to alternative routes (there being in my time only really the classic training contract route), but I would encourage anyone seeking to enter the profession to research all their options and see what is right for them. Indeed, Sackers have just hired two lovely graduate apprentices who have joined straight from university; something I would have definitely been interested in if it were an option all those years ago when I was a fresh faced graduate.

To those interested in pensions all I can really say is, go for it. If you are a legal nerd like me who enjoys rewarding and challenging work you will not be disappointed. A seat in pensions is incredibly valuable and will allow you to judge whether it is right for you, but it is not the be all and end all (I didn't do a seat in pensions, and here I am!). ●

## SOPHIA RUSSELL



NEWNHAM COLLEGE, UNIVERSITY OF CAMBRIDGE  
THEOLOGY AND RELIGIOUS STUDIES (MA)

Pensions is certainly a more technical area of law than most, which is one of the reasons why I decided it was the one for me.

### Why did you choose this profession?

It always seems a bit pretentious when people say they “fell” into a particular sector, so I’m not going to say that. However, I certainly didn’t expect to become a pensions lawyer when I first started my training contract!

I knew I wanted to be a solicitor from my early teens as, in truth, I have always been a bit of a nerd and liked the idea of being able to carry out technical research as part of my job. Pensions is certainly a more technical area of law than most, which is one of the reasons why I decided it was the one for me.

I also liked the idea of working collaboratively with others to come up with creative and pragmatic solutions to legal issues. This is why pensions law in particular is so interesting; it is constantly evolving and often requires thinking outside the box.

“I also liked the idea of working collaboratively with others to come up with creative and pragmatic solutions to legal issues.”

### What attracted you to your role?

The department in which I qualified at my previous firm provided advice on pensions, employment and incentives. However, it soon

became clear that pensions was my favourite area of the three and when I heard of an opening at Sackers, I couldn’t help but throw my hat in the ring. Sackers has a fantastic reputation as being not only the UK’s leading specialist commercial law firm for pensions, but also a really lovely place to work (and I promise I have not been told to say this).

I was also aware that the role would involve a lot of trustee advisory work. This appealed to me as I liked the idea of having clients who come to you with anything and everything, as it keeps the job interesting.

### What was the application process like?

The application process was very thorough, but not overly stressful, and I felt valued as a person (rather than just a candidate) throughout. I was initially nervous about considering changing jobs, so the first stage was an informal chat with two partners to give me a better feel for the firm. This fully convinced me to go through to the next stage of the process, which was a technical interview with two different partners to assess my legal knowledge. Following the technical interview, I had around a week to complete a written exercise, the purpose of which was to further assess my ability as a lawyer and my written communication skills. The final stage was a lovely, casual catch up with a couple of associates over a drink.

From start to finish, the process took around a month. Sackers were very considerate of the

fact that I had to fit the written exercise and interviews around my job, and so I had a good amount of time for preparation at each stage.

### Is it a 9-5 job?

I don’t think being a lawyer is ever a 9-5 job! However, being a pensions lawyer is relatively unique in that the flow of work is generally pretty steady; you don’t often experience the same significant peaks and troughs that corporate lawyers can face, for example. The hours are therefore very reasonable, and it helps that the work is incredibly interesting and varied.

“However, being a pensions lawyer is relatively unique in that the flow of work is generally pretty steady; you don’t often experience the same significant peaks and troughs that corporate lawyers can face.”

### What skills are useful in this profession?

Being prepared for anything and everything! You can be looking into a query regarding whether someone is entitled to a discretionary death benefit one moment, and be looking at a benefit specification for a buy-in transaction the next. However, all the work requires a keen eye for detail, good time management, great interpersonal skills and – above all – enthusiasm (if that can be counted as a skill).

### Do you have any advice for anyone wanting to enter the profession?

I think my key piece of advice is not to put pressure on yourself to rush through the process of qualifying as a solicitor. I considered studying Law at university, but I also loved Religious Studies at school (despite not being religious) and wasn’t quite ready to give it up. As a result, I chose to read that at university first and go down the conversion route. It

also took me a few years to secure a training contract. Law is a very difficult area to get into, so don’t be disheartened if it takes a few tries before you are given an opportunity to enter the profession.

“I think my key piece of advice is not to put pressure on yourself to rush through the process of qualifying as a solicitor.”

In terms of deciding which area of law to choose – try to get experience in as many practice areas as possible! There are plenty of pensions lawyers who started their careers thinking that they would be a litigator or a corporate lawyer, but if they hadn’t trained with an open mind they wouldn’t have discovered how interesting pensions law can be.

As to specifically becoming a pensions lawyer: try to make connections with as many people in the industry as you can. It really takes a village to keep a pension scheme going, and understanding the roles of other advisers gives you a much greater breadth of understanding of a scheme as a whole. ●

# EMPLOYER DIRECTORY

*Directory of employers that recruit within the pensions profession*

Aon

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Broadstone

Dalriada

First Actuarial

Hymans Robertson

Intellica

Isio

Just

LCP

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Quantum Advisory

West Midlands Pension Fund

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Aon exists to shape decisions for the better - to protect and enrich the lives of people around the world. Their 50,000 colleagues provide clients in over 120 countries and sovereignties with advice and solutions that give them clarity and confidence to make better decisions.

Aon believes that businesses thrive when the communities they serve and the people they employ also flourish. At Aon, their people are the heartbeat of their firm. They have a passion for bringing the best to their clients, which unites them and drives them as a global firm.

Depending on the area of Aon that they join, graduates will use their analytical capabilities, commercial awareness, and communication skills to help clients address the key questions that affect their businesses. How will the rise of inflation and cost of living affect the ability to conduct business and bring goods to the people who need them? How could the collapse of the Eurozone affect the world economy? What could climate change mean to Europe? Aon's business is to provide the answers to help clients make better decisions.

Graduates join Aon across a range of consulting and broking roles within business areas including actuarial analysis, investment, insurance and reinsurance, insurance strategy, employee benefits, reward and remuneration, talent and employee engagement and cybersecurity.

Aon's Launch development programme is designed to support and develop the future stars of the business by helping graduates build their business acumen and engage in strengthening relationships with clients and colleagues. In addition to technical training, colleagues are fully supported in allocating time to study for relevant professional qualifications to enable them to have a greater impact on Aon's clients and confidently progress within their chosen career path. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 50,000

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: 48
- Placements: 15
- Internships: 14
- Insight Days
- School Leaver Schemes: 21

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales, Northern Ireland and Rep of Ireland

### CONTACT DETAILS

E: [graduates@aon.co.uk](mailto:graduates@aon.co.uk)  
W: [www.aon.com/careers/early-careers/uk](http://www.aon.com/careers/early-careers/uk)

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[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



Founded in 1989, Barnett Waddingham has grown to become a leading independent UK professional services consultancy at the forefront of risk, pensions, investment and insurance. From small beginning with just 20 people we are now a team of nearly 1,500 people in nine offices. 93 are partners, each delivering on our values and our promise, ensuring the highest levels of trust, integrity and quality.

We act as a trusted partner for a wide range of clients in both the private and public sectors – this includes almost 25% of FTSE 100 and over 15% of FTSE 350 companies.

### How we work

From day one you will be an integral part of the business. As a new recruit you will have the opportunity to work closely with the partners and other experienced employees offering you excellent development opportunities and a unique learning process. We are keen for our employees to gain wider business knowledge and experience of our other business areas where this is possible. You will be encouraged to show initiative and develop areas of responsibility that are not directly related to client work, raising both your own and your team's profile, whilst gaining good experience.

Your professional and personal development is important to us and we are strongly committed to developing our employees.

### The social side

Social activity and social responsibility is taken seriously across the firm; from inter-office sporting events to the annual summer party. As a firm, we recognise that we have an impact that goes beyond our core activities supporting a wide range of initiatives ensuring our impact is a positive one. There is something for everyone to choose from, but suggestions for further social events are always welcome! ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: Over 1,500

No. of Trainees: 120

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: 35-40
- Placements
- Internships: 30-35
- Insight Days
- School Leaver Schemes: 20-25

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Anglia, Yorkshire & Humberside, North West and Scotland

### CONTACT DETAILS

E: [earlycareers@barnett-waddingham.co.uk](mailto:earlycareers@barnett-waddingham.co.uk)  
W: [www.barnett-waddingham.co.uk](http://www.barnett-waddingham.co.uk)

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[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



### Who are we?

Broadstone is one of the UK's leading pension administration and actuarial consulting specialists. For over 40 years, we have been evolving our business to meet the diverse and changing needs of our clients. From actuaries to administrators, from London to Glasgow, we can offer you a challenging career within a professional yet friendly environment.

### Why work for us?

People are at the very core of our business and as such we are committed to developing and nurturing talent through our Early Careers Development Programme. You would work within a friendly, encouraging environment and quickly become an integral and valuable team member. Your training would follow a structured programme, and be both fulfilling and varied with no two days being the same. This variety would afford you insight into the different roles available to you as your career progresses. We would also expect you to pursue a relevant professional qualification which we will support through our generous study package.

### More reasons to work for us:

It's not all about hard work. There would also be ample opportunity to join in with sporting and charity events as well as socialise with other early careers colleagues across the business. And as a benefits specialist, we have flexible package to exceed your needs and expectations, this includes: Bike Scheme, Health Cash Plan, Holiday Purchase Scheme, Life Assurance, Lifestyle Discounts, Pension Scheme, Performance Bonus, Season Ticket Loan, Social Events, Study Support.

### Who are we looking for?

If you have recently finished your education and consider yourself to be both a problem solver and a good communicator, and would like to work for a company committed to providing all employees with fulfilling professional careers, then we would love to hear from you. For more information visit the Careers section of our website. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 585

No. of Trainees: 108

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: 12
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 12

### OFFICE LOCATIONS

London, South West, West Midlands, East Midlands, Yorkshire & Humberside, North East, North West and Scotland

### CONTACT DETAILS

E: [hr@broadstone.co.uk](mailto:hr@broadstone.co.uk)  
W: [www.broadstone.co.uk/careers](http://www.broadstone.co.uk/careers)

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We are an award winning independent professional trustee firm, and part of an integrated group of privately owned companies that includes Spence & Partners Ltd, a pension consultancy, and Mantle Hosting Ltd, a pension software provider. Since our inception we have grown to be one of the largest independent professional trustee companies in the UK and, as well as trustee appointments, we provide pension management and governance services, and trusteeship services to schemes with complex backgrounds – for example, those sponsored by employers in financial distress/engaged in wind-up/PPF assessment. We are committed to providing professional trusteeship careers and we support the accredited pensions trusteeship qualification for all of our professional trustees. The business is based on a culture which aims to provide all of our clients with a high-quality professional service through strong personal relationships. We take a hands-on approach to the role of a professional trustee, developing innovative solutions. We operate from offices in Belfast, Glasgow, Manchester, London, Bristol, Leeds and Birmingham and have clients throughout the UK and Ireland.

### Our Values

- We are pioneering: ambitious, bold and game changing
- We are market disruptors: customer centric, different and useful
- We are collaborative: engaging, empathetic and open
- We are inclusive: diverse, energetic and progressive

### Why work for us?

Our goal is to provide interesting, worthwhile and healthy careers for our employees.

We offer great benefits including pension, private medical cover, life assurance and income protection Flexible working conditions. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 225

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships: See website
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London, South West, West Midlands, East Midlands, North East, North West, Scotland and Northern Ireland

### CONTACT DETAILS

E: [careers@spenceandpartners.co.uk](mailto:careers@spenceandpartners.co.uk)  
W: [www.spenceandpartners.co.uk](http://www.spenceandpartners.co.uk)

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### First Actuarial – Your next actuarial career move

Looking to advance your actuarial career with a leading pensions consultancy?

Heading for 20% revenue growth this year – and with a people-first approach to everything we do – First Actuarial could be your breakthrough opportunity.

We offer great actuarial opportunities in our Basingstoke, Leeds, Manchester, Peterborough and Tonbridge offices:

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- Investment roles – from graduates to senior investment consultants.

### At First Actuarial, it's people who matter

We love numbers, but we love people more. We'll give you a varied workload with a mix of clients, from trustees to corporates and trade unions. You can expect support and helpful feedback as you progress. And you'll have your own clients sooner than you might think.

With no chargeable hour targets, you can take the time to produce your best work and make a real difference – to yourself, your team and your clients. What we offer you

At every level of seniority, we offer:

- A competitive salary
- Private health insurance and income protection insurance
- Flexible and hybrid working
- A non-contributory pension
- Full training and study support.

We'll actively support you as you build your career – and reward you for doing so.

### A bit more about First Actuarial

We've been around since 2003, when a group of nine like-minded actuaries came together to bring fresh thinking to pensions consultancy. Two decades of stellar growth later, we employ around 400 people across five offices.

### Ready to make that move?

If you're ready to take the next step in your actuarial career, we'd love to hear from you. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 400

No. of Trainees: 87

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships: See website
- Insight Days
- School Leaver Schemes: See website

#### OFFICE LOCATIONS

South East (excl London), South West, East Anglia, Yorkshire & Humberside and North West

#### CONTACT DETAILS

E: hrhelpdesk@firstactuarial.co.uk  
W: www.firstactuarial.co.uk

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### Who We Are

For over 100 Years we have helped our clients, their employees, members and customers to make decisions that have a positive impact on their financial futures. We're proud to deliver award-winning advice on pensions, investments, benefits and insurance. At the heart of this is our relationships with our clients and colleagues - forming genuine, collaborative relationships that last. This allows us to put clients at the heart of our business and provide them with advice and solutions that truly meets their needs.

### Our Opportunities

The opportunities across our firm are diverse and include a mixture of early careers and experienced hire roles within fields such as actuarial, business support, technology and pensions administration. Whatever your specialism you'll join a supportive team where you'll develop your skills to provide tailored solutions to our clients. We've many colleagues who started out in one team in the business and have ended up somewhere completely different, having had the chance to develop new skills and explore new passions.

### Why Choose Us

We want to make working at Hymans Robertson the best job you'll ever have – that might sound ambitious but that's our goal! We live and breathe our values of being friendly, partnering, straightforward and confident – and genuinely care about our people, clients, communities, and the environment. We'll encourage you to:

- **Be Your True Self:** Our culture empowers everyone to be themselves so they can do their best work and thrive.
- **Make a Difference:** Whether you're involved in helping our clients or using your three annual volunteering days, we believe that you can contribute towards achieving our purpose – together, building better futures.
- **Grow Your Career:** We invest in our people, ideas and technology. We're committed to developing our people and encourage everyone to carve out their own career paths. You'll be in control of how your career develops and will be supported to grow your skills and experience with exposure to an exciting variety of projects and a diverse range of clients. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 1,239

No. of Trainees: 119

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 30+
- Placements
- Internships: 20+
- Insight Days: Varies
- School Leaver Schemes: Varies

#### OFFICE LOCATIONS

London, West Midlands and Scotland

#### CONTACT DETAILS

E: chat.to.us@hymans.co.uk  
W: www.hymans.co.uk

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Intellica is an independent provider of data management, business change and consultancy services within the pensions and financial services industry. Our inventive solutions are technology-focused and tailored for your needs, delivering a positive outcome to the challenges the pension industry faces.

Pensions data is our business, and our forward-thinking software lets companies focus on and analyse the key data items relevant to their data strategy, such as tPR compliance, GMP equalisation, McCloud and de-risking.

### About Intellica

From our many years of data validation, forensic data analysis and data remediation experience we have developed Constellation, the UK's leading and most innovative pensions data analysis suite. Our strategic/systematic software driven approach to identifying and addressing data issues means our clients benefit from this knowledge and expertise, and we are not reinventing the wheel on every engagement.

Our core values are precision, ingenuity and integrity, and our team comprises specialists from the pensions and financial services industry with notable experience across both private and public sector clients. We have developed long lasting relationships with our clients which has enabled us to offer the solutions they require.

### A career with Intellica

Intellica is a young and fast-growing company in the pensions and financial services industries with plenty of opportunity for pensions professionals. The dynamic nature of our work will afford you the opportunity to contribute massively to your role and play a key part in the team, and we continue to invest in our team members by offering continuous staff development and training programmes.

We are always looking for high-calibre staff to join the team. Whether you are an experienced professional or a graduate taking the first steps in your career, we have opportunities for talented individuals to build their careers with us. We also offer associate positions through our specialist resource offerings. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 43

No. of Trainees: 4

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 3+
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

North West

#### CONTACT DETAILS

E: [enquiries@intellica.co.uk](mailto:enquiries@intellica.co.uk)  
W: [intellica.co.uk](http://intellica.co.uk)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



Isio was 'born' in 2020, and we've been challenging existing thinking on pensions, benefits and investment advice ever since. That's because we know that only by improving on what's been accepted in the past, can we provide the financial confidence our clients deserve.

#### About Isio

We provide companies, trustees and individuals with the highest levels of expertise across our core pensions business, which includes Actuarial & Consulting and Pensions Administration, as well as our complementary services: Investment Advisory, Reward & Benefits and Wealth Planning. Our heritage gives us a unique edge. Decades of experience, combined with the independence we enjoy today, enables us to be agile and invest quickly in innovative new solutions for our clients and society.

Our relentless focus for better, means we challenge tradition with the clear ambition to bring our industry into the modern world. Something we achieve, in close collaboration with our clients, day in, day out.

#### Our people and Culture

We're a People First business and we want to make sure that you are supported to reach your goals, whatever they may be. There is plenty of opportunity to learn and develop; supporting you in being able to achieve your personal and career goals. We'll also support you with studying, be flexible around family life and enable you to give back to the community through paid volunteering days.

Being a Future Focused organisation, we are committed to investing in all levels, with a keen focus on our Early Careers cohorts. With annual opportunities within our Graduate programmes, Industrial placements, Summer Internships and Apprenticeships, your development will be supported through our in house industry experts and tailored learning.

We have ten regional hubs across the UK and many of our roles are flexible in location to help create a work-life balance that works for you. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 1,000

No. of Trainees: 115

##### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 60
- Placements: Varies
- Internships: Varies
- Insight Days
- School Leaver Schemes: See website

##### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, North East, North West, Scotland and Northern Ireland

##### CONTACT DETAILS

E: [hrrecruitment@isio.com](mailto:hrrecruitment@isio.com)  
W: [isio.com](http://isio.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

# Ready to Challenge the status quo?

#### Kick-start your career.

Join one of the fastest growing challenger consultancies in the pensions industry.



# isio.

Visit [careers.isio.com](http://careers.isio.com)  
or scan the QR code  
to find out more



RETHINK RETIREMENT

Our people lead the way at Just and as we grow our business, we have great opportunities to join our Defined Benefits team on a part-time, or permanent basis. We are looking for candidates from diverse backgrounds, with opportunities available in both actuarial, or non-actuarial teams.

### Who are Just?

We're a FTSE 250 Financial Services company who specialise in retirement solutions and right now, our world is moving pretty quickly. With the defined benefit buy in / buy out space growing each year, Just Group continues to annually grow its business by over £2bn of assets each year. We are a purpose driven company with compelling and credible goals. Quite simply, we help people achieve a better later life. We're a company on a mission: to become a beacon for the entire retirement industry. Because we believe everyone deserves a fair, secure, and fulfilling retirement.

### What you can expect from us?

You'll have the flexibility of working in a hybrid model - we believe that there are real benefits to office working, giving us all an opportunity to connect, collaborate and network with colleagues across the organisation. We're passionate about providing a platform for people to grow and that's why we provide industry leading study support for actuarial, or other professional qualifications. You'll have an opportunity to join a fast moving, growing and ambitious company. We also offer a competitive starting salary, opportunities to rotate and a fantastic range of benefits.

### Why Just?

We are committed to building a more sustainable business and have publicly committed to reduce our scope 3 emissions to Net Zero by 2050 and our scope 1 and 2 emissions to Net Zero by 2025. We've made good progress so far and encourage our people to make small and meaningful changes in their everyday lives, so that we can protect our planet for future generations. What's clear about working at Just is that we care. We care about our customers, our purpose, our environment, inclusivity, wellbeing and most importantly - each other. We look forward to welcoming you to the team soon. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: c.1,100

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: 4-5
- Placements: 4-5
- Internships: 4-5
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

E: [recruitment@wearjust.co.uk](mailto:recruitment@wearjust.co.uk)  
W: [www.workatjust.co.uk](http://www.workatjust.co.uk)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



### About Us

At LCP we help to create and uncover new possibilities by solving important problems to help create brighter futures. We are powered by bright and passionate people with a relentless sense of curiosity. Our cutting edge technology and expert analysis means we can help clients find clarity from complexity, in order to tackle problems and embrace opportunities.

Pensions has been a core part of our business for over 70 years. We offer a variety of pensions roles, including roles as a consulting pensions actuary, investment consultant, DC pensions & financial wellbeing, pensions administration and pensions management consulting.

### Why work for LCP?

We offer career opportunities that challenge you whilst allowing you to grow at your own pace and work alongside some of the brightest minds in the industry. Becoming one of our graduate trainees or summer interns is the first step of your journey towards a successful career in pensions.

### Our people and culture

We want everyone to have the opportunity to fulfil their potential at LCP. That's why we seek to build an inclusive workplace where all forms of diversity are valued. There are a number of successful initiatives we run to support diversity and inclusion, including our popular agile working policy, our programme of support for parents and carers at LCP, and our thriving Women's, LGBT+, Multicultural and Wellbeing Networks.

### Training and development at LCP

We have an extensive programme of in-house training. Regular training sessions are held throughout the first three years, covering every aspect of the business. Staff at all levels receive training to keep their technical knowledge up to date and to develop their managerial and presentation skills further. LCP also provides comprehensive support for the professional exams and we have an excellent track record of students qualifying quickly. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 850

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: c.60
- Placements
- Internships: 60
- Insight Days
- School Leaver Schemes: Investment

### OFFICE LOCATIONS

London, South East (excl London) and Rep. of Ireland

### CONTACT DETAILS

E: [emma.lindley@lcp.uk.com](mailto:emma.lindley@lcp.uk.com)  
W: [www.lcp.uk.com](http://www.lcp.uk.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



### About

Mercer is a global consulting leader in talent, health, retirement, and investments. Mercer helps clients around the world advance the health, wealth, and performance of their people. At Mercer, we believe in building brighter futures. Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch. And by turning ideas into action to spark positive change.

### Our History

In 1945, William M. Mercer Ltd began in Canada and grew to become a premier provider of actuarial and benefits consulting services. Acquired by Marsh & McLennan Companies in 1959 and merged with its own employee benefits department, the firm expanded through growth and acquisition. Even as times have changed and our firm has evolved, our core purpose has remained clear: We make a difference in people's lives. Today, Mercer works with clients in 130 markets around the world, helping them continue to make the future brighter for their employees.

### Opportunities

Here at Mercer we recruit Graduates, Interns, Placement students and Apprentices into offices throughout the UK. The graduate programme provides candidates with a choice of qualifications and a pathway for them to decide their future. With a Mercer Apprenticeship, you will receive training and support to allow you to learn on the job, develop your technical expertise and obtain universally recognised industry qualifications.

### Working at Mercer

As a Mercer colleague, you'll be supported by a community of peers and leaders who inspire you to learn, grow and advance in a culture that values your unique strengths. We strive to make Mercer the employer of choice for the best and brightest diverse talent, fostering an inclusive work environment where employees from varied backgrounds, cultures and ethnicities can thrive. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 24,000

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements: Varies
- Internships: Varies
- Insight Days: Varies
- School Leaver Schemes

#### OFFICE LOCATIONS

London, South West, West Midlands, Yorkshire & Humberside, North West, Scotland and Northern Ireland

#### CONTACT DETAILS

W: [www.marshmclennan.com](http://www.marshmclennan.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



### About us

Quantum Advisory is a firm of actuaries, administrators and benefit consultants specialising in providing professional pensions advice and services. We design, maintain and review corporate pension schemes and related employee benefits. Join us and you will become part of a close-knit team who are skilled, experienced and passionate about delivering a high-quality service to clients and pension scheme members. Quantum Advisory is an equal opportunities employer and we offer a competitive salary, annual performance bonus and an excellent range of benefits.

### Why choose pensions administration?

As a pensions administrator you will look after members of pension schemes across all aspects of their pension journey – when they join the scheme, retire and take their benefits or transfer to another pension scheme. A large part of the role involves calculating pension benefits and communicating with members, so you should be comfortable with numbers and excel spreadsheets, and talking on the phone. You will work as part of a team of more experienced administrators dealing with enquiries from our clients, financial advisers, employers and HMRC.

### What we look for

Pensions administration is an ideal role for a university graduate or a school leaver who is looking to establish a career within a financial services organisation. We look for ambitious and driven candidates with excellent problem-solving abilities, good communication skills, and the ability to work as a team. We offer pensions administration and data analyst opportunities in our Cardiff and Amersham offices.

You will be willing to study for relevant pensions qualifications, and we will provide a generous study package and exam pass bonuses to support this. As well as strong communication and numerical skills you will also:

- Have an enthusiastic and flexible approach to work,
- Be self-motivated in your professional and personal development,
- Take ownership and responsibility for your own work,
- Be able to follow instructions and procedures,
- Have good IT skills and be proficient in Microsoft Word, Excel & Outlook. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 120+

No. of Trainees: 35+

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

London, South East (excl London), West Midlands and Wales

#### CONTACT DETAILS

E: [recruitment@qallp.co.uk](mailto:recruitment@qallp.co.uk)  
W: [www.quantumadvisory.co.uk](http://www.quantumadvisory.co.uk)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



West Midlands Pension Fund has proved itself highly effective at attracting and retaining talent despite operating in the highly competitive world of pensions and investments.

It's used an engaging placement programme to bring candidates into hard-to-fill niche roles by providing a nurturing environment where staff can develop their careers.

The Graduate Management trainee programme was first launched in 2018 to support the organisation to attract a high calibre of candidates who are looking to pursue a career in pensions.

The Fund has many niche roles that are hard to fill therefore we introduced our placement programme to grow our own, providing employees with the skills and expertise to develop into key roles within service areas including Investments, Finance, Governance and Operations.

All graduates are assigned a mentor who supports them throughout. Graduates will learn, grow and develop, making a real impact on the organisation whilst having the opportunity to be involved in group projects where they can collaborate with other graduates.

Graduates are supported by a personal development programme that sees them undertake specialist professional qualifications such as ACCA, IMC and PRINCE2. The Fund has continued to run successful recruitment programmes and has seen excellent quality applicants for positions in all service areas.

People are our greatest asset, not only in the service they provide to our customers but also as ambassadors for the Fund – promoting us as a place of opportunity to launch careers.

To find out more, please email us! ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 210

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

West Midlands

### CONTACT DETAILS

E: [wmpfrecruitment@wolverhampton.gov.uk](mailto:wmpfrecruitment@wolverhampton.gov.uk)

W: [www.wmpfonline.com](http://www.wmpfonline.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



## About WTW

At WTW, our purpose is to transform tomorrows. We provide data-driven, insight-led solutions in the areas of people, risk and capital to propel the world's leading businesses forward.

When you join an early careers program at WTW, you're empowered to develop your skills and make a difference by applying your unique perspective. We fuse our passion, intelligence and imagination to make real impact – confident that behind everyone one of us is all of us.

### What it's like working at WTW?

WTW is a place of possibilities. A place where people are encouraged to challenge convention and achieve things for our clients that have never been achieved before. Where change is constant and no two days are the same. Where there are endless opportunities for you to venture outside your comfort zone, and to learn, develop and grow.

Teamwork is a major part of life here. Whether collaborating face to face or operating as part of a virtual team, our people work together and support each other to find the best solutions for our clients.

Another key feature of our environment is trust. We trust our people to work independently. We empower them to find new solutions. And we give them the freedom to achieve what they want to achieve – for our clients, for our company and for themselves.

### What we offer to new graduates

You'll get to work on complex and interesting assignments, to collaborate with colleagues across borders and timelines, and to find new, innovative solutions to the various challenges our clients face. At the same time, you'll be developing the skills, knowledge and experience you need to create a real impact within our business and become an expert in your chosen field. To help you on your journey, we offer world-class training and mentoring. You'll also benefit from being part of WTW graduates, who you will always be able to draw on for advice and support. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 46,000

No. of Trainees: c.410

### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

### OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships: See website
- Insight Days: See website
- School Leaver Schemes: See website

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Anglia, Yorkshire & Humberside, North West, Scotland, Wales, Northern Ireland, Rep of Ireland, Rest of Europe, United States and Rest of the World

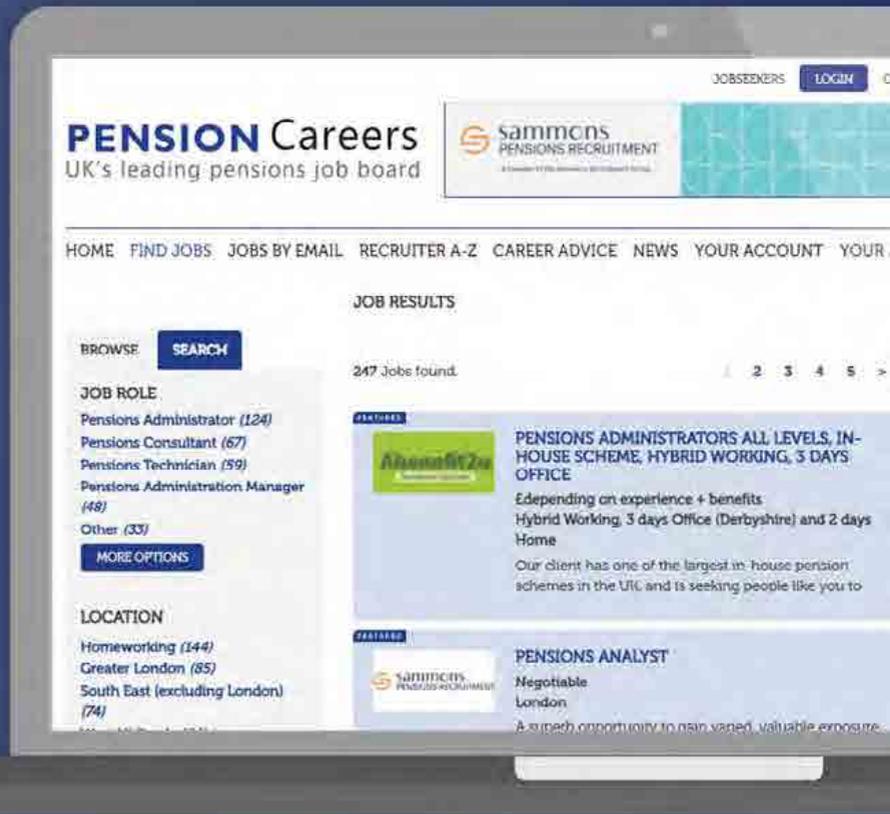
### CONTACT DETAILS

E: [Graduates.UK@wtwco.com](mailto:Graduates.UK@wtwco.com)

W: [careers.wtwco.com](http://careers.wtwco.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)

## Find your next job with Pension Careers



XPS Pensions Group is a forward-looking, ambitious business. We are a leading independent pension consulting and administration services firm and want to be the best provider of services to the UK pension market. We advise on all things workplace pensions related. We help trustees and employers run pension schemes for the benefit of both current and former employees and we support scheme members in a way that is relevant, innovative and easily digestible.

### Our people

Everyone at XPS plays a part in the continued success of the Group. We are committed to developing an inclusive, collaborative culture where everyone is respected and where people at every level of the Company can develop their talents, make an impact and have successful careers.

As a testament to XPS creating a culture and working environment we were named as one of the Best Places to Work 2023 by The Sunday Times. This truly demonstrates our commitment to putting our people first.

### Training and development

Support is provided for employees studying for professional qualifications via bespoke technical programmes across all areas of our business. We continued to support early career talent through our graduate Actuarial and Administration programmes and Advisory apprenticeships. We are committed to creating an environment where everyone can flourish.

We know potential comes in many forms and from all kinds of people. We are looking for people who love making a difference wherever they can and know how to build meaningful relationships.

### What are we looking for

We know potential comes in many forms and from all kinds of people. We are looking for people who love making a difference wherever they can and know how to build meaningful relationships. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 1,200 group wide

No. of Trainees: 118

#### FIELDS OF WORK

- Pensions Consultancy
- Pensions Administration
- Pensions Management
- Pensions Trustee
- Investment
- Legal
- Accounting and Finance
- IT & Systems

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 10+
- Placements: Varies
- Internships
- Insight Days
- School Leaver Schemes: Varies

#### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, Yorkshire & Humberside, North East, North West, Scotland and Northern Ireland

#### CONTACT DETAILS

W: [www.xpsgroup.com](http://www.xpsgroup.com)

For the latest jobs visit  
[www.pensioncareers.co.uk](http://www.pensioncareers.co.uk)



# JOB FINDER

*A summary of job opportunities offered*



COMPANY	FIELDS OF WORK								OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION														
	Pensions Consultancy	Pensions Administration	Pensions Management	Pensions Trustee	Investment	Legal	Accounting and Finance	IT & Systems	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland	Rep of Ireland	Rest of Europe	United States
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COMPANY	FIELDS OF WORK								OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION															
	Pensions Consultancy	Pensions Administration	Pensions Management	Pensions Trustee	Investment	Legal	Accounting and Finance	IT & Systems	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland	Rep of Ireland	Rest of Europe	United States	Rest of the World
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 <b>QUANTUM ADVISORY</b> WORKING IN PARTNERSHIP WITH YOU	-	•	-	-	-	-	-	-	•	-	-	-	-		•	•	-	•	-	-	-	-	•	-	-	-	-	-	-	
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# AON

## Grow your career from day one

Whether you're interested in a graduate programme, internship, industrial placement or apprenticeship, Aon has the right early careers programme for you.

Visit our website to learn more at [aon.com/careers/early-careers/uk](https://aon.com/careers/early-careers/uk)

#AonEarlyCareers



[aon.com](https://aon.com)