

LLOYD'S

# Graduate and apprentice programmes

We embrace fresh perspectives.  
Which is why we'll welcome yours.

Enable the thinkable.

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# **We drive progress.** **So we'll be right behind yours.**

## **Welcome to Lloyd's – and a career with a difference**

We are Lloyd's. We are a unique combination of a specialist insurance market and a Corporation. We're here to support customers when it matters most, providing the financial support to enable businesses, governments and people to recover as quickly as possible when the unexpected happens. The scale and scope of what we do means we can enable you to embark on an incredible career journey. At Lloyd's, there will always be something new for you to learn. New potential to explore. New innovations to master.

## **Who we are and what we do**

The Lloyd's Corporation oversees the smooth running of the market, regulates and reports on the operations of its participants and holds licenses to write insurance in more than 80 countries.

As part of the Corporation's role in keeping the market on the front line and customers on the front foot, Lloyd's regularly publishes its series of Emerging Risk Reports that scans the horizon for the issues and trends likely to affect the insurance market.

## **Our opportunities**

Joining Lloyd's is becoming part of the Corporation that runs the market. Whether as a graduate, summer intern or apprentice, this is an exciting time to join us. The rapid advancement of technology and the power of big data are propelling our industry forward.

## **What we look for**

With the pioneering spirit that's underpinned our success for hundreds of years, we aim to be at the forefront of this digital transformation. It means we're looking for sharp minds. People who think that little bit differently. Those with fresh perspectives and the confidence to share them. If that sounds like you, this could be the start of an incredible journey.

# Lloyd's at a glance



**Our history stretches back more than 300 years**



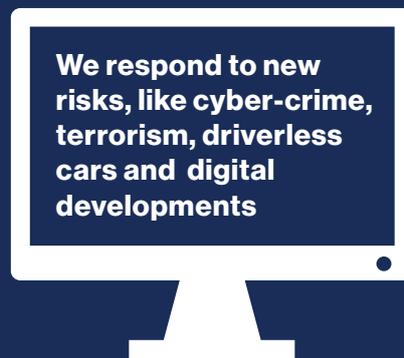
**We do business in more than 200 countries and territories**



**We work with 90% of FTSE 100 companies...  
...and 93% of Dow Jones companies**



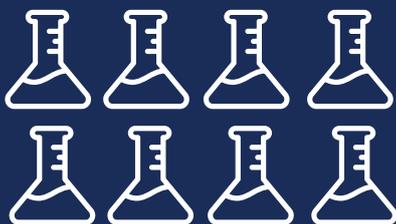
**We're an insurance and reinsurance market located in London**



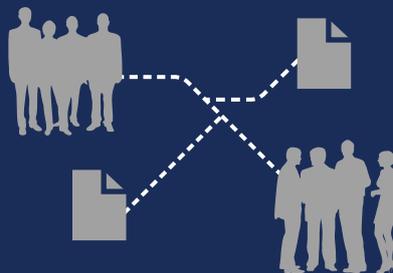
**We respond to new risks, like cyber-crime, terrorism, driverless cars and digital developments**



**We have over 900 employees across the world**



**Our dedicated Innovation Lab will enable new concepts and ideas to be tested in a fast-track, fast-fail environment**



**We work with 99 syndicates, 3,797 coverholders and 293 brokers**



**The claims paid by the Lloyd's market between 2011 – 2015 total £68bn**

# **We appreciate ambition.**

## **There'll be no stopping yours.**

### **Our graduate programmes**

We run two core programmes for graduates – Insurance and Actuarial. Both are two years long and composed of four six-month placements, designed to give you an encompassing range of experiences to discover your strengths and interests. Equipped with those insights, you'll be able to choose your professional path and achieve your aspirations.

### **Insurance**

#### **What you'll do**

All our graduates undertake placements within Lloyd's and the market. These won't necessarily all be pure insurance roles. You could do a placement within our Data Lab, for example, or in Procurement, looking at how we manage our supply chain. Your journey will ultimately be your own – there is no expected route. Our work is constantly changing and presenting new challenges. You might be interacting with rating agencies and the investor community or assessing the risk of a range of future outcomes using mathematical models.

#### **What you'll need**

We ask our applicants to have 2:2 in any degree subject. We don't require specific numerate subjects because we are more interested in you as a person than what you've done. We'll want to see that your skills align with our values-led competencies: relating and networking; creating and innovating; delivering results and meeting customer expectations; adapting and responding to change; achieving goals and objectives and commercial thinking.

#### **What you'll get**

We offer a starting salary of £27,000, which increases £1,000 every six months, alongside a competitive and flexible range of benefits from private healthcare insurance to paid leave for voluntary work.

By the end of the programme, you'll have gained an in-depth knowledge of the industry, varied personal skills and everything you need to progress rapidly in your career. This includes the full ACII professional qualification and the Level 6 Senior Insurance Professional apprenticeship standard.

## Actuarial

### What you'll do

The Actuarial team at Lloyd's is responsible for oversight of market reserves and capital. Reserves are the funds set aside to pay claims and capital is funds held to ensure that claims can be met in adverse circumstances. With potentially billions at stake, our actuaries handle large quantities of data, analysing and modelling outcomes and requirements. As with our Insurance programme, you'll have a senior leader as a mentor and the personal skills training you need to thrive. Your four six-month placements cover all our core specialisms, so you can expect plenty of variety as you hone your commercial awareness and work towards a professional qualification with the Institute and Faculty of Actuaries (IFoA).

### What you'll need

Typically, we look for applicants with a 2:2 in a numerate degree. Other subjects are accepted too, but you'll need to demonstrate that you are capable of the kind of analytical and mathematical thinking necessary to flourish as an actuary. We also look for communication skills as our actuaries liaise with clients and need to break down complex subjects, and time management skills as you will often be handling several projects at once.

### What you'll get

We offer a starting salary of £27,000, which will increase every time you pass an exam, and a competitive benefits package. Our working culture is one that genuinely respects your work-life balance and both recognises and rewards good performance. Working for the Actuarial team at Lloyd's gives you exposure to potentially 70 different lines of business, and the chance to make contacts with a variety of stakeholders across the Corporation and within the market. You'll receive up to 40 days of paid study leave per year, and by the end of the programme you should have achieved the IFoA associate qualification.

# Benjamin Marfo

## Insurance graduate

“You can mould your experience to fit with what you want to do.”

**Benjamin joined our insurance graduate scheme in October 2017 and is now on his second rotation having spent his first six months at a brokerage firm.**

“I’m currently working in Treasury and Investment Management at Lloyd’s – I’m part of the Ratings and Investor Relations team which is something of a hybrid role. In Treasury, as a representative of Lloyd’s, I liaise with and provide data for ratings agencies like Fitch as part of their annual rating review process. My work enables them to ascertain financial strength, and then the ratings given can be applied to the market as a whole.

In investor relations, I work with my team to facilitate global enquiries about how to invest in the market – these can come from literally anywhere in the world. I attend investor relations meetings and present my findings, which I gather by keeping tabs on press releases and industry reports. The environment here at Lloyd’s is unique and I’m finding my role incredibly rewarding.

It’s an absolutely great place to work. It’s really social and you can develop rapidly. It’s brilliant to be able to do four rotations here and you can mould your experience to fit with what you want to do. The training and development opportunities are vast.”

# Alex Stubbs

## Insurance graduate

“There’s nothing else like Lloyd’s anywhere in the world.”

### **Alex is on rotation within The London Market Target Operating Model (TOM).**

“The TOM programme is the Lloyd’s market modernisation programme. I’m working on a blockchain product for the claims side of the London market. That involves presenting to senior stakeholders, talking to vendors and meeting people in the market to show them parts of the prototype. It’s using technology that’s very new and it’s been brilliant to be involved in it.

There’s nothing else like Lloyd’s anywhere in the world. We get to go and experience different aspects of the sector. It’s a great way to learn, especially because we’re given a lot of responsibility. They fund all your exams, there are great networking events and they give you personal skills for development too. At Lloyd’s, you’re set up to excel.”

# We support big ideas.

## There's plenty of space for yours.

### Our apprenticeship programmes

This year, we are running an apprenticeship programme in only one area – Insurance, the core of our business. Our apprenticeships are aimed at school leavers who are keen to pursue a career in insurance and eager to start work without a university education.

### Insurance

#### What you'll do

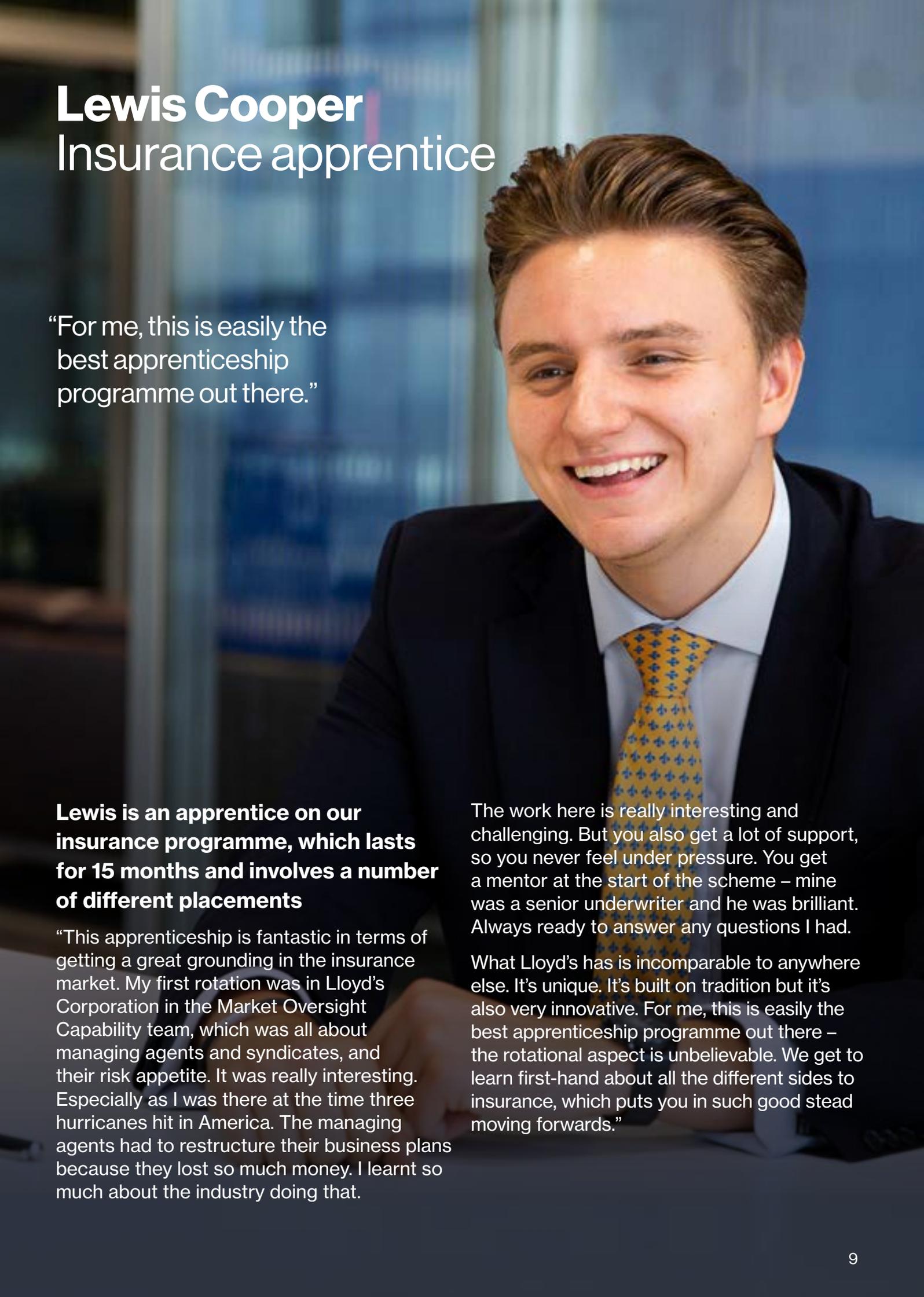
Our Apprenticeship programme lasts 15 months and consists of multiple placements within the Lloyd's Corporation as well as the Lloyd's Market. It is designed to give you a flying start in the fascinating world of specialist insurance. As you rotate across the business, you'll gain a 360° perspective into life at Lloyd's. You could find yourself managing relationships with international regulators, helping underwriting specialists assess risks in a managing agent or analysing metrics for a cyber campaign. You could also work in some of our non-insurance teams, such as Procurement or Marketing. You can also expect to work to the Level 3 Insurance Practitioner apprenticeship standard, an important step on the road to completing the Cert CII qualification.

#### What you'll need

You should have three A-levels (or equivalent) at grade C or above in any subject, and GCSE Maths and English (or equivalent) also at grade C or above. We'll want to see that your skills align with our values-led competencies: relating and networking; creating and innovating; delivering results and meeting customer expectations; adapting and responding to change; achieving goals and objectives and commercial thinking.

#### What you'll get

Our apprentices are paid £18,650 per year, alongside a one-time payment to buy business clothes and an end of programme bonus. Apprentices receive the same 25-day holiday allocation as our graduates and many of the same competitive benefits, including season ticket loans. At the end of your programme, you'll have achieved the Level 3 Insurance Practitioner apprenticeship and the Cert CII. Perhaps even more valuable, you'll have developed an in-depth knowledge of the world of specialist insurance, a host of useful contacts and a confidence in your future.

A young man with short brown hair, wearing a dark suit, light blue shirt, and a yellow patterned tie, is smiling broadly. He is sitting at a desk with papers and a laptop. The background is a blurred office setting with blue-tinted windows.

# Lewis Cooper

## Insurance apprentice

“For me, this is easily the best apprenticeship programme out there.”

**Lewis is an apprentice on our insurance programme, which lasts for 15 months and involves a number of different placements**

“This apprenticeship is fantastic in terms of getting a great grounding in the insurance market. My first rotation was in Lloyd’s Corporation in the Market Oversight Capability team, which was all about managing agents and syndicates, and their risk appetite. It was really interesting. Especially as I was there at the time three hurricanes hit in America. The managing agents had to restructure their business plans because they lost so much money. I learnt so much about the industry doing that.

The work here is really interesting and challenging. But you also get a lot of support, so you never feel under pressure. You get a mentor at the start of the scheme – mine was a senior underwriter and he was brilliant. Always ready to answer any questions I had.

What Lloyd’s has is incomparable to anywhere else. It’s unique. It’s built on tradition but it’s also very innovative. For me, this is easily the best apprenticeship programme out there – the rotational aspect is unbelievable. We get to learn first-hand about all the different sides to insurance, which puts you in such good stead moving forwards.”

# Courtney Williams

## Finance apprentice

“You get such a well-rounded experience that you can quickly discover where your interests and passions lie.”

**Courtney is on a finance apprenticeship with us. She’s based in our Group Finance team in Chatham, Kent.**

“I work in the fund and financial accounting side of things. There are so many things to do that my day-to-day work can vary massively and I’m building my finance knowledge every single day. I recently started working on the overseas accounts for America, Brazil, Dubai and South Africa, which I absolutely love.

To say I work for Lloyd’s is something I feel really proud of. They really look after their people so there’s great morale. Lloyd’s helps you grow as a person – there are always

training programmes available to help you be the best you can be. They’re not all work-related either. And you get such a well-rounded experience that you can quickly discover where your interests and passions lie.

Once a year we do a finance team away day. The London and Chatham teams get together and you get to put faces to the names that you’ve only spoken to over email. It’s really inspiring with a great sense of camaraderie. Would I recommend Lloyd’s? Yes! I’m so grateful to be on this apprentice programme. Lloyd’s is a fascinating place with a brilliant reputation and I really enjoy coming in to work.”

# **We love to expand our horizons.** **We'll help you to widen yours.**

## **Summer internships**

A summer internship with us is the perfect way to get a feel for what we do and where your skills might best fit in here. Our internships run for eight weeks from July to August and are aimed at students who are in the penultimate year of their university studies.

### **What you'll do**

You'll be placed in a single business area within the Lloyd's Corporation itself. You can be placed in all kinds of different departments, from Treasury and Investment Management to Communications, but wherever you work you'll benefit from an enlightening introduction to Lloyd's and the specialist insurance industry. You'll have the opportunity to build your skills and knowledge under expert guidance and receive top-class behavioural and technical skills training.

### **What you'll need**

To apply for one of our internships, you should be studying at university and on track to receive at least a 2:2 in any degree. We look especially for those who are curious about our unique organisation and about future opportunities with us. We'll want to see that your skills align with our values-led competencies: relating and networking; creating and innovating; delivering results and meeting customer expectations; adapting and responding to change; achieving goals and objectives and commercial thinking.

### **What you'll get**

Once you've completed the internship, you'll have tackled some stimulating challenges, gained valuable experience of the business world, developed some highly-transferable skills and formed a strong network of contacts. Moreover, If you seemed like a good fit, the internship could see you fast-tracked on to the assessment centre for our graduate programme.

# Ana Zardohsti

## Summer intern

“There’s always the opportunity to experience something different.”

**Ana is currently on an eight-week summer internship with us in our Agency team.**

“I’ve been spending the summer working in the Agency department. Right now, I’m focusing on a project to update the fee scale review. The Excel spreadsheet is extremely complicated. It’s my job to simplify it so it becomes much more user friendly, and easier to update.

Every day, there’s something new to experience and to learn, especially because it’s a specialist market. You get to see the most interesting projects. As well as that,

there are insight sessions that give you exposure to other areas of Lloyd’s, loads of networking opportunities and the chance to socialise with other interns, graduates and apprentices.

Lloyd’s is a place where there’s a lot of support and there’s always the opportunity to experience something different. You’re not just confined to one department and one project. If you take ownership, you can shape your experience and there’ll always be someone on hand to help you get where you want to be.”

# Declan Rooney

## EMEA Associate

“Something I really love about my current job is having contact with people from many different countries.”

**Declan initially joined Lloyd’s as a summer intern before joining our graduate programme. After completing that in 2017, he began working as an International Markets Associate before being promoted to his current role.**

“Lloyd’s is a financial market where lots of insurance and reinsurance companies join together to trade and offset the financial risks that they’re exposed to – in case they need to pay out on a high number of claims simultaneously, for example. Because it’s a market, you get a fantastic overview of the different insurance companies.

My graduate programme consisted of four six-month rotations. Spending six months

learning the skills for one role and then moving somewhere entirely different was a real challenge but it added to the excitement. I also studied towards the Advanced Diploma in Insurance. Lloyd’s provided monthly training days to help us prepare for the exams. One reason that I think the Lloyd’s graduate programme stands apart from others is the mentorship and guidance it offers.

The different rotations helped me decide what to do after I finished the programme. I chose to stay at Lloyd’s, working in international regulation as this was the placement I’d enjoyed most. Something I really love about my current job is having contact with people from many different countries, not only while making calls to local offices but in London too. It’s great being able to work in such a diverse environment.”

# We back imagination.

## There'll be plenty here to spark yours.

### Our benefits

Join us, and you can expect a combination of professional advancement and a well-rounded rewards package. For graduates and apprentices, that will include:



25 days' holiday



A contributory pension scheme



Flexible benefits



Season ticket travel loans



Access to a subsidised on-site restaurant and café

We also offer exceptional training, both technical and in soft skills, and comprehensive support for gaining qualifications. In insurance, that will be the full ACII for graduates or a Certificate in Insurance for apprentices, or qualifications relevant to your specialism on our non-insurance programmes.

### Our culture

On all of our early careers programmes, you'll have a dedicated 'work buddy' and a senior mentor to advise and encourage you at every turn. We work hard, but we also place a serious value on providing a work-life balance. We aim for you to make the most of your life in and out of work and we run numerous clubs and societies for you to get involved in too.

In line with that commitment, we are very active in our CSR activities and all our graduates and apprenticeships can take three fully paid days for voluntary work, either through some of our partners or on their own initiative.

We're also focused on making Lloyd's a truly inclusive place to work. We run a global 'Dive In Festival' to celebrate diversity and inclusion in insurance, we have a number of employee resource and support groups:

- Inspire (our gender equality network)
- Pride@Lloyd's
- Workability (our disability network)
- Lloyd's Cultural Awareness Network

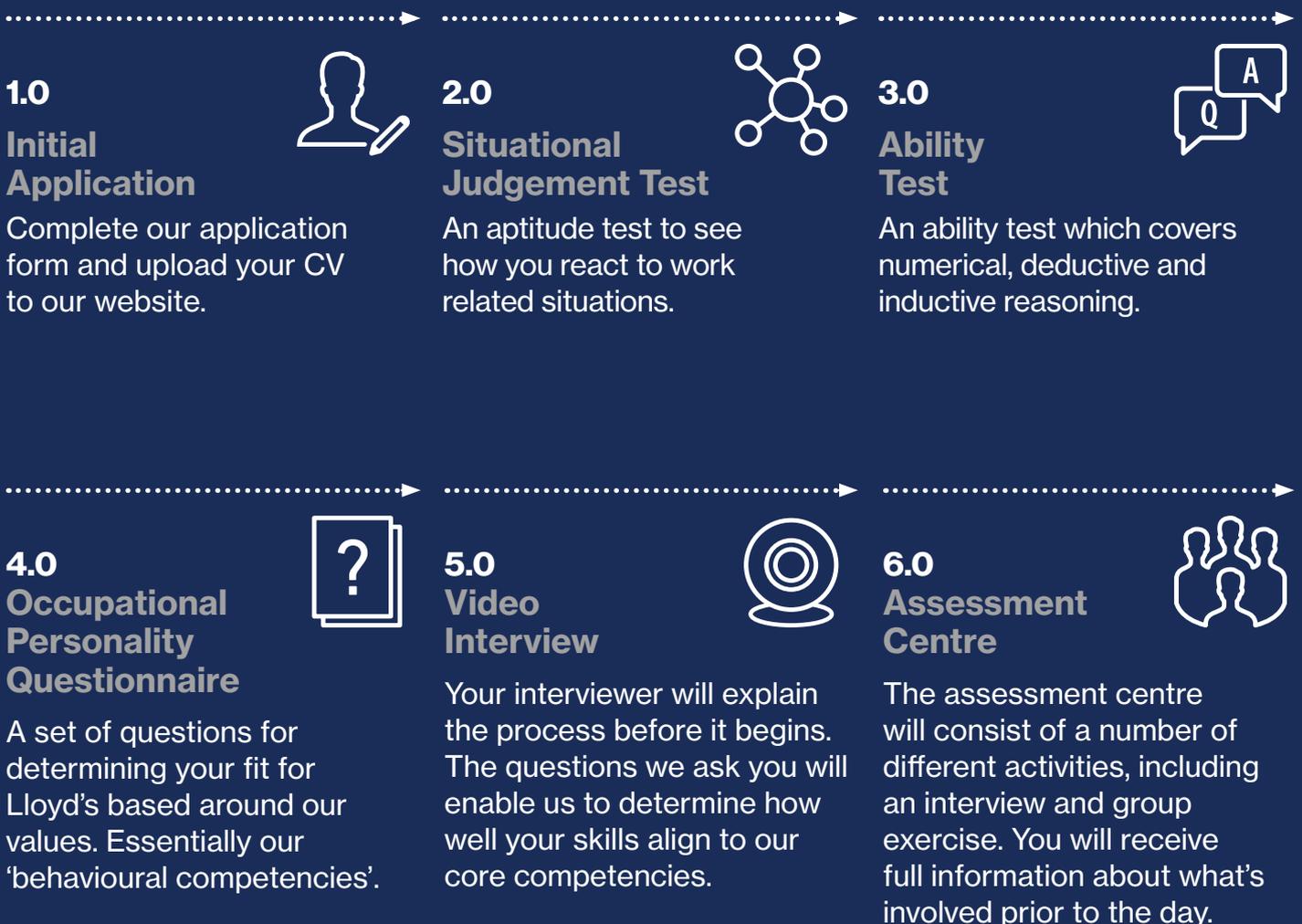
# We enable smart thinking. So we'll make the most of yours.

## Making your application

We look for open-minded people, so it is only fair we ourselves are open-minded. We accept applicants from all walks of life and academic backgrounds. What matters most is for you to show us why you're interested in Lloyd's and what we do. Before applying, we highly recommend you do some research. Visit our website and you'll find a wealth of information on what we are looking for, our requirements and frequently asked questions.

## The application process

For all of our graduate programmes, apprenticeships and internships, the application process is split into several stages:



# Key dates

## Timeline for graduate and internship applications

### 2018

**Oct**

Applications open

**Oct–Dec**

Completion of Situational Judgement Test, Ability Test and Occupational Personality Test

### 2019

**Jan–Feb**

Video interview

**Mar**

Invite to assessment centre

**Apr**

Assessment centre

## Timeline for apprentice applications

### 2019

**Jan**

Applications open

**Jan–Feb**

Completion of Situational Judgement Tests, an Ability Test and an Occupational Personality Questionnaire

**Mar**

Video interviews and invite to assessment centre

**Apr**

Assessment centre

For more specific application dates and details on each of these stages, go to either [lloyds.com/careers/graduates](https://lloyds.com/careers/graduates) (where you'll also find information there about summer internships) or to [lloyds.com/careers/apprentices](https://lloyds.com/careers/apprentices)

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