

Introduction to WTW GB Retirement

and Career Case Studies



We are recruiting

We are looking for talented people with actuarial skills to join our retirement consulting team across all our UK offices.

Please contact:
Talent.Connect@wtwco.com
if you might be interested

For more details on the type of career you can create at WTW, please read our career case studies throughout this booklet that highlight the range of projects and workstreams our colleagues are involved in.

Birmingham Bristol Edinburgh
Leeds London Manchester Reigate



PRINCESS ROYAL
TRAINING AWARDS

We have an award-winning Pathfinder programme for developing a rounded consultancy experience and knowledge base. The Pathfinder programme aims to provide junior consultants with the skills, confidence and experience to enable them to become client facing consultants at an early stage of their career, through increased interactions with clients, colleagues and other stakeholders. It allows colleagues to get access to opportunities which they may not otherwise experience, and these can be anything from client learning, peer group learning, client relationship management and external learning.

WTW

WTW works with many blue chip companies, including more than

50% of the FTSE 100

It means we can provide colleagues the opportunity to work on

fantastic projects

with household names

And it means we are proudly associated with many industry firsts, such as becoming the scheme actuary to the

UK's first Collective DC scheme

in 2022

This allows us to partner with

great clients

and lead the way on innovation

The great client experiences we offer mean an abundance of

development opportunities

for colleagues

correct as at January 2023

Career development

Opportunities Noticeboard shared with all colleagues

– you register interest in the client and non-client opportunities that appeal to you, to build your own portfolio

Dedicated career conversations with managers to help you explore opportunities for

career development

Rotation and secondment opportunities

available regularly for gaining knowledge and skills in new areas

Dedicated

national training programme

for all career level joiners



Colleague case studies

Not sure what you would be doing on a day-to-day basis working for WTW?

Some of our colleagues have described in their own words the range of workstreams and projects they are involved in. The examples below are just a tiny sample of the opportunities that are available at WTW.



Ravi talks about his experience managing teams and developing new technology alongside his client work. He started in our Birmingham office and is now based in London.



Gemma is based in our Manchester office. Read her profile to hear about her role managing teams and working with varied clients.



If technical specialism interests you then check out James' case study. He works in Birmingham and specialises in mortality.



Alex's valuation specialism took him to Lisbon! His journey started in Reigate but he is now based in Leeds where he advises on a number of Trustee clients alongside his valuation role.



Do you enjoy fast-paced projects? Kirsty spends half her time working on transactions, with an ESG focus, alongside her client manager roles. She is based in Manchester.



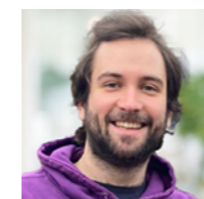
International mover? Jasmin joined us as an intern in India then moved to Reigate to widen her knowledge.



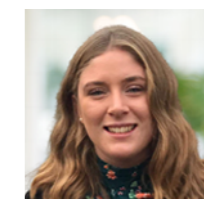
Interested in a secondment? Conor talks about his time with a major retailer as well as his role managing interns and as a study mentor. Conor is based in Edinburgh.



Read Will's case study to learn about his experience joining WTW mid-career, and his involvement with wellbeing initiatives and management. He is based in Birmingham.



Phil has a passion for software development. Read his case study to learn about how he created his role in this area following a secondment. Phil has spent time working in London and Manchester.



Milly is a member of the Talent Connect team alongside her actuarial role. She joined the trainee consultant scheme in our Bristol office.

Case Studies



Ravi is a Director based in our London office. Read below to hear about his experience working at WTW.

Question	Ravi's answer
Can you tell us about your history with WTW?	Over 10 years working with WTW (split broadly equally between Birmingham and London) across a range of small and large Trustee and Corporate clients on pensions and benefits consulting.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	<p>Being a Hub Manager, I manage both people and resourcing across a large number of London clients. My goal is to find smart ways to solve short-term resourcing problems whilst also planning ahead for longer-term projects. The best bit about this role is seeing the people I work with grow and develop to achieve their goals both professionally and personally.</p> <p>As the technology lead for the Cashflow Matching specialist team, I contribute to thought leadership by looking out for any opportunities to update, improve or innovate a number of technology-based solutions, including building some tools myself with my knowledge of Visual Basic. Linked to this, I previously sat on the Cashflows and Curves Analytics Team where I supported client teams across the UK with any curve-based actuarial work. It was as part of this role that I had the opportunity to develop tools and more recently, I have been supporting this team with training both within the group and also for colleagues across the business.</p> <p>I am also currently part of a specialist retirement and investment team that supports client teams with investment related problems which primarily involves modelling a portfolio of complex assets and reviewing a scheme's investment strategy.</p>
How would you describe the culture at WTW?	Supportive: the colleagues I have had the pleasure of working with are some of the smartest people in the industry but are always on hand to help answer any 'stupid' questions I have. They have provided not just a safety net for me to lean on, but also helped me grow as a person, providing advice and guidance along the way. I've never felt like my voice was not heard whenever I've had something to say or an idea to propose.
Was there anything that surprised you about your role or the company?	Probably the constant changing nature of the company and the work that we do. The ever-evolving pensions industry means that not only do I have to adapt as a consultant, but the company does too. It certainly isn't the 'desk job' I expected when I started almost 11 years ago.



Gemma is an Associate Director based in our Manchester office. Keep reading to find out more about her time so far with WTW.

Question	Gemma's answer
Can you tell us about your history with WTW?	<p>I started as a trainee consultant in 2015. Before joining WTW I was actually a qualified Maths teacher so I didn't take the usual route of doing an internship or applying for a graduate job from university. This didn't matter and 2 of the other graduates who joined with me in Manchester had also had a different career prior to joining!</p> <p>I qualified as a Fellow in Summer 2019 and over the years I have gained more responsibility and taken on new roles.</p>
Can you tell us about the day-to-day responsibilities of your job?	<p>My day-to-day responsibilities involve completing work for both Trustee and Corporate clients. I have 5 Trustee clients which range in size from £200m to £5bn so the type of work I get involved in can vary significantly. I am the client manager for all my clients which means I am responsible for delegating the work between the team and ensuring we don't overrun on budgets. I get to regularly attend Trustee meetings and present papers that I have been involved in. I particularly enjoy this part of the job as I enjoy talking to people!</p> <p>On the corporate side I get involved in producing accounting disclosures and also one-off liability management projects such as closing schemes to new members or to accrual. Corporate work is very different to Trustee work and I really enjoy being able to split my time between both.</p> <p>Outside of client work, I am also a Hub Manager which involves managing 9 people in the Manchester office. I run weekly "huddles" with my Hub where we discuss ongoing work and I try and facilitate sharing work around to ensure everyone gets opportunities and no one is overstretched. The role involves working with the Manchester management team to help the Manchester office run smoothly. I am a bit of a people person so I enjoy this role as it gives me plenty of opportunity to catch up with colleagues!</p>
What attracted you to apply to WTW, given this was done outside of the university/job fair environment?	WTW appealed to me because it is a large organisation which gives the opportunity for people to work on a variety of small and large clients. This means that the work we get involved in is very varied. Also being a big company means there are opportunities to work with different lines of business. As part of my first few years I got the opportunity to spend some time in the software team which was really interesting and, even though I decided it wasn't for me full-time, it was good to find out what they do and how the software that I use on a regular basis is developed.
Based on your experience, what advice would you give someone considering employment with WTW?	Go for it! If you want to be given opportunities then WTW is the best place for it. There are plenty of us on LinkedIn so if you want more information then reach out to us, we're a friendly bunch!



James is a Lead Associate based in our Birmingham office. Find out more below on his career so far and how he made the move to WTW.

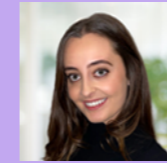
Question	James's answer
Can you tell us about your history with WTW?	Joined mid-career, one year at WTW.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	Aside from the day-to-day role, I also have a role in wider mortality work. This includes the completion of postcode and scheme own experience studies. I also assist in stochastic mortality projects, looking at mortality outcomes across a range of outcomes. I believe the role compliments my day-to-day role, often answering general client team queries in relation to their mortality results and assumptions and has allowed me to expand my wider skill set in an area that I consider ever-evolving especially against the backdrop of the recent pandemic.
How would you describe the culture at WTW?	<ol style="list-style-type: none"> 1. Supportive: since my time here my colleagues have always been willing to help support me and I have no hesitation in contacting someone for help. We have a hub system, study mentor, buddy system, and mental health support so there is always someone there to help/talk to if needed. 2. Demanding: there is a strong emphasis on the delivery of quality work to our clients in a timely manner, but this is the way it should be. I genuinely do learn something new each day. 3. Nurturing: I feel WTW does recognise the importance of their younger employees to the business and how essential it is to develop their talents. We have regular consulting and technical development sessions and training days and to help identify any gaps in knowledge and no question is too silly.
What training and development opportunities have you enjoyed as a result of your role at WTW?	Some of the highlights include a two-day training session on risk transfer and journey planning with specialists in the area, role play presentations with consultant feedback on presenting style and general software training. Not to mention the large number of online training resources available.
What attracted you to apply to WTW?	The immediate attraction was the reputation of the company and the people which sometimes is only ever truly appreciated if you have worked outside WTW. The size of the clients we advise also means there are projects and areas of work you wouldn't be able to access at other consulting firms. The emphasise on the development of talent was also fundamental for my decision to apply to the role.





Alex is a Director based in our Leeds office. Read below to hear about his experience working at WTW.

Question	Alex's answer
Can you tell us about your history with WTW?	I started in the Reigate office in 2009 straight from university and worked there until taking a 6-month secondment to the Lisbon office to help set up our valuation service centre there in 2013. After Lisbon I took a 3-month break to travel in South America before returning to Reigate, where I worked until I transferred to the Leeds office to be closer to family in 2016.
Can you tell us about the day-to-day responsibilities of your job?	I work with a number of Trustee clients, advising them on their DB pension schemes. My role at the moment is the primary alternative to the Scheme Actuary, attending meetings and helping draft advice. Over my time at WTW I have advised schemes from £20m to £20bn in size on issues such as scheme funding, scheme design, liability management exercises, insurance transactions, investment, journey planning, GMP equalisation and much more!
What else are you involved in other than your day-to-day role (i.e. any special roles and responsibilities)?	I also have an internal role as a national specialist on actuarial valuations, forming part of a group spread across the UK that provides specialist knowledge and support, working closely with both colleagues in the UK and in Lisbon.
What's been one of your most exciting projects to date?	The most rewarding project I have worked on (which was also the most challenging!) was an early mover GMP equalisation and conversion project for a multi-billion pound scheme. The scale of this project was larger than any I had worked on before, as we were the first in the industry to address many of the issues that we came up against, and with more than 10,000 members affected the calculations were complex. Delivering this project would not have been possible without the incredible teamwork and support we had from colleagues within WTW, and I am now able to use everything I have learned to help my other clients have much smoother journeys through their GMP projects.
Based on your experience, what advice would you give someone considering employment with WTW?	I would say that WTW provides a uniquely supportive environment where you genuinely have the opportunity to take control of your own development. There are many career paths beyond just the typical actuarial calculations / Scheme Actuary route, and our access to the larger schemes in the industry means that there are always interesting projects to either be a part of or learn from.
Please can you tell us something about your life outside of work?	Outside of work I am a keen fell runner – for those who don't know what this is it means that I spend a lot of my free time running up and down hills and mountains, along trails and even sometimes through bogs!



Kirsty is a Senior Associate based in our Manchester office. Read below to find out about what she gets up to at WTW.

Question	Kirsty's answer
Can you tell us about your history with WTW?	I joined WTW as a trainee consultant in late August 2016. On my first few days with the firm I joined all of the other trainee consultants in Wotton House for a training course which was an amazing way to meet all of my colleagues that were starting at the same time as me across the UK and from this very first experience I gained lifelong friends and a great network at WTW. There was a lot of training provided in the first two years which was also with colleagues across the regional offices which again provided great networking opportunities as well as the skills required to be able to do my day-to-day job. I qualified as an actuary in 2019 and it was at this point that I began to consider what route I would like to go down with my career. In 2020, I applied and successfully secured a position within our transactions team and since then I have split my time 50/50 between this team and more general Trustee consulting.
Can you tell us about the day-to-day responsibilities of your job?	I am the client manager for 2 out of 3 of my Trustee clients and I enjoy the project management aspects of this role as well as the opportunity to build relationships with client and senior members of the team. I work on a number of corporate accounting clients. I work within our transactions specialist team helping advise on buy-ins, buyouts and longevity swaps. I really enjoy the fast-paced nature of this role. Within the transactions team I also have a dedicated role in ESG research to help drive better standards across the insurer market as well as insurer relationship roles.
How would you describe the culture at WTW?	We have a very collaborative culture at WTW and I feel very lucky to be able to work with such inspiring colleagues on a day-to-day basis. The new flexible working arrangements that we have recently adopted is also a massive positive step forward and I feel that I am supported to be able to do my job as best as I can as well as have a good work life balance.
What training and development opportunities have you enjoyed as a result of your role at WTW?	The training never stops! I have enjoyed the trainee consultant programme and the relationships that allowed me to build which have helped me later on in my career as my peer group have started to specialise. The advanced training sessions have been invaluable too, allowing me to feel that I am continuously developing. I would have to say that the most invaluable training I have had though is most recently, over the past 2 years through being able to work remotely but closely with colleagues from all over the UK and therefore widening the pool of colleagues that I have been able to learn and develop from.
Please can you tell us something about your life outside of work?	I have recently started practicing yoga and try to make sure I practice at least once a week in the evenings. I have a very spoilt Cavapoo called Leo, and enjoy going for walks with him and my husband, especially in our home town in North Wales. I also love travelling so try to fit in as many trips as possible to new places each year.



Jasmin is a Senior Associate based in our Reigate office. Keep reading to hear about her experiences so far at WTW.

Question	Jasmin's answer
Can you tell us about your history with WTW?	I started my career as an intern with WTW India and progressed towards my role as a consultant for benefit schemes in India. After a few years of working in the Indian market, I wanted to get exposure to the pension industry in a developed country and moved to WTW GB. I have been in the UK for a few years now working as a Senior Associate in the Retirement team.
Can you tell us about the day-to-day responsibilities of your job?	My day-to-day responsibilities include supporting the Scheme Actuary in preparing advice for the Trustee of pension schemes. The advice ranges from regulatory requirements to impact of current high volatility market on pension schemes.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	I work closely with a specialist group for the retirement team. The aim of the group is to produce guidance material and tools for use by the consultants on their clients. The role involves understanding topical issues and how it impacts retirement options provided by the pension schemes to its members.
How would you describe the culture at WTW?	The culture at WTW is diverse with immense focus on Inclusion and Diversity. The team culture offers the ability to interact with colleagues at different levels not restricted by organisational hierarchy. There has been a move towards remote working post covid with the management offering flexibility in working arrangements.
What training and development opportunities have you enjoyed as a result of your role at WTW?	WTW has an extensive training programme, along with great study support for actuarial students. The training curriculum focuses on technical skills along with softer communication and presentation skills which are crucial to progress in a role as a consultant.
What's been one of your most exciting projects to date?	I previously worked on a project which involved negotiations between the Trustee and the Company to agree the impact on the pension scheme and its security stemming from the sale of a part of the Company's business. The project involved constant monitoring of market conditions and the impact on the deal.
Please can you tell us something about your life outside of work?	Outside of work, I like to go hiking, play tennis and develop my photography skills.



Conor is a Senior Associate based in our Edinburgh office. Keep reading to learn more about his journey so far.

Question	Conor's answer
Can you tell us about your history with WTW?	Started off as an intern in summer 2016 then joined as a trainee consultant in the 2017 intake.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	I have been on a six month client secondment to the pensions admin team of one of the biggest UK pension schemes (Tesco). I have also done one month rotation to the valuation team in Lisbon, working on the data stages of valuation work. I have been involved in a Section 75 debt project and have more recently been involved in GMP equalisation software work, involved in both developing and testing the software that will be used centrally. I have been part of the Edinburgh office social committee since I joined and have also been able to take on the role of Intern Manager, getting involved in the development of the interns and being their main point of contact throughout their internship. I am also the Study Mentor for the Edinburgh office, assisting colleagues in planning their study time, keeping them up to date to any changes to exams and being available to offer advice to those doing exams.
How would you describe the culture at WTW?	I think there is a good culture, working in Edinburgh it is a small office within a huge company, so I like the balance that brings where I could have a chat in the kitchen with anyone in the office and get the benefits of a global company. I think people work hard when needed but also take the time to enjoy themselves when needed too.
What training and development opportunities have you enjoyed as a result of your role at WTW?	Joining as a trainee consultant I was involved in all the graduate training programmes which I think were really helpful, building on the knowledge you get from doing bits of work in the office on those particular topics. I have also been involved in the intermediate training and recently completed the consulting training which was great preparation for getting involved more in client-facing meetings going forward. Outside of specific work development, the LGBT+ Inclusion Network ran a lot of lunchtime sessions over lockdown which have been a great source of personal development as well, learning a lot more about the strengths and struggles of the community.
Was there anything that surprised you about your role or the company?	I think the size of the company and how many different opportunities there are and how available they are to you early on in your career. I feel like I have been involved in a lot of different types of work in the 4-5 years I've been here, and if I really wanted to could have probably got involved in more.



Will is an Associate Director based in our Birmingham office. Read below to hear about his experience joining WTW mid-career.

Question	Will's answer
Can you tell us about your history with WTW?	I joined WTW in May 2021 from another pensions consultancy where I had been for around eight years and where I had qualified as an actuary in 2019. I already knew about WTW from my prior work and had come across several WTW students at tutorials, as well as knowing a few former colleagues who are now at WTW. Since joining, I took on roles on several client teams, including a mix of trustee and corporate cases, and I also subsequently took on the role of Hub Manager of the team in Birmingham.
Can you tell us about the day-to-day responsibilities of your job?	Being Hub Manager in Birmingham means I am responsible for the team there, which involves working with colleagues and the other managers to sort out any workflow or resourcing issues, as well as being responsible for the overall day-to-day people management and longer-term developmental needs of colleagues in the team. I'm also responsible for the overall workflow on the trustee clients that I am on, ensuring that work is logged correctly and delegated to the team so it can be delivered to the client on time and efficiently. I am also responsible for project managing specific client projects that arise, such as accounting projects or other special events.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	Since joining I've also been involved in recruitment activities, including interviewing prospective candidates and helping onboard new joiners into the team. I'm also one of Birmingham's wellbeing champions, which is a network of people around the country who consider what initiatives would help support the wellbeing of colleagues in the retirement business, and implement these ideas on a local level.
Was there anything that surprised you about your role or the company?	I was surprised at how quickly I had client contact – I had an introductory client meeting in my first week! I was also surprised at how well the analyst teams work together and know what needs to get done so that the whole client team can get work done efficiently and focus on delivering value. I was surprised at the level of management that goes into workflow, to make sure everyone knows what jobs are in the pipeline.
What attracted you to apply to WTW?	Knowing a couple of former colleagues who worked here I was able to get the inside track as to what it would be like. The idea of having a good supportive team around me and being in a company that is interested in the development of their staff as well as performing well and completing leading edge client projects was a huge attraction. The idea of a large company that completes lots of interesting project work also attracted me as there are opportunities to get involved in all sorts of different things.
Please can you tell us something about your life outside of work?	In my spare time, I'm a keen sports fan and spend a lot of weekends at Welford Road watching Leicester Tigers play. I'm also currently training for my first half marathon!



Wellbeing

Specific resources for **wellbeing and mental health** offered to all colleagues

Wellbeing network dedicated to ensuring colleagues have **balance**

WTW have **5 global inclusion networks:** gender equity network, LGBT+ network, multicultural network, workability network and the Young Professionals network

Regular socials and team **events to promote teamwork** and social cohesion between colleagues

Trained first aid colleagues and **mental health champions**

Benefits

Detailed and **generous study package** for colleagues who sit actuarial exams as part of their career

Competitive benefits package that includes optional additional leave days in addition to standard allocation

Dress for your day flexible dress code for colleagues while in the office

Flexible working hours can be arranged to suit different lifestyles

Annual volunteer day for colleagues to take time to help serve their community in any way they choose

Work styles – **choose your own way to work!** You can work solely at home, in the office, or a mixture of both



Phil is an Associate Director based in our London office. Find out more about what makes Phil tick below.

Question	Phil's answer
Can you tell us about your history with WTW?	I started my time at WTW as a summer intern in the Manchester office in summer 2013 before moving down south as a trainee consultant in the London office from September 2014. I briefly moved to work from the Manchester office between 2018 and 2020 before returning to London once again in early 2020. While I worked as a “regular” Retirement colleague for my first few years at the company, I started picking up some specialist software and modelling roles in late 2018. Since then, I have spent the past few years working full-time in a software-based role as the Product / Business Owner of several GMP-related tools.
Can you tell us about the day-to-day responsibilities of your job?	My role primarily involves scoping, developing, testing and eventually releasing tools for use by all client teams across the country. This also includes assisting in the preparation of internal and external documentation/reports/processes that sit alongside the ongoing use of each tool.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	I have been let loose to introduce new agile working styles and best practices within the wider GB DB software team. It has involved collaborating with colleagues across other areas within the company to come up with an approach that works for the unique challenges of the DB software team. In the pre-covid era I used to help organise the office Ultimate Frisbee team.
Was there anything that surprised you about your role or the company?	WTW offers more opportunities than just the “traditional” consulting role. You don't have to become a scheme actuary or lead corporate consultant to thrive here.
What's been one of your most exciting projects to date?	My most exciting project involved the creation and release of a second, more powerful version of a tool that I had released a year before. The design and development process took place over a matter of a few weeks and included several meetings with our senior leadership teams to make the tool as useful and as powerful as possible in a client-facing environment. Every time that I see the tool being taken to our clients gives me a little thrill – even several years later.
Please can you tell us something about your life outside of work?	When not fiddling with Excel, I enjoy spending time outdoors and attempting to play golf!





Milly is a member of the Talent Connect team alongside her actuarial role. She joined the graduate scheme in our Bristol office.

Question	Milly's answer
Can you tell us about your history with WTW?	I joined the WTW Bristol office (virtually) in November 2020 on the trainee consultant programme having been an intern in the summer of 2019. Since then I have enjoyed the return to office and getting to meet my colleagues in person!
Can you tell us about the day-to-day responsibilities of your job?	My day-to-day responsibilities could be anything from individual member calculations, to preparing client presentations for senior colleagues, to more general client management tasks like billing.
What else are you involved in (or have you been involved in) other than your day-to-day role (i.e. any special roles and responsibilities)?	I have taken on a couple of roles outside my day-to-day work and am now part of our national wellbeing and recruitment committees. The Wellbeing committee was established to coordinate national initiatives and bring our offices back together after the Covid-19 pandemic. The role has allowed me to work with colleagues from across the UK to share ideas to ensure that WTW remains a fun and inclusive place to work.
How would you describe the culture at WTW?	My experience of the WTW culture is that everyone I meet is friendly and supportive, regardless of seniority. WTW is one big team and somewhere that you can bring your whole self to work.
What training and development opportunities have you enjoyed as a result of your role at WTW?	For the past two years I have been part of the Retirement GB trainee consultant programme which has been a comprehensive mix of technical training and general consulting skills sessions. These sessions are always interactive and engaging and are available to re-watch on demand if I ever need to refresh my memory during a piece of client work.
What attracted you to apply to WTW?	I liked that it seemed that at WTW you could be part of a global company but still make an impact as an individual in your area of the business.
Please can you tell us something about your life outside of work e.g. any hobbies you have	I love to keep active whether that be getting out of the city for a hike at the weekend or taking part in a friendly local tag rugby league.

Further information

If the information in this booklet has interested you and you would like to find out more about opportunities and careers, please visit our website or contact us at any of the details below.

Useful links and contacts:

Company website - www.wtwco.com/en-GB

Global careers - <https://careers.wtwco.com>

Actuarial / Retirement careers - <https://careers.wtwco.com/actuarial/>

WTW LinkedIn - <https://www.linkedin.com/company/wtwcorporate>

WTW Facebook - <https://www.facebook.com/willistowerswatsoncareers/>

Talent Connect team email - Talent.Connect@wtwco.com

FAQs

How can I explore career opportunities with WTW?

Visit our careers site to search for open positions, learn what it's like to work at WTW and get tips on interviewing with us. From the careers site, you can also join our talent network to stay connected with us.

What is the Talent Connect team?

This is a dedicated team of actuarial colleagues within the WTW GB Retirement team that has a focus on engaging with potential new and future WTW job applicants to ensure they are fully supported throughout the recruitment process. The team have varied experiences and roles working within the wider actuarial team and will be happy to answer any questions you have. The team can be contacted by emailing Talent.Connect@wtwco.com. The team also are active on LinkedIn and other social media so please get in touch if you would like to contact a member directly.

What is the Recruitment process like?

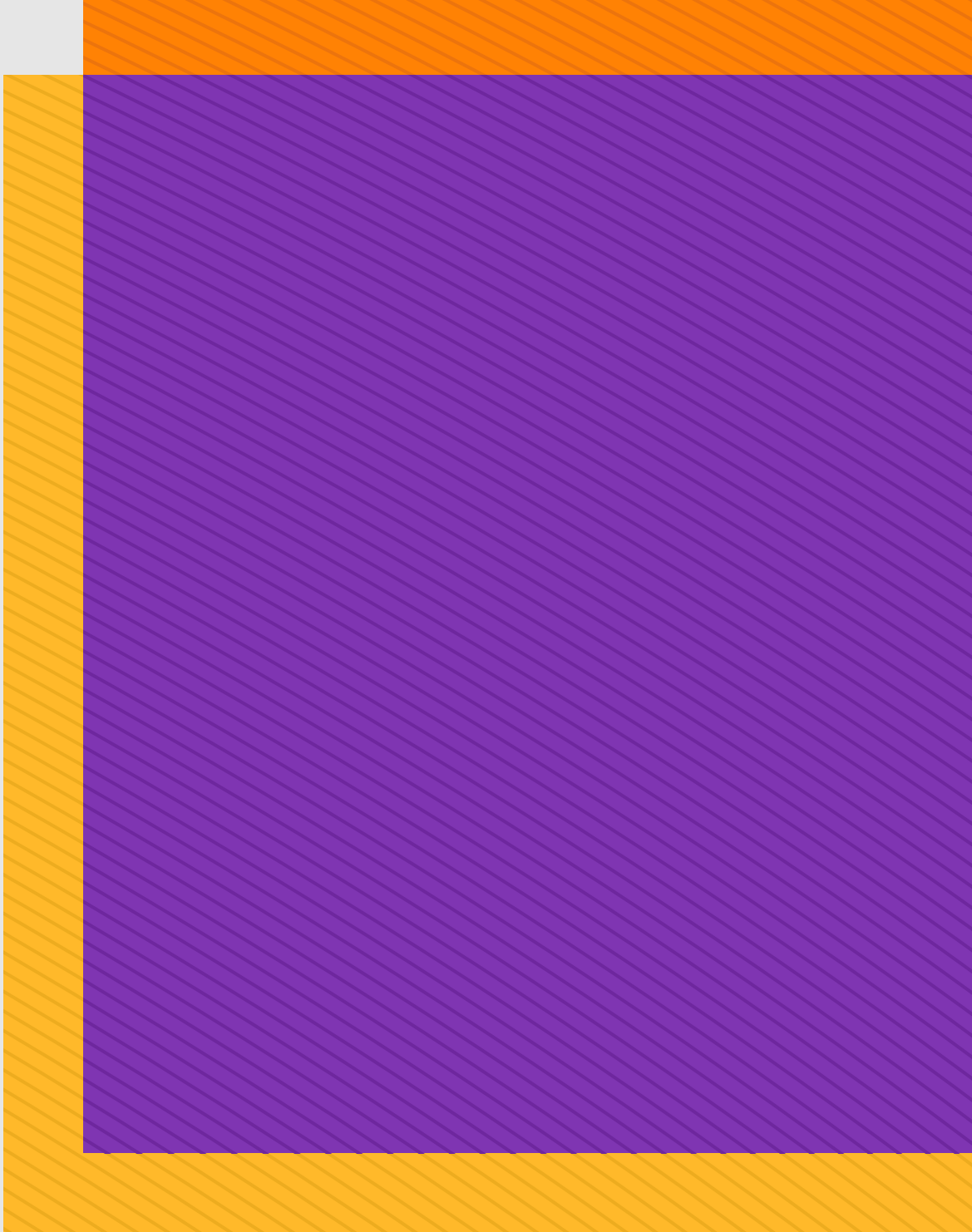
Further details on the hiring process and recruitment stages can be found on our dedicated careers website. Please get in touch with the Talent Connect team if you have any further questions.

Are you 'WTW' or Willis Towers Watson?

Following a rebrand at the start of 2022, we are now WTW. Our name and brand reflect the clarity and actionable solutions we bring to today's challenges. When there's one of us, there's all of us. This is how we bring perspective that moves you!

Question not answered here? – visit

<https://careers.wtwco.com/faqs/> to learn more



About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organisational resilience, motivate your workforce and maximise performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).



[wtwco.com/social-media](https://www.wtwco.com/social-media)

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