



# DW SIMPSON

## GLOBAL ACTUARIAL RECRUITMENT

### NEWSLETTER

## Spotlighting Trends

### INTERNATIONAL EXPANSION

While a blanket of economic uncertainty has shrouded most of the Western world during the past year or so, the Actuarial/risk market in Asia remains strong and continues to develop and evolve at fast pace. Consequently, it is an exciting time to be an actuary in Asia and we are experiencing a significant increase in the demand for actuaries across the region.

There have always been a significant number of roles on the Life side in Asia and the trend recently has been toward more developed and advanced techniques that more closely mirror positions and opportunities in the US. With regard to P&C, the market here remains in its early stages. However, many insurers, brokers and consulting firms have set up offices in major Asian cities to help meet the demand for P&C/risk business.

What is perhaps most exciting about the Asian market is its continued ability to grow and develop. While we do see many roles requiring longer working hours than the United States for example, the opportunities are becoming more streamlined and are ultimately producing strong, internationally focused candidates who have the ability to work in many arenas. DWS

## Hot Jobs!

**CASUALTY-UK** – Associate – Fellow: Actuarial group accepting resumes for senior Actuary role. Experience with catastrophe risk modeling and strong quantitative analysis skills ideal. Compensation up to \$250K. (#31691)

**GENERAL INSURANCE-London** – Fellow: London-based enterprise risk management role for a sharp qualified Actuary. This FIA, FCAS, FIAA or similarly-credentialed Actuary must have risk management experience. (#30219)

**PENSION-Egypt** – Actuarial Advisor: Government agency seeks an Actuarial Advisor with strong management skills; a leader who can motivate a young team! Role requires 10+ years post FSA/FIA; experience in pension and investments. Excellent communication skills are a must. Previous experience in the Middle East is an advantage. (#32772)

**LIFE-UK** – Fellow: United Kingdom operation seeks a Life Risk Leader. (#31162)

**GENERAL INSURANCE-Bahrain** – Actuary: Leading regional reinsurance company seeks a general insurance Actuary with 3-10 years. Strong background in commercial lines pricing, reserving and IT skills required. Excellent leadership and entrepreneurial skills a plus. (#35235)

### CONGRATULATIONS

#### James Lecoutre- Head of Asia and Senior Partner

James Lecoutre, Senior Partner for Asia Pacific, is spearheading the expansion and growth of this significant market sector, relocating from Australia to our new Hong Kong location. James has many years experience in both the Insurance and Recruitment industries, starting his career in the City of London in 1992 spending 7 years learning the Insurance market, first as a Fine Art and Jewelry broker with Jardines, then as an Underwriter with Reliance National. Entering the recruitment industry in 1999, he joined a start up specialist Actuarial recruitment company where he was instrumental in their success as a market leading recruitment firm in London. Prior to moving to Sydney, James also worked for the largest dedicated insurance recruitment firm in London where he was responsible for establishing and growing a specialist Actuarial desk. James has been successful in placing Actuarial candidates from student to partner level within General Insurance, Life Assurance, Pensions & Investments. “This is a fantastic opportunity to drive the business ‘on the ground’ here in Asia, providing greater ability to strengthen current client and candidate relationships as well as forge new relationships in the region” says Lecoutre.



**CASUALTY-Abu Dhabi** – Actuary: This large Insurance Company in UAE requires a non-life Actuary with approximately 3+ exams and 3-5 years experience to work in the Risk Department. (#33137)

**LIFE-Japan** – FSA: Fascinating role in Tokyo for an Actuary with ALM skills to develop tactical and strategic proposals on market risk positions. At least 10 years of similar experience required. (#33921)

**GENERAL INSURANCE-South Korea**: Korean qualified Actuary (FKAA) or equivalent with 8+ years of experience required for Chief Actuary role based in Seoul. Looking for experience in advising senior management and in managing a team of Actuaries; knowledge of the Korean insurance market, Korean language and accident & health preferred. (#34538)

## Don't Be Too Clever

By: Bob Morand

President and Managing Partner

As a former advertising executive, I must say that clever almost always sold...be it Wendy's "Where's the beef!" TV spot starring 80-something-year-old character actress Clara Peller in the 1980s or, more recently, the "Discount Double Check" State Farm spots featuring the Green Bay Packers' Aaron Rodgers and the cheeky insurance consumers who rip off his touchdown move.

As an improv actor in Chicago for a number of years, I also admired –and worked toward– how clever often could be the result of a well-played scene based solely on a one-word suggestion from the audience. The biggest compliment an improv actor can receive after a show is when an audience member approaches and asks, with sincere incredulity, "That was hilarious...how can you do that without a script?"

But, when clever is forced, in any medium or situation...it becomes anything but clever.

Maybe you've seen "forced clever" in a particular company's advertising, which didn't have the benefit of the creative teams that put the aforementioned Peller and Rodgers to such good use. To set itself apart from its competition and sell its goods and/or services, a company might try an outlandish approach in its communications...the old hit the other guy with the rubber chicken act. In too many instances, though, going outlandish means going away from getting the message of your company's value proposition across to your audience. You risk looking foolish and, worse, you jeopardize your credibility within your industry. (But, hey, it was a *rubber chicken!!!* That counts for *something*, right?!)

I also believe that one should apply the philosophy of not forcing clever in his/her own personal branding, especially in an interview setting. We prep Actuaries and related Analytics professionals to be themselves in an interview – which means not only being professional but also displaying the positive traits that make him/her an interesting individual and thus a strong candidate.

If, for example, Mr. Interviewer were to ask you, "Say, Joe, are you a baseball fan?" (and you see a Boston Red Sox pennant hanging behind the interviewer's desk). And, you, Joe, are not a baseball fan. Would it be clever to say, {A} "Why, yes, I follow baseball somewhat," hoping that you're ingratiating yourself with the man who has the job you want? Or, would it be more clever to say something like, {B} "I'm not much of a baseball fan, Mr. Interviewer, as I do a lot of sailing over the summer months." (assuming the sailing part is true)?

The clever response would be {B} because it's based in truth. If you went the route of {A}, Mr. Interviewer probably would have probed your baseball prowess further and you would have been exposed as a shallow fraud. You would end up leaving the interview embarrassed and disappointed in yourself...and probably feeling like you just hit yourself with a rubber chicken. DWS

## Retained Search Services

We understand the complexities organizations face today when it comes to sourcing Actuarial and other related Analytics talent in the insurance/reinsurance arena. The goal of DW Simpson's Retained Search Services team is to partner with these organizations to reach the best Actuarial/Analytics talent solution, with the knowledge that these decisions affect the company's brand, market share and bottom line.

DW Simpson's Retained Search team leverages its comprehensive knowledge of and relationships within the Actuarial/Analytics market, while providing dedicated resources who systematically cover the market and conduct in-depth assessment of candidates. This approach also provides market intelligence feedback that assists our clients in making important planning decisions. Our competitive advantage is our strong reputation and presence in the industry, as well as our proven success in placing Actuaries and Analytics talent at all levels and across multiple

### RECENT RETAINED PLACEMENTS

- 2011: Placed Direct-Entry-Partner, **Eli Russo** within Deloitte's Actuarial Advisory Practice to build and lead the Solvency II / IFRS Life consulting practice in New York,
- 2011: Placed Direct Entry Partner, **Tom McIntyre**, FCAS in KPMG's Actuarial Advisory Practice in Hartford, CT.
- 2011: Placed Chief Actuary at a major Northeast P&C insurance carrier

## What's Going On?

### DW SIMPSON GETS INVOLVED

DW Simpson is involved in the Actuarial community in many ways. In addition to career advice to candidates ranging from entry-level students to C-level actuaries, we also provide scholarships, donations and are involved in meetings, councils and committees.



Over the last 14 years, DW Simpson has provided approximately \$160,000 in scholarships to students at 9 colleges and universities. We also provide additional online scholarships for students to use at any accredited school for study in Actuarial Science or Mathematics. DW Simpson has a team dedicated to candidates seeking their first entry-level roles and can provide assistance in a wide array of areas including resume building, interview preparation and more.

DW Simpson also remains active in the Actuarial community by donating to other organizations including the SOA, CAS and AAA as well as by participating in various Advisory Councils including the Society of Actuaries Employers Advisory Council and the International Association of Black Actuaries Corporate Advisory Council. DW Simpson is also a Platinum Sponsor of the next International Congress of Actuaries, which will have its 30<sup>th</sup> anniversary meeting in Washington DC in 2014.

Over the years, DW Simpson has participated in numerous campus events at various universities with Actuarial programs, attending network events and leading presentations to the Actuarial student community to help guide them as they begin their Actuarial careers. We take pride in our involvement in the Actuarial community and welcome opportunities to build and grow relationships with actuaries throughout their careers. DWS

## RETAINED SEARCH SERVICES TEAM

*David Benton, Senior Director*

*David Retford, Director*

Dave re-joined DW Simpson Global Actuarial Recruitment in 2007 as Director - Retained Search Services after five years in an Actuarial recruiting capacity for an insurance company and consulting firm. In his current role with DW Simpson, Dave leads the recruiting and client management processes for all of DW Simpson's retained searches/clients.

Dave serves as DW Simpson's representative on the Society of Actuaries (SOA) Employers Advisory Council, as well as the International Association of Black Actuaries (IABA) Corporate Advisory Council.

Dave joined DW Simpson in October 1998 and is currently Director of Retained Search Services at DW Simpson. In his role, Dave is responsible for managing the recruiting and client management processes for retained searches and clients.

David originally came to the firm to manage a fledgling division - On-Campus Resources (OCR). Over the next decade, the division grew into a separate business entity majority owned by DW Simpson. In January 2011, OCR was sold and Dave moved into his current role.

## HIGHLIGHTED RETAINED OPENINGS

**Chief Actuary-** Latin America: Global insurance company seeks a Chief Actuary for the Latin American Life Insurance business. The Chief Actuary will lead the local Actuarial function by providing expertise in pricing, reserves, and Actuarial financial analysis, as well as meeting business profitability objectives. The ideal candidate is a seasoned FSA or FCAS with the ability to speak Spanish or Portuguese. Location: Southeast USA. (#34598)

**Actuarial Consultant:** Global consulting firm seeks ASA or FSA for a health pricing role. Must have 5+ years of experience and knowledge in medical, dental, life and disability insurance. Location: Midwest, USA. (#33993)

**Direct Entry Partner:** Leading global consultancy seeks a direct entry Partner for its Life Advisory Services. Candidates will be seasoned consultants who are excited about business development and have a high-level client management experience. Location: A major US city - Chicago, New York, Atlanta, Dallas, Philadelphia and San Francisco. (#32429)

**Direct Entry Partner/Managing Director:** Leading global consultancy seeks a direct entry Partner and Managing Director to build out a Predictive Modeling - Analytics Practice for its Property & Casualty Advisory Services. Candidates will be seasoned consultants and/or industry-focused experts in predictive modeling. Location: A major US city - Chicago, New York, Atlanta, Dallas, Philadelphia and San Francisco. (#34557)

## The Inside Scoop

### THE IMPORTANCE OF A POSITIVE ATTITUDE DURING AN INTERVIEW PROCESS

During the interview process, there are things that you as a candidate can control, and there are things that you cannot. In order to put yourself in the best position during your search, you'll need to handle those elements that you can control in the best possible way. Taking factors you cannot control in stride and handling those gracefully can be just as, or more, important.

If your search has taken longer than you expected, or if you have interviewed for positions that you did not receive an offer for, it is important to not carry that over into your next conversation. The most important interview is always the next one, and as we interview we learn and improve as we go. If you carry over negative momentum, you will find that sometimes a past failure can impede your current potential success.

It's crucial to stay positive throughout the duration of the process, so that you'll have the best chance of landing a position you're looking for. If you stay positive,

your interview demeanor will be more likeable and you'll have a much better chance of landing that position you are seeking. Staying away from any negative tones or discussions during an interview is very important. A potential employer is looking for candidates who have an upbeat personality and positive tone to their comments and answers. Instead of making excuses for a poor experience, briefly acknowledge that experience and turn it into a lesson you learned. You'll turn that potentially negative experience into a positive.

This philosophy applies to your search in general, but also to individual interviews as they unfold. If a particular portion of your interview doesn't go the way you would have liked, or poses an unexpected challenge, take it in stride and don't let it carry over into the next conversation or the next question. Everyone who has ever interviewed has faced an uncomfortable moment during the process, but how you handle those moments can differentiate you from the crowd and can strengthen

the impressions that the interviewing company has of you as a candidate. An overall positive attitude will have an effect on more than just the way you interview. It can help to reduce any accompanying stress that is associated with searching for a new job. A positive attitude can help keep you motivated and focused, while improving decision-making abilities. Your positive attitude will make a strong impression on everyone during the interview process.

There are several ways to portray a positive attitude during an interview. Be conscious of your body language as you meet and speak with each member of the interviewing company. A slight lean forward and openness of your arms and body will project an effective result. Direct eye contact and positive facial expressions will lead the interviewer to believe you're happy to be in that particular moment. Keeping these things in mind will have an effect not only on the people you are interviewing with, but on you as well! DWS

## Company Events

DW Simpson will be attending the following Meetings, Seminars and Conferences this quarter:

- ⇒ Cat Models- The New Risk  
February 14 - 16 at the  
Portofino Bay Hotel  
Orlando, FL
- ⇒ Society of Actuaries Refocus Conference  
March 4 - 7 at the  
Four Seasons  
Las Vegas, NV
- ⇒ Casualty Actuarial Society RPM Seminar  
March 19 -21 at the  
Philadelphia Marriott Downtown  
Philadelphia, PA
- ⇒ Society of Actuaries Investment Symposium  
March 26 - 27 at the  
Hilton Manhattan  
New York, NY

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## DW Simpson ANNOUNCEMENTS

*Welcome to the team...*

**Rachel Eagleton-** As a qualified Actuary, FIAA 1995, and over 15 years of experience in Asia and Australia, both in the Life and P&C sectors as well as with her membership to the Singapore Actuarial Society, Rachel joins our team to sit in our Singapore office. With a planned involvement with the local University Actuarial graduates, Rachel will be a part of our growing presence in Singapore.

**Tania Lee-** Adding to our Australia team, Tania brings 8 years of experience in HR training and development where she spent time with Skilled Group, the largest recruitment organization in Australia and Medibank, a private health insurance group. Tania will work closely with junior Actuaries and recent graduates.

**Karen Kenny-** As a researcher for DW Simpson Europe since 2007, Karen is now taking on a consultant role to increase our European market coverage focusing on Actuaries with up to 3 years work experience. She previously worked as a credit analyst in corporate banking for 13 years and brings 4 years experience of candidate research to the team.

**Kimley Primavera-** Joining our firm this November, Kimley brings 14 years of recruiting experience within the insurance and investment industry and has worked across the agency, corporate and consulting sectors. She comes to us from Heidrick & Struggles, where she conducted executive level retained searches within the Financial Services Practice. She will work closely with our Retained Search Services team as well as another recruiting team out of the Chicago office.



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