

UNSW ACTUARIAL SOCIETY

CAREERS GUIDE

2026 EDITION



ACTUARIAL SOCIETY OF UNSW

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ACTUARIAL SOCIETY

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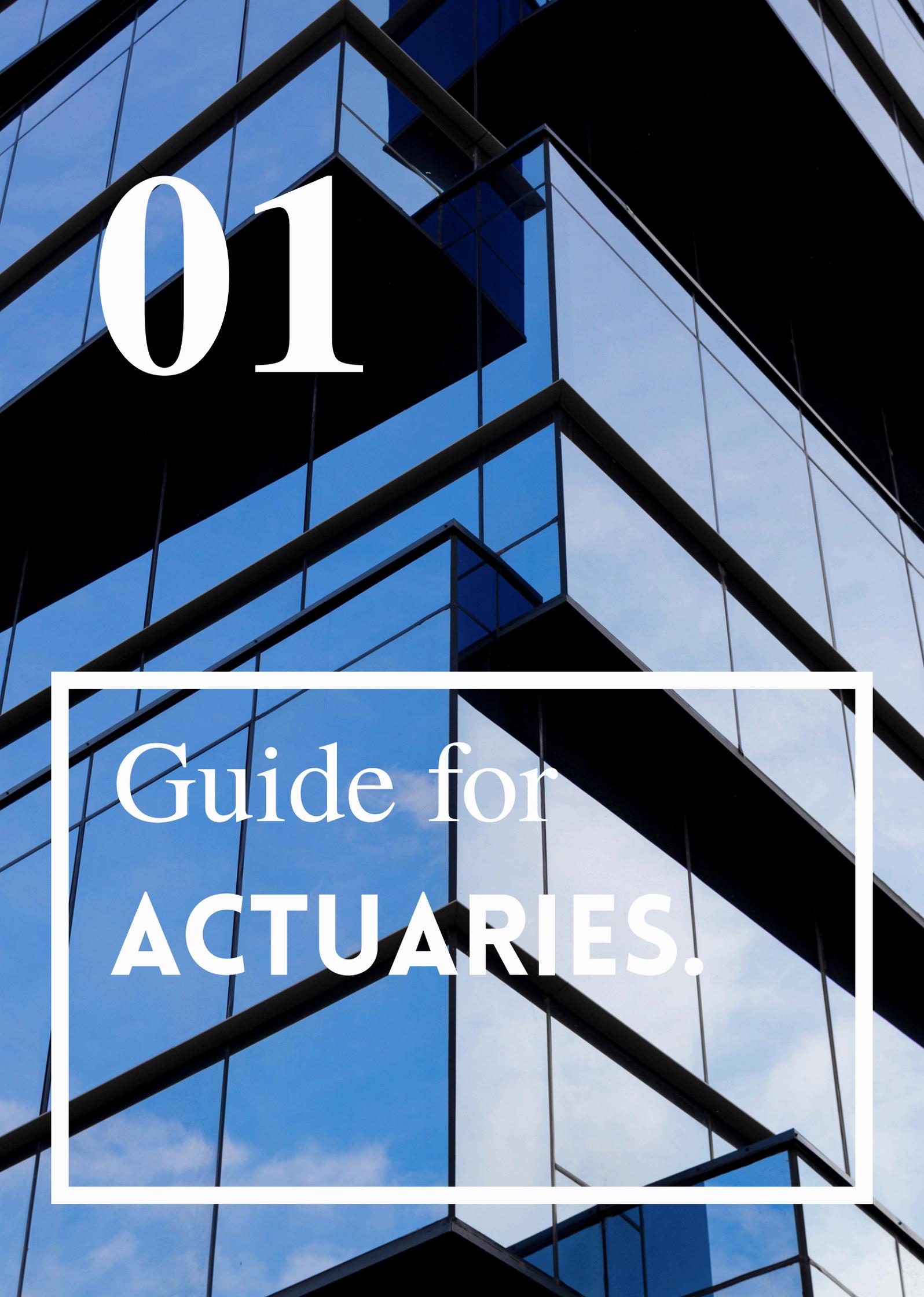
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01

Guide for
ACTUARIES.

Exemptions Guide

WHAT IS THE ACTUARIES INSTITUTE?

The Actuaries Institute is the professional body representing the actuarial profession in Australia. ASOC highly recommends that you check out the website at <http://www.actuaries.asn.au>. There is a lot of information that could be of interest to you.

At our level, the role of the Institute is to provide actuarial education and qualifications. They maintain the actuarial education program in Australia, which consist of 3 parts: Part I, Part II and Part III. Each part involves certain levels of actuarial related theory, and a series of examinations.

All actuarial studies programs are recognised by the Institute, which give you exemptions to Part I of their actuarial education program. There are also courses at UNSW that give you exemption to Part II, but they are not essential for you to complete the degree.

WHAT ARE EXEMPTIONS?

Actuarial education in Australia consists of 3 parts and each part has several components. Each of which requires you to sit an exam administered by the Institute.

However, certain accredited universities, such as UNSW, have courses that grant you an exemption to these exams. That is, if you perform well enough in these university courses, you will obtain Part I's or Part II's without having to sit the Institute's exams.



PART 1: Foundation Program

Part I consists of **6 Core Principle (CP)** subjects that serve as the foundation of an actuary. They cover some of the basic financial, economic, accounting and statistical knowledge any actuary would require. Through the actuarial studies program at UNSW, you can obtain exemptions to all CP's, provided that you meet the academic requirements. The core units taken as part of all Actuarial Programs at UNSW go towards the Foundation Program CP's as distributed below.



EXEMPTION ELIGIBILITY

The six CP's are:

- CS1 Actuarial Statistics I
- CS2 Risk Modelling and Survival Analysis
- CM1 Actuarial Mathematics I
- CM2 Financial Engineering and Loss Reserving
- CB1 Business Finance
- CB2 Business Economics

Foundation Program	Course Code/Name	Weight
CS1 Actuarial Statistics I	ACTL2131 Probability & Mathematical Statistics (T1) ACTL3142 Actuarial Data and Analysis (T2)	50% 50%
CS2 Risk Modelling and Survival Analysis	ACTL2102 Foundations of Actuarial Models (T2) ACTL3141 Actuarial Models and Statistics (T1) ACTL3162 General Insurance Techniques (T3) ACTL3301 Models for Risk Management (T2)	25% 25% 25% 25%
CM1 Actuarial Mathematics I	ACTL2111 Financial Mathematics for Actuaries (T1) ACTL3151 Life Contingencies (T1)	50% 50%
CM2 Financial Engineering and Loss Reserving	ACTL3162 General Insurance Techniques (T3) ACTL3182 Asset-Liability and Derivative Models (T3)	25% 75%
CB1 Business Finance	COMM1140 Financial Management COMM1170 Organisational Resources COMM1180 Value Creation	60% 20% 20%
CB2 Business Economics	ECON1101 Microeconomics 1 ECON1102 Macroeconomics 1	50% 50%

Minimum average of 65 in the course(s) that correspond to the CP's.

If your average is less than 65 but you have passed the course(s), then you do NOT need to redo the course(s) to try to get an exemption. Instead, you should just take the Institute's exam so it does not delay your degree.

PART 2: Associateship Program

These courses are usually taken in your fourth year and are not a requirement when completing the Bachelor of Actuarial Studies program.

Associateship Program	Course Code/ Name	Weight
Actuarial Control Cycle	ACTL4001 Actuarial Theory and Practice A	50%
	ACTL4002 Actuarial Theory and Practice B	50%
Data Analytics Principles	ACTL4305 Actuarial Data Analytic Applications	100%

Note: You will not be able to fit these courses into the 3-year Bachelor of Actuarial Studies (the single degree).



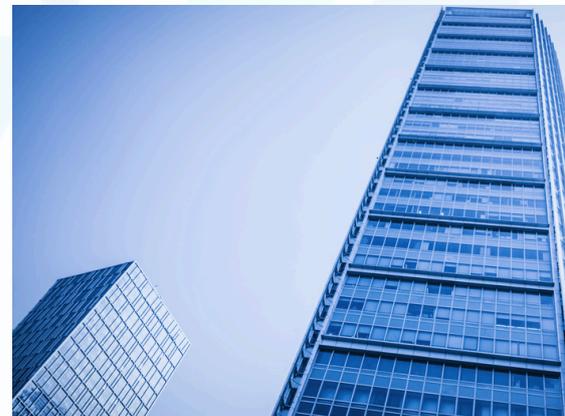
Starting from 2021, exemptions to Part II could be obtained at UNSW Sydney by completing the courses ACTL4001, ACTL4002 and ACTL4303 with a Credit average (65). Students who studied these courses before 2021 need to follow the previous exemption standard (Distinction average of 75).

Note: You will not be able to fit these courses into the 3-year Bachelor of Actuarial Studies (the single degree).

Unlike the Foundation Program, the Institute does not teach or examine the 2 subjects delivered by UNSW. Hence, studying at an accredited university is the only way to gain exemption to these subjects of the Foundation Program.

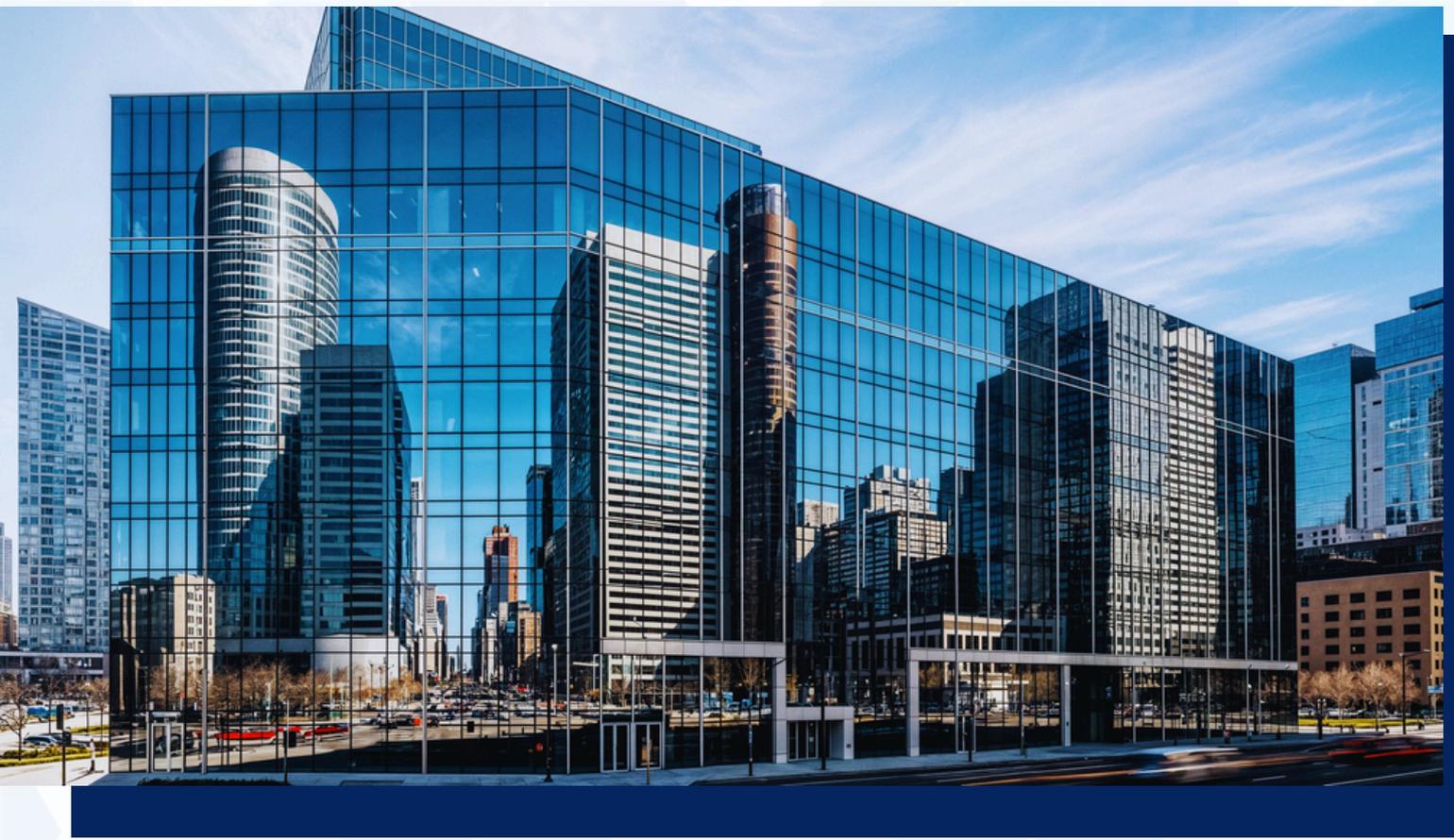
If you do not obtain an average of Distinction or above, you may repeat the courses (Usually your weakest one), to increase the average.

On the other hand, the other 2 subjects of the Actuary Program, ALM and CMP, can only be undertaken with the Institute.



COMMON SCENARIOS INCLUDE:

- Doing postgraduate study(Honours or Masters) after studying the 3 year single degree (Bachelor of Actuarial Studies), and then do the 3 courses.
- Graduate from the 3 year degree, and study the 3 courses part-time (usually supported by your company if actuarial related)
- Do a double degree and complete these courses in your fourth year or higher. (This is the most ideal pathway, as you receive an extra degree, and is simpler than postgraduate study, which has certain requirements to enrol)



PART 3: Fellowship Program

The fellowship program (also commonly known as Part III's) can be completed with the Actuaries Institute and is required to become a Fellow of the Actuaries Institute (FIAA). The Fellow Program consists of three separate modules and one subject from each module.

Module 1	Module 2	Module 3
LIRV - Life Insurance and Retirement Valuation	LIRPD - Life Insurance and Retirement Product Development	LIA - Life Insurance Applications
GIHV - General Insurance and Health Valuation	GIHPPA - General Insurance and Health Pricing and Portfolio Analytics	GIA - General Insurance Applications
INV - Investment	INV - Investment	SRA - Superannuation and Retirement Applications
ERM - Enterprise Risk	ERM - Enterprise Risk	DAA - Data Science

The Internship Application Process



Where to Find Internships

Before we talk about the application itself, it is important that you know where to find internship opportunities. Platforms such as LinkedIn, Gradconnect, Seek, Indeed, etc. are extremely useful as they often notify you about relevant jobs and internships. Societies such as ASOC also post internship openings on their Facebook page, so keep an eye out for them!

Research

Once you have found an internship you are interested in, the next step is to research the company. In general you should:

- Know the company's values and how you align with them
- Learn about the different initiatives that makes the company stand out to you
- Find interesting aspects of the internship that attract you

These are things you should have at the back of your mind as you go through both the application and interviewing process.



Networking

Networking is a great way to meet professionals within the industry. Make the most of ASOC's networking events to speak to sponsors and make connections. Speaking to sponsors is a great way to learn more about the firm whilst also developing your own professional social skills. Also, networking may actually lead you to some unlisted opportunities as well!

Resume



The first official step in any application process is to create an updated and relevant resume. This is your chance to make a good first impression on the recruiter by highlighting the best parts of yourself and your accomplishments.

Resumes should be readable and no longer than 2 pages. Try to keep the theme minimal and easy on the eyes (recruiters aren't looking for crazy aesthetics!).

Cover Letter

A cover letter is a one page document that you submit as part of a job application, usually alongside your resume.

The purpose of a cover letter is to introduce yourself and provide a brief summary of your professional background, that will spark an employer's interest and lead them to read your resume.

However, it should be noted that a cover letter isn't supposed to replace a resume, but rather supplement it, providing information that would not be found on there.



Application Questions

Some firms (particularly large ones) like to also ask additional questions to get to know you better. These questions aim to understand why you are applying for the internship and what skills you can offer. When answering questions that aim to understand the motivations for your application, you want to be very specific to the company you are applying for.

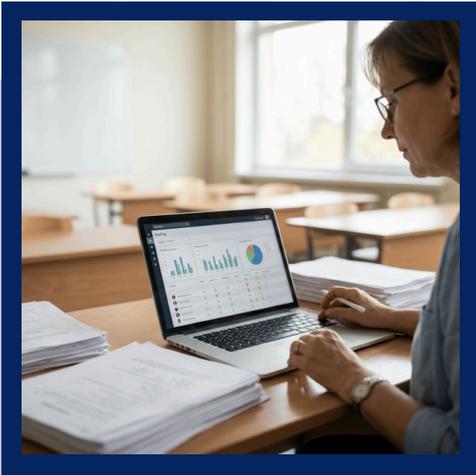
You can do this by talking about:

- Company initiatives that inspire you
- Specific parts of the internship program that interest you
- Why the industry/team you are applying for attracts you
- How you align with the company's values
- What you hope to get out of the internship and how

It is also a good idea to show yourself off a little talk about how you can use your skills to make an impact within their team.



Online Assessment



An online assessment is how companies test your basic abilities in solving verbal, numerical or logical/diagrammatic problems.

To prepare for online assessments or aptitude tests, practice makes perfect. Many companies use tests that are made by the same people - the common types of tests include SHL and OneTest. A crucial difficulty that many people have with these tests is the timing, so it is important to practice. Aim for high accuracy and speed.

Some types of assessment tests you will commonly encounter are:

Numerical

- Simple maths based problems
- Make sure you have a calculator, pen and paper at hand

Verbal

- Comprehension Questions (usually has an excerpt followed by multiple choice questions)
- True/False/Not enough information type questions
- Unless specified in the question, do not use your own knowledge

Logical/Diagrammatic

- Odd one out
- Find the next pattern in the sequence
- Process of elimination is an effective strategy

Sample Documents

The documents on the next two pages are designed to guide you when preparing your application materials. When using them, focus on tailoring your content to each role rather than copying wording directly, as recruiters value relevance and clarity.

Use them as a guide, not a rulebook, and don't worry about making everything perfect on the first try.

Sample ASOC Resume

[FIRST NAME LAST NAME]

(123)456-7890 | email@example.com

EDUCATION

[University Name, School/College Name] [City, State]
Bachelor of Science/Arts in [Major] Anticipated: [Month Year]
• **Specialization:** [Area of focus] **WAM:** [X.XX]
Global Business Learning Community: 1 of [X] students in a competitive program promoting professional development

WORK EXPERIENCE

[Company Name - Division/Department] [City, State]
[Job Title] [Month Year – Month Year]
• Chosen as 1 of [X] candidates from competitive pool of [X] applicants, demonstrating exceptional qualifications
• Conducted financial analysis by data modelling and warehousing, leveraging [tools] to provide insights & enhance performance
• Generated & analysed weekly revenue statements, creating presentations highlighting key insights & comparisons to prior periods

[Company Name - Division/Department] [City, State]
[Job Title] [Month Year – Month Year]
• Chosen as 1 of [X] candidates from competitive pool of [X] applicants, demonstrating exceptional qualifications
• Conducted financial analysis by data modelling and warehousing, leveraging [tools] to provide insights & enhance performance
• Generated & analysed weekly revenue statements, creating presentations highlighting key insights & comparisons to prior periods

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• Conducted financial analysis by data modelling and warehousing, leveraging [tools] to provide insights & enhance performance
• Generated & analysed weekly revenue statements, creating presentations highlighting key insights & comparisons to prior periods

[Company Name - Division/Department] [City, State]
[Job Title] [Month Year – Month Year]
• Chosen as 1 of [X] candidates from competitive pool of [X] applicants, demonstrating exceptional qualifications
• Conducted financial analysis by data modelling and warehousing, leveraging [tools] to provide insights & enhance performance
• Generated & analysed weekly revenue statements, creating presentations highlighting key insights & comparisons to prior periods

LEADERSHIP & INVOLVEMENT

[Organization Name] [City, State]
[Position Title - Committee/Department] [Month Year – Present]
• Selected as 1 of [X] candidates from pool of [X] applications to work alongside the [Title] of [Department]
• Worked with leadership to allocate resources efficiently, ensuring alignment with organizational goals and budgetary constraints

[Organization/Fraternity Name] [City, State]
[Position Title] [Month Year – Present]
• Organized recruitment events alongside [X] officers, providing opportunities to network with active members
• Recommended suitable candidates to leadership, highlighting qualifications and fit for involvement throughout semester

CERTIFICATIONS & SKILLS

- **[Certification Name]:** Completed certification in [skill area] including [specific competencies]
- **[Certification Name]:** Certified in financial modelling including DCF, LBO, M&A and comparable analysis
- **Skills:** Excel (Advanced), Python, SQL, Tableau, Bloomberg Terminal, Financial Modelling, Data Analysis

ASOC Cover Letter Guide

TO:
ACTUARIAL STUDENTS

Cover Letter Guide

Structure

Most effective cover letters follow a particular format, which includes:

- A Header - Contact information
- Greet the hiring manager
- Opening Paragraph - Grab employer's attention with 2-3 of your top achievements
- Second Paragraph - Explain why you are the perfect candidate/Why you are a good match for the company
- Formal Closing

Length

A cover letter should be less than a page (200 - 450 words). It should be brief enough that someone can read it at a glance.

Research

Make sure to research carefully about the company and the specific role you want. Peruse the company's website, its executive's Twitter feeds and employee profiles on LinkedIn. This enables you to customise your cover letter, and figure out the type of tone you should be using.

Focus on the Future

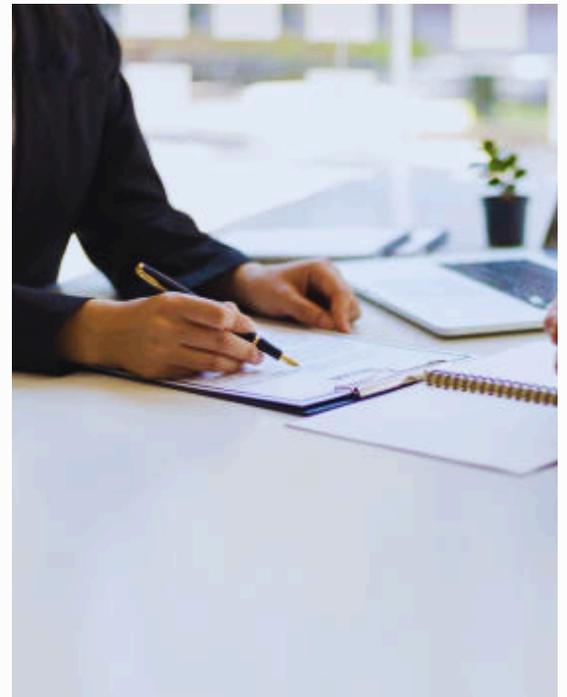
While a resume provides a look back at your past experiences, a cover letter should focus on the future and what you want to achieve. This is particularly applicable if you are making a shift to a different role or field - you can use your cover letter to explain the shift you're making, and sell your transferable skills.

Tone

Make sure to convey enthusiasm - this will allow employers to believe your story. Choose one or more very specific aspects of the job or company that you are excited about. However, it is also important to not go overboard with the flattery, as authenticity is crucial. Ensure that your tone does not undermine your professionalism.

INTERVIEW GUIDE

Congratulations for making it to the interview stage of the application process! Recruiters have looked through your application and have decided they would like to get to know more about you. During the interview, recruiters are looking to see if you would be a good fit for their company.



01 PHONE INTERVIEW

After your application is approved, it is common for a phone interview to take place with your recruiter. If you feel like this is daunting compared to the previous stages in the application process, remind yourself that someone has already validated your accomplishments and considered you as a strong candidate for the position!

Try and stand out from the rest of the candidates! Recruiters are often conducting numerous interviews a day so it may be difficult for them to remember you. To leave a strong impression, make sure to keep the mood light and provide detailed responses and unique examples that will stand out and be memorable.

Be confident! Interviewers can only hear your voice, so it is important that you speak loudly and clearly. Try and do the interview in a quiet place with minimal distractions.

Do some research about the company! It's good to know what the company's values and mission statement are so you have a better idea of what type of candidate they are looking for. Learning about issues about the company in the new can also help demonstrate that you are passionate about joining their team.

Don't forget to be yourself! Recruiters are trying to get to know you better and it may be difficult for them if you aren't being genuine. Note that it is still important to use proper etiquette and remain professional.

02

VIDEO INTERVIEW

Companies are starting to adopt video interviews in replace of phone interviews, however they typically follow the same format. The interviews can be held on Zoom, Google Meet, Microsoft teams or any other application which allows for a face camera. Similar to the phone interview, the main purpose of the video interview is for recruiters to get to know you better rather than test your abilities.

Recruiters can now see your appearance and background, so it is important to dress appropriately and professionally as this can leave a good mark. Business formal attire such as buttoned up shirts or blazers would be suitable for these interviews. Keep in mind your background may also be visible in the camera, ensure that it is tidy and poses minimal distractions. You might want to consider a virtual background.

Check your internet connection, sound and picture quality before the interview. You can do this by making practice calls with a friend or family member. This is also a good opportunity to run through practice interview questions and receive feedback from someone you trust.

It is a good idea to brainstorm responses for potential questions as this may save you from having a mind blank and becoming nervous when being asked questions. However, it is important that you don't read your notes off the screen! Recruiters can tell when you are doing this and it will come across as non-genuine.

Body language and eye contact is still important! Although the interview is taking place online, having the right body language and maintaining eye contact by looking into the webcam can be an excellent way to demonstrate your passion and dedication to the position.



03 INTERVIEW QUESTIONS



MOTIVATIONAL

- Where do you see yourself in 5-10 years time?
- What aspects of the company makes you apply for this role?
- Who would be your biggest motivator in life (family/sibling/friends/etc?)

SITUATIONAL

- How would you respond to feedback from a co-worker who thinks there is a better approach?
- You are asked by two colleagues to complete two high-priority tasks. What do you do?

BEHAVIOURAL

- Tell me a time when you were faced with a challenge and how you solved it
- Describe a time when you made an unpopular decision. How did you implement this and what was the outcome?
- Tell me a time when you failed, and how you responded to it.



TECHNICAL

- Could you write a program in (programming language) to output all even numbers from 0 to 50?
- How does data structures and algorithms assist in solving a business problem?

INDUSTRY

- What are some recent global issues that may affect our company in 5 years time?
- How do we differ from other major competitors within this field?

RESUME & COVER LETTER GUIDE



RESUME

Resumes are essentially a summary of an applicant's skills, notable achievements, work experience and education, typically acting as a bridge between applicants and prospective employers. During the job application process for both internships and graduate roles, resumes will often make up an employer's first impression of applicants so it is important that your resume is tailored to the role you are applying for in such a way that you are able to sell your skills and convince your employer that you are most suitable for the role.

A good corporate resume should include, but is not limited to, the following items:

Personal details including phone number, address, email and citizenship /residential address

Work experience including relevant industry experience and part-time jobs. In this section, it is ideal to briefly outline your responsibilities, skills utilised and the projects you worked on. For those with no work experience, it may be useful to talk about any industrial visits, training or additional value-added courses in the final summary section.

List of achievements

Academic history including your university degree, expected graduation date and WAM, high school graduation date and ATAR/equivalent

List of extra-curricular activities including involvement in student societies, community work, volunteering, sporting activities, music activities etc. In this section you should also briefly outline your role and contribution to the activity.

Referee contact details (if applicable)

Ideally, the length of your resume should not exceed two pages and should be formatted such that it is easy to follow. While it may also be tempting to use a lot of technical jargon, this may actually make it more cumbersome for employers to read. In addition, adequate spacing should be left between sections, with appropriate margin width and colour scheme, should you choose to include one. In general, it is best to use a generic but professional font, such as Arial, Calibri or Times New Roman, and the font size should be at least 11 pts to ensure readability.



As our skill sets will constantly be increasing as we gain more experience, it may be useful to keep a 'master' resume, which you can add to as you go. This can also be helpful as this master copy can be modified and tailored to the values of different workplaces.

COVER LETTER

In addition to a resume, companies often also request a cover letter which is a simple one page document that proves that you are a suitable candidate. As cover letters can be one of the first things an employer reads about you when considering your application, ensure it is both concise and engaging. You can also use this as an opportunity to elaborate on some experiences or qualifications that you have mentioned in your resume or bring up new points that will further demonstrate your suitability for the role.

A cover letter is generally formatted to consist of 3 to 4 paragraphs which should include:

PARAGRAPH 1

A brief introduction of yourself and the role you are applying for (ie. who you are and what exactly is the job).

Your motivation for the role (ie. why are you applying for this job and not a different one).

PARAGRAPH 2

PARAGRAPH 3

Reasons for why you are suitable for the role and why you are an ideal candidate (examples can include your achievements and past experiences which help differentiate you from other applicants).

A final concluding remark to illustrate your gratitude for your application being considered and request the opportunity to further discuss your application in the form of an interview.

PARAGRAPH 4

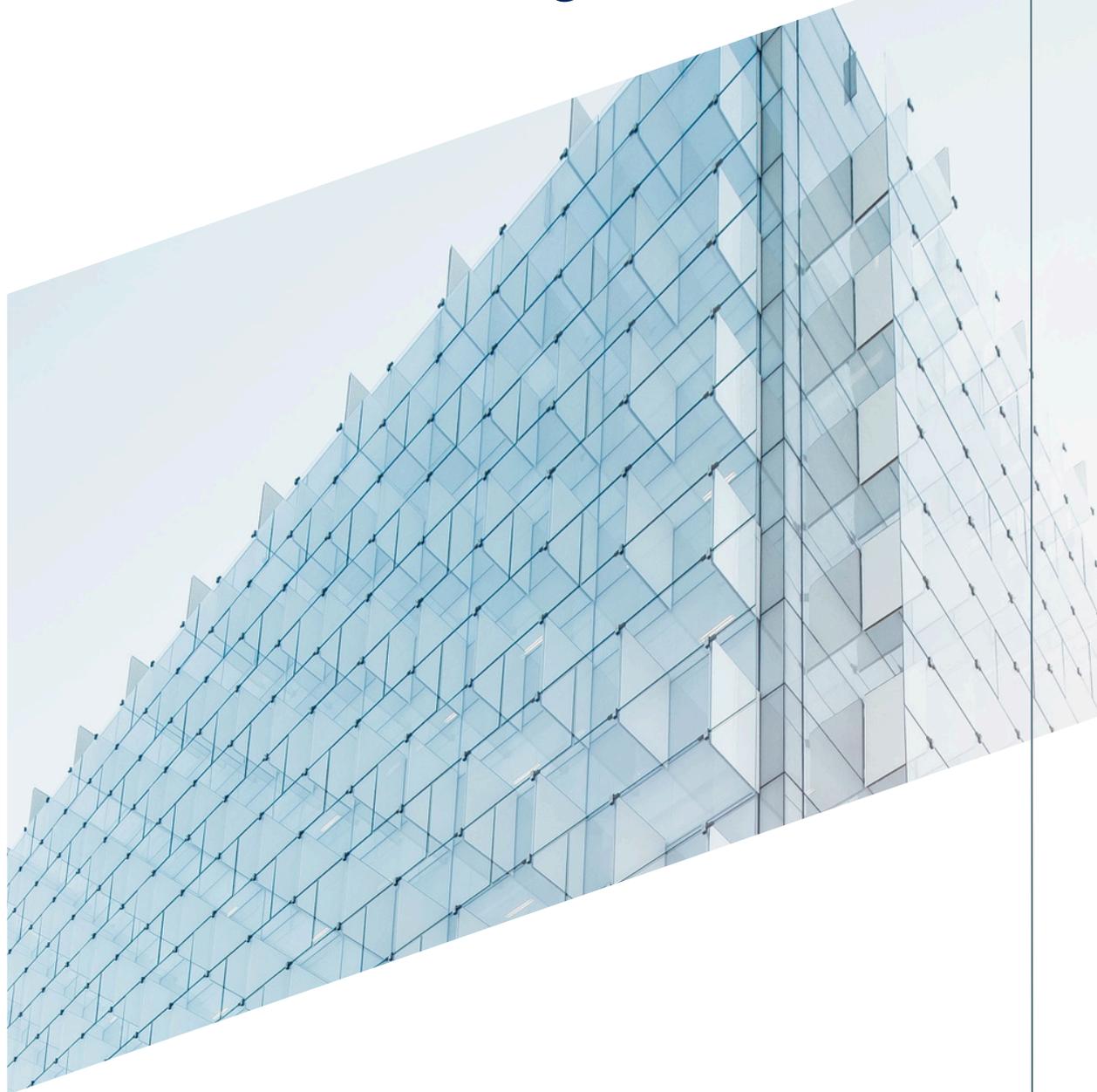
NOTE

In general, tips for your cover letter are:

- Find the name of your recruiter or employer specifically so you can address them directly.
- Double check your punctuation and spelling to confirm there are no mistakes.
- Feel free to be a bit personal but make sure that it remains professional.

02

*Industry
Profiles*





Health Insurance

Health insurance provides individuals with financial protection against medical expenses, offering a range of insurance plans tailored to policyholders based on their personal health-related factors. Actuaries play a critical role in this industry, using their expertise to assess an individual's health risk accurately and determine appropriate premium rates. By doing so, they help insurance companies maintain financial stability while ensuring policyholders have access to affordable and comprehensive coverage.

Actuaries are highly valued in health insurance for their analytical and statistical expertise. They use complex mathematical models and data analysis techniques to evaluate the likelihood and magnitude of health risks. Factors such as age, gender, and medical history are analysed to develop effective pricing strategies for insurance policies. Moreover, healthcare actuaries adapt policies to reflect evolving market conditions and regulatory changes, ensuring the sustainability and relevance of healthcare products in a dynamic industry.

The health insurance sector offers significant potential for career advancement due to its ever-changing nature and societal impact. Professionals are drawn to the opportunity to make a meaningful difference in people's lives while benefiting from personal and professional growth. This industry provides diverse career opportunities, combining technical skills with an understanding of contemporary healthcare systems.

A career as an actuary in the health insurance industry is both challenging and rewarding. It demands strong mathematical and analytical capabilities alongside the ability to navigate complex healthcare structures and policies. This unique combination makes it an intellectually stimulating and impactful profession.

In Australia, universal health insurance is supported by Medicare, while leading private health insurers include Bupa, Medibank, HCF, Allianz SE, and Westfund. These organisations offer actuaries a chance to contribute to critical projects that shape the future of healthcare.

Investment Banking

Investment banking focuses on the organisation of large, complex financial transactions, which may include mergers and acquisitions or initial public offerings. Investment banks also provide guidance to issuers regarding the offering and placement of stock. It also involves activities such as underwriting of debt and equity securities, and aid in the sale of securities, as well as providing advice on the worth of a company.

Although actuaries are not typically considered a main role in investment banking, the skill that an actuary has in understanding risk management is essential. As such, an investment banker who has actuarial skills will be well equipped to assess how much risk is attached to each merger or acquisition, or investment in stocks. Invaluable actuarial skills like projecting future cash flows with backed statistical models brings clarity during decision making processes. Effective mathematical, statistical and modelling skills allows actuaries to better understand the financial statements.

An investment banker who has skills in actuarial studies is well equipped to assess the levels of risk correlating with each action - each merger, acquisition, and investment. Even with an actuarial degree, you may require additional skills to excel in the investment banking industry, such as the art of selling and communication. Australia's investment banking landscape is dominated by domestic banks, like Macquarie, ANZ, Commonwealth, NAB, and Westpac.

Management Consulting

Management consulting is a professional service that helps organisations enhance performance and achieve strategic objectives. Consultants work closely with clients to understand their specific needs, develop tailored solutions, and implement cost-efficient strategies. This collaborative approach ensures organisations can navigate challenges effectively and optimise their operations.

Actuaries are highly valued in management consulting for their strong analytical skills, expertise in risk management, financial acumen, and specialised knowledge. Their proficiency in statistical modelling, probability theory, and financial implications enables them to deliver actionable insights, support data-driven decisions, and reduce operational risks. These skills make actuaries an asset to consulting firms addressing complex organisational challenges.

Unlike many roles, management consulting is defined by its external advisory focus and its project-based nature. Consultants provide expertise across a wide range of industries, taking a multidisciplinary approach to address business challenges. By offering an outside perspective, they help organisations overcome internal biases, identify hidden opportunities, and embrace innovative strategies. Consultants play a key role in identifying issues, crafting solutions, and ensuring long-term sustainable growth for their clients.

A career in management consulting is dynamic, fast-paced, and highly rewarding. It involves engaging in diverse projects, collaborating with teams, interacting with clients, and often travelling for work. The field offers continuous learning opportunities, exposure to multiple industries, and significant career progression, making it an attractive choice for those seeking a challenging and impactful profession.

Prominent employers in management consulting include McKinsey & Company, Boston Consulting Group, Bain & Company, and Deloitte Consulting. These firms provide opportunities to work on transformative projects that shape industries and deliver meaningful results.



Trading

Trading in Australia refers to the buying and selling of financial instruments, including equities, bonds, derivatives, commodities, and currencies, through various platforms and exchanges like the Australian Securities Exchange (ASX). Australia's trading industry is robust, driven by a combination of domestic and international investors, large institutional players, and retail traders. It plays a key role in the economy by providing liquidity, price discovery, and opportunities for capital growth. Regulatory oversight from agencies like ASIC ensures market integrity, fairness, and the protection of investors.

In this industry, actuaries are increasingly involved in quantitative trading strategies, risk management, and derivative pricing. Actuaries bring their expertise in probability, financial modelling, and data analytics to develop sophisticated models that predict market movements, optimise trading algorithms, and assess the risks associated with various trading strategies. Their work is critical in managing portfolio risks, particularly in volatile markets, and in ensuring that trading activities align with the risk appetite of the institution.

Beyond risk management, actuaries contribute to regulatory compliance by ensuring that trading activities meet the stringent capital requirements and reporting standards set by regulatory bodies. They also work in areas such as investment strategy and portfolio optimization, applying their analytical skills to develop strategies that balance risk and return. Key participants in Australia's trading landscape include the names of Optiver, SIG, Vivcourt and IMC.



General Insurance

General insurance is a broad sector of the insurance industry that covers non-life insurance policies, such as property, motor vehicle, health, liability, and travel insurance. These products provide protection for individuals and businesses against financial loss due to unforeseen events, including accidents, theft, natural disasters, or legal liabilities. In Australia, the general insurance industry is vital for managing risk and providing financial security across various sectors of the economy. It is heavily regulated by the Australian Prudential Regulation Authority (APRA) and the Australian Securities and Investments Commission (ASIC), which ensure the industry's stability, transparency, and compliance with financial standards.

Actuaries play a crucial role in the general insurance industry by applying statistical and financial analysis to assess risk, price insurance products, and reserve for future claims. Their work involves evaluating the likelihood of future claims, determining appropriate premiums, and ensuring that insurers have sufficient capital to cover potential liabilities. Actuaries also conduct scenario analyses to model the financial impact of catastrophic events like bushfires or floods, helping insurers design products that strike a balance between affordability and coverage.

In addition to their technical expertise, actuaries contribute to strategic decision-making by advising on product development, reinsurance strategies, and capital management. Their insights ensure that general insurers remain solvent while offering competitive products in a dynamic market. Actuaries also work closely with underwriters, claims managers, and regulatory bodies to maintain compliance with evolving regulations and industry standards. Leading players in Australia's general insurance market include Insurance Australia Group (IAG), Suncorp, QBE, and Allianz each offering a diverse range of insurance products and services to individuals and businesses.

Data Science

Data science has become one of the most dynamic and in-demand fields today, fueled by the abundance of data and the need for data-driven industry decision-making. As a data scientist, you would use mathematics, statistics, and programming skills to collect, analyse, and interpret data, solving complex business problems. This field is highly interdisciplinary, with applications in industries like finance, healthcare, e-commerce, and technology.

Data science is one of the fastest-growing career fields with high employability. With advances in machine learning and AI, data scientists are essential for deriving insights that drive business strategy, optimise operations, and improve customer experiences. The profession offers flexibility, high salaries, and opportunities to work in diverse industries, making it an attractive path for those with strong analytical skills, like actuaries.

Actuaries are well-suited for data science roles due to their expertise in statistical analysis, risk assessment, and predictive modeling. While traditional actuarial work focuses on finance and insurance, data science provides a broader range of applications, such as customer analytics, fraud detection, and operational forecasting. By combining actuarial skills with data science tools, actuaries can expand their career options and apply their knowledge to sectors beyond insurance.

Top employers of data scientists include consulting firms like PwC and Deloitte, tech giants like Google, and financial institutions such as Commonwealth Bank. Data science skills are also highly valued in research organizations, healthcare, and e-commerce, providing actuaries with ample opportunities to apply their expertise in new and evolving areas.

Superannuation

Superannuation is a mandatory retirement savings system, particularly prominent in Australia, where employers contribute a portion of an employee's income into a long-term investment fund. These funds grow over the employee's working life and are designed to provide financial security in retirement. The superannuation system is a cornerstone of Australia's retirement income policy, designed to reduce reliance on government pensions and ensure a sustainable source of income for retirees. It is a highly regulated industry, with government policies and tax incentives shaping how superannuation contributions are made and how funds are managed.

Actuaries in the superannuation industry are crucial to the ongoing sustainability and efficiency of these funds. They apply their expertise to model future liabilities, estimate the funds needed to cover these liabilities, and provide advice on investment strategies to ensure that funds grow at a rate that will meet future retirement needs. Actuaries also ensure compliance with regulatory standards, assess risks, and advise trustees and fund managers on asset allocation, investment policies, and member benefit structures. Their work directly influences how superannuation funds are managed, ensuring that they provide adequate retirement income while maintaining long-term financial health.

Beyond the technical aspects, actuaries in superannuation play a key role in shaping policy and guiding decision-making at a strategic level. They may work closely with government agencies, fund managers, and trustees to influence legislative changes and taxation policies that affect superannuation funds. Actuaries also contribute to public education and advice on retirement planning, helping individuals better understand their superannuation options. Major superfunds such as AustralianSuper, REST Super, and Aware Super dominate the industry, providing essential services to millions of Australians.



Life Insurance

Life insurance provides individuals and their families with vital financial protection, offering support during life's most challenging moments. This financial product acts as a safety net, delivering a predetermined sum of money, known as the death benefit, to beneficiaries upon the insured's passing or other covered events. By ensuring financial security, life insurance plays a key role in protecting loved ones and alleviating financial burdens.

Actuaries are central to the life insurance industry, contributing to pricing, product development, and risk assessment. They evaluate policyholder risks, set premiums, and ensure policies are financially sustainable. Additionally, actuaries estimate reserves to guarantee that sufficient funds are available for future claims, while also supporting financial reporting and regulatory compliance. Their work enables insurers to create effective and reliable products that meet the needs of policyholders.

A career as an actuary in life insurance requires exceptional analytical skills for assessing data, performing complex calculations, and managing risks. Actuaries in this field have the unique opportunity to make a meaningful social impact by providing financial security to individuals and families during critical times. Furthermore, the life insurance industry offers stability and resilience, as the demand for insurance remains consistent regardless of economic conditions.

Prominent employers in the life insurance sector include major banks, such as MLC, and life insurance providers like Zurich. Additionally, consulting firms such as Deloitte and PwC frequently hire actuaries to work on life insurance projects, broadening career opportunities within the field.



Reinsurance

Reinsurance is a specialised branch of insurance where insurers transfer a portion of their risk portfolios to other insurers, known as reinsurers, to protect against significant losses such as natural disasters, catastrophic events, or unusually large claims. By spreading the risk, reinsurers allow primary insurers to maintain financial stability and reduce their exposure to high-risk liabilities. This practice is a critical part of the global insurance market, as it enables insurers to offer coverage for large, unpredictable risks while managing their own solvency and balance sheets.

Actuaries play an essential role in the reinsurance industry. Their primary responsibilities include assessing the risks involved in reinsurance agreements, determining how much risk to transfer, and pricing these contracts accurately to balance profitability and protection. Actuaries in reinsurance need to understand a range of factors including global market trends, local and international regulations, and the potential impact of catastrophic events like hurricanes or earthquakes. Their strong technical, mathematical, and analytical skills are crucial in modelling risks and advising on optimal reinsurance strategies that safeguard both the primary insurer and the reinsurer.

In addition to traditional risk assessment, actuaries in reinsurance contribute to product innovation and strategy development. They help companies stay competitive by developing customised reinsurance solutions tailored to the specific needs of different clients and industries. Actuaries in this field also collaborate closely with regulatory bodies, reinsurers, and other stakeholders to ensure compliance with ever-changing regulations and to contribute to the stability of the global insurance market. Leading companies in reinsurance include Munich Re, Swiss Re, and Hannover Rück, which collectively account for a significant share of the global market.

Wealth Management

Wealth management is a financial advisory service that helps high-net-worth individuals achieve sustained long-term wealth. It takes a holistic approach to financial planning, focusing on preserving capital, optimising investments, managing tax liabilities, and addressing future financial goals. Wealth managers work closely with clients on comprehensive strategies that include estate planning, trust management, and investment portfolio optimization.

Wealth management services are typically offered by banks and financial institutions. Leading firms in this space include UBS Wealth Management, Credit Suisse, Morgan Stanley, Bank of America Global Wealth & Investment Management, and J.P. Morgan Private Bank. These institutions manage vast assets and provide tailored financial services to clients worldwide.

Although wealth management may not be a traditional path for actuaries, their expertise in quantitative analysis, financial risk assessment, and problem-solving is highly valuable. Actuaries can leverage these skills to develop effective investment strategies, assess financial risks, and analyse portfolio performance. This background in risk and data analysis allows actuaries to contribute significantly to a client's financial planning, enhancing their wealth and meeting long-term financial objectives.

For actuaries or those interested in moving into wealth management, obtaining relevant certifications can be beneficial. Credentials like the Certified Financial Planner (CFP) or Chartered Financial Analyst (CFA) designations are commonly required. Familiarity with financial regulations, investment products, and Australian industry standards is also essential. Specific career pathways may vary based on individual preferences and employer requirements, so seeking guidance from wealth management professionals is encouraged to tailor the transition effectively.

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are set against a clear, light blue sky. The perspective creates a sense of height and scale. The glass reflects the sky and other buildings, creating a complex pattern of lines and colors. The overall tone is professional and modern.

03

**Company Profiles
& Interviews**



Chintan Sapariya
Actuarial Analyst

Can you tell us a bit about Finity as a firm and your specific role in it?

Finity is a consulting firm that works primarily in the general insurance industry. Many of our clients are both large and small general insurers, including major companies like IAG. We provide a broad range of services, from traditional actuarial work such as valuations and pricing, to more non-traditional work within our product space, where we offer pricing solutions, portfolio analytics tools, and other strategic support. As for my role, I'm currently an Analyst and have been with Finity for two years. Analysts are often responsible for driving projects forward and delivering outcomes, working closely with consultants and senior staff to ensure high-quality results.

Was there a recent project you found interesting?

One recent project I found particularly interesting involved working with data and viewpoints from Optima, an industry publication where leaders share opinions and statistics about how the insurance industry is performing and how it may perform in the future. I helped project the general insurance industry over the next five to six years and built a portfolio analysis tool. This tool allows insurers to retrospectively test how different mixes of business would have performed, and prospectively explore how changes to their current portfolio mix might affect profitability and other key performance drivers.

What attracted you to Finity compared to other firms, and what sets the culture apart?

The biggest thing for me was the structure. Finity operates on a project based model, meaning that while you have a "home team," you're not restricted to only that team's work. Project teams are built around people who are interested, have the right skill set, or are looking to develop new skills. If you put your hand up, you can get involved whether that means contributing to a small part of a project or taking the lead on a larger component. That flexibility was important to me, especially since I wasn't sure what type of work I would enjoy coming out of university. Finity allows you to experience a wide variety of projects and figure that out for yourself.

Would you say Finity encourages proactivity?

Definitely. The culture at Finity encourages you to drive your own journey. While there are clear career pathways, it ultimately comes down to how proactive you are and how much responsibility you're willing to take on. If you consistently deliver strong work, people are more than willing to give you opportunities.

What experiences have been invaluable in helping you succeed?

Clear and transparent communication has been crucial — especially around deadlines and expectations. I try to follow the principle of “under-promise and over-deliver.” By setting realistic timelines and communicating them clearly, others can plan their work around yours. If you deliver earlier than expected, that's even better. It builds trust and reliability.

As a graduate, what challenges did you face and how did you overcome them?

At Finity, project structures vary significantly. Sometimes you work alongside other analysts; other times, it might just be you and a principal. Early on, I found it challenging to know who to direct questions to and how much detail was appropriate when asking them.

For example, you wouldn't expect a principal to spend hours answering very basic questions, whereas a more experienced analyst might be able to walk you through detailed processes. Learning how to balance that — understanding who to approach and when — was one of the key challenges I had to overcome.

What technical or soft skills are important at Finity?

Technical skills are still important, but with the rise of AI, they're less of a barrier than they used to be. What matters more is curiosity, asking why things are done a certain way, how processes can be improved, and thinking critically about the work you're doing.

That mindset is valuable not just at Finity, but in any workplace.

How do you think AI will change the role of actuaries?

I don't think AI will replace actuaries, it's a tool rather than a replacement. When used effectively, it saves time and can act as a second opinion on decisions. It also helps you quickly understand unfamiliar areas and participate in conversations you might otherwise find challenging. Essentially, AI lowers the barrier to entry when working across new industries or product lines.

Could you describe your recruitment process and offer advice for students wanting to stand out?

I came through the Co-op Program, so my recruitment process was slightly different. I first met Finity representatives at a Co-op presentation and later spoke with friends who had interned there. After expressing interest, I interviewed with Finity, where I was asked both technical and behavioural questions. From there, the process was smooth; I received and accepted the offer shortly after. My advice would be to pursue activities you're genuinely interested in. Finity values diverse perspectives, and in a project-based environment, having breadth of experience can be a real asset.

How does Finity support education, such as Part II and Part III exams?

Finity is very supportive of further education. We receive around 13 days of study leave per semester, plus one additional day for the exam itself. There are also group information sessions and exam preparation sessions run by experienced staff. Study groups naturally form as well, which creates a collaborative learning environment.

What is the culture like working from home versus in the office?

Finity operates on a hybrid model. Teams often have informal in-office days, for example, my team usually comes in on Tuesdays and Thursdays. The culture is flexible. While working from home is fully supported, there's encouragement to spend time in the office because you gain a lot from being around colleagues, especially through informal learning and collaboration.





Explore your passion. Find your future.

Are you ready to make an impact?

Join Finity, Australia's leading independent actuarial firm.

As a graduate or intern, you will have the opportunity to work across a range of disciplines and gain experience in traditional and contemporary projects whilst led and supported by industry experts.

From day one, you'll gain experience across different projects and types of work including; reserving, climate risk, healthcare, product development and more - supported by leaders who have a genuine interest in helping you unlock your full potential.

Love a challenge. Think outside the square.

Graduate Program

Recruitment for Finity's Graduate program opens in February each year for final year students, offering an in-depth learning experience and providing access to world-class training. You'll get the opportunity to apply your expertise and skills to real-world projects.

Internship Program

We offer paid summer internships for penultimate year students. As an intern, you'll work closely with our experts and industry leaders daily and get exposed to a wide range of projects and clients.

Discover your perfect role.

Grow your career with Finity. Work alongside industry leaders in a supportive environment that supports your actuarial journey and, encourages your development.

Find out more about working at Finity.



Andrew Shan: life as a Finity Graduate

Andrew joined the Finity Graduate Program in 2024 and reflects on his first year at the company.

From the diverse range of work to the strong support for professional development, Andre shares his experiences and insights as he navigates his career in General Insurance.

Why Finity

Finity stood out to me among other graduate programs because of the diverse nature of the work. It offers a unique balance between traditional actuarial work and product-related projects.

As a project-based firm, Finity offers a unique balance of traditional actuarial work and product-related projects, providing opportunities to develop skills I might not have gained elsewhere.

Andrew's positive experience at Finity via the Macquarie Uni Co-op program encouraged him to apply for the graduate program.

I first joined Finity through the Macquarie University Co-Op program, and my experience during that time motivated me to return for the graduate program. The application process was smooth, with HR providing regular updates and support throughout.

For future applicants, my advice is to stay informed about the General Insurance industry and its recent developments. Having a basic understanding of GI Valuations or Pricing methodologies, or simply a strong interest in these areas, will go a long way. It's also important to approach the work with an open mind. As a consultancy, Finity places people on a wide range of projects, and being flexible and willing to take on diverse work will be a significant advantage.

Andrew reflects on the opportunity to propose and develop a solution during one of his projects

On one of my projects, I developed a macro to streamline a large and complex process. Previously, refreshing and flowing results through numerous files took close to an hour. The macro automated this process, reducing it to just a few minutes.

This improvement had a significant impact on the project, saving the team countless hours and allowing us to focus on more critical and time-sensitive aspects. It was rewarding to see how a technical solution could make such a tangible difference.

Actuarial and study support systems

Finity has provided numerous technical training sessions throughout the year, which have been invaluable in strengthening my skills and broadening my understanding of the core techniques required for General Insurance actuaries.

Finity is exceptional. Each semester, I've been given study days, plus an additional exam day. This support has allowed me to dedicate time to studying while still maintaining a good balance with my work responsibilities.

Values and culture at Finity

Finity's six values—Rule of Reason, Citizenship, Clients First, Respect, Quality, and Recognition—are evident in every aspect of the company. These values shape the way we approach our work, ensuring high-quality outcomes for our clients and fostering a respectful and collaborative work environment.

I also see these values reflected in Finity's active social culture, which brings together people from all areas of the company. and receiving acknowledgment for your hard work, in particular, stands out via regular feedback processes and acknowledgment of individuals' dedication and contributions.

Looking back on my first year

Looking back on my first year, I can confidently say Finity is a great place to work. The supportive environment, dynamic projects, and strong social culture have made it an incredibly rewarding experience. It's a place where I've shaped my career path, worked on projects I enjoy, and delivered meaningful client outcomes.

INTERVIEW

MERCER

**RICHARD
DUNN**

**HEAD OF PRODUCT
AND STRATEGY,
CONSULTING**



Can you tell me a bit about yourself and your current role at Mercer?

Sure. I qualified as an actuary in 2008 after completing the Investments Fellowship course. I'm a bit unusual in the sense that I always knew I wanted to be either an actuary or an aerospace engineer. I actually worked briefly in aerospace engineering but realised it wasn't the right fit for me, so I shifted.

Interestingly, I did a whole series of psychometric tests, and every single one of them pointed toward becoming an actuary – all in the 99th percentile. So I explored the career, saw all the benefits, and knew it was the right path for me. I've never looked back.

At Mercer, I have what I'd call a "unicorn role" because it lets me split my time three ways: superannuation consulting, investment consulting, and public policy/thought leadership. My role is essentially about helping organisations that hold money for other people – super funds, charities, aged care organisations – make better decisions for their beneficiaries. A good example is Mercer's *Shaping Super* report, which I co-author with our lead superannuation partner, Tim Jenkins.

What advantages do you think an actuarial degree brings to the work at Mercer?

The obvious answer is the technical kit – understanding statistics, finance, and the broader system. Australia's super system is incredibly complex, cobbled together over 30-odd years, so having that actuarial background gives you essential context.

More importantly, though, it's about the way of thinking that an actuarial degree instils. You learn to approach problems systematically, especially through concepts like the actuarial control cycle. Even if you don't call it that day-to-day, it shapes the way you analyse and solve problems.

What drew you to Mercer originally, and what has made you stay?

Initially, it was the diversity of work. Mercer is unique in that it combines superannuation consulting, investment consulting, and thought leadership. After spending many years as a consultant at Rice Warner and Deloitte, I wanted to get closer to the money – to see how things work inside organisations that actually manage funds – while still keeping the consulting connection. Mercer allows me to have both.

Another big reason is Mercer's strong culture of thought leadership. People like David Knox and Tim Jenkins are highly regarded in the industry. I've always believed you learn from the people you're surrounded by, and Mercer is full of brilliant, thoughtful colleagues. That's a huge reason I've chosen to stay.

What is the culture like at Mercer, and how has it impacted your work?

I'd describe it as friendly and flexible. People genuinely get on. For example, after a conference in Adelaide, Tim Jenkins and I spent the weekend doing a wine tour with my partner – that's the kind of collegial relationships we have.

Collaboration is also a big part of the culture. I speak to other principals almost daily, bouncing ideas around or checking perspectives. There's a real sense of support and shared problem-solving.

On the flexibility side, Mercer trusts people to work in the way that suits them best. I work in sprints – clearing my admin first, then focusing deeply on complex work. If I need to pull some longer hours during a big client push, there's an understanding that I'll balance that out later. It's a culture built on trust and respect.

What have been the most rewarding and challenging experiences you've had at Mercer?

The most rewarding has been leading the *Shaping Super* report. It's a thought leadership piece that looks at the state of super and where the industry needs to go. Being able to take my ideas from a blank page right through to the market, see it get a run in the Fin Review and Bloomberg, debate it with clients, and even sell work off the back of it has been hugely rewarding.

The biggest challenge is the rapidly changing market. Super is consolidating, and what worked yesterday doesn't always work today. That means you've got to constantly adapt, get ahead of what clients need, and stay on the front foot – all while managing the day-to-day workload. It can be demanding, but I'd rather be flat out than bored.

What specific skills does Mercer look for in potential candidates – both technical and soft skills?

On the technical side, a solid grounding in statistics and strong Excel skills are important. But to be honest, most of the technical stuff you learn on the job. The real focus is on soft skills.

We value curiosity, initiative, and a willingness to learn. The best candidates are those who ask questions, put their hand up, and say, “I don’t know how to do this yet, but I’ll give it a go.” Strong communication and interpersonal skills are also vital, because grads work directly with senior principals and partners. You need to be able to interact confidently and clearly with stakeholders.

What does the daily work of a graduate or intern at Mercer look like?

Graduates typically get a portfolio of defined benefit (DB) clients. They’ll learn the full process – from doing the calculations, to checking, to working with the actuary in charge. That becomes their core work and gives them a chance to really hone their skills.

Alongside that, they get exposure to defined contribution (DC) consulting projects, which are more like management consulting. This could include product reviews, M&A advice, or research projects like analysing value-for-money in super.

So our grads get both: the stability of core client work and the variety of broader projects, with plenty of support along the way.

Finally, what advice would you give to current uni students who want to apply for an internship or grad role at Mercer?

First, focus on your studies – good marks will get your foot in the door. But beyond that, think about your point of difference. What extra-curriculars or passions set you apart? What unique skills or experiences will you bring to the team?

Remember, being able to do the work is the baseline. But employers are also asking themselves: Is this someone I’d want to work with every day? People skills really matter.

I’d also encourage students to attend careers fairs and industry nights. Meeting people from Mercer face-to-face doesn’t guarantee you the job, but it gives you some great context. When the interviewer asks what you know about Mercer, you’ll have a genuine, informed answer rather than just parroting something off the website.

2025

Careers Guide

Welcome to a world where economics and empathy help people and business thrive

Who are we?

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. At Mercer, we believe in building brighter futures.

For over 75 years, we've been providing trusted advice and solutions to build healthier and more sustainable futures for our clients, colleagues and communities.

Areas of Practice

- Consulting
- Superannuation
- Investment

Office Locations

- Sydney
- Melbourne
- Perth



Keep an eye out for your opportunity to join our actuarial & investments consulting team:

- Graduate Analyst roles – applications open in Jan 2026 for a Feb 2027 start
- Consulting Intern roles – applications open in Aug 2025 and will run Nov 2025 to Jan 2026

Why work for us?

If you have a strong client focus, like to solve complex problems, have a keen eye for detail and have a passion for creating better lives, then we need you to help Australia's largest superannuation funds and investors navigate some of the biggest challenges of our time.

You will have the opportunity to work alongside Mercer's leading actuarial and investment consultants to solve challenges including creating retirement income strategies, improving Superannuation member outcomes, and investing in a time of climate change.

In addition to exciting work, you will be joining a large but tight-knit team with a warm and welcoming culture. You will have a strong support network including a buddy to answer any questions, and a manager to help shape your career. We hold regular company-funded events with fun activities such as bowling, sip and paint, and amazing races, and often grab lunch together or wind down after work at drinks. Mercer also supports flexible working - we are encouraged to work hours that best suit our needs and to dress to suit our day.



I joined Mercer in January 2024 as a Graduate Actuarial Analyst, one year after completing Mercer's summer internship program.

I have had the privilege of working across a diverse range of clients offering me exposure and education on many interesting facets of the retirement industry. This has ranged from actuarial valuations, to insurance benefit designs and assisting in some of Mercer's thought leadership projects designed to explore and offer discussion on the world's retirement systems.

I've thoroughly enjoyed my time at Mercer, having found a collaborative and positive work environment. The team has been incredibly welcoming and supportive. The mentorship I have received has allowed me to develop both my professional and personal skills as I begin my career, and I look forward to continuing my journey with Mercer.

Róisín Tuohy
Graduate Analyst, Actuarial Consulting





**VANESSA
ANGELICA**
R&D ACTUARY

INTERVIEW



PACIFIC LIFE RE

What motivated you to pursue a career in Actuarial Studies, and how did you become interested in this field?

To be honest, I got into actuarial studies because I like math and you get paid a lot, which I'm sure a lot of you can relate to. But over time once I actually started actuarial studies, I really liked the idea of being able to understand things holistically and solve problems, because in actuarial studies you learn deeply about a certain practice area. For example, in life insurance you need to consider not only pricing, but also the market, similar products, valuation etc.. Also in actuarial studies, there is a lot of encouragement to continue professional development, like hearing about different kinds of papers being written and thought discussions to continue innovating, which I want to be a part of.

What initially attracted you to work for Pacific Life Re, and how has your perception of Pacific Life Re evolved since you joined?

I got into Pacific Life Re because I got an internship here. I was an international student and there weren't many opportunities for me unfortunately, but I'm very lucky to end up at Pacific Life Re. In uni I was always attracted to the popular and prestigious companies and didn't really understand what was important in a company until I joined Pacific Life Re, where I discovered the value of culture. Some of the highlights from my interview were the emphasis on accountability alongside the provision of stimulating and rewarding tasks, unlike some companies who just give employees boring grunt work. It really made me feel appreciated and Pacific Life Re has been a great place to learn. Over the years, I've also seen Pacific Life Re's commitment to diversity inclusion and mental health and I do see real action in Pacific Life Re for what they preach. For example, we have a mental health group diversity and inclusion group and have expanded the company benefits to include mental health related stuff instead of just fitness and gym. Also during Covid, a lot of people's pays were cut but in Pacific Life Re we got work from home allowance, allowance for home equipment etc. and it really shows that Pacific Life Re cares for its people instead of its profits.

What was your path into your internship and what was the application process like?

I know that the internship process has changed a lot, but back when I did it they opened the internship pretty late and it was just one interview, and I got the internship after the interview. After the internship I was offered a part time role, and I received a grad offer after a few months. Nowadays they have a more formal process with the whole assessment centre process.

What is an R&D Actuary? Can you describe your typical week in this role and your primary responsibilities?

R&D is actually very specific to Paclife I think, so we are the “research and development arm” of the company, and it technically falls under pricing, so we do help with pricing a little bit, but the main things we do are experience analysis, and we create types of trade tables which is kinda like the base table of mortality etc. to be used if you want to price. There’s also the capital stress stuff, like for APRA we need a whole capital for a 1 in 200 scenario and it needs to be quantified. That’s the stuff we do. But a lot of what the team does are random research projects. For example, if we see that claim experience is bad in this one fund that we reinsure, we can have someone look into it and see if there’s any drivers or things we can do. So it’s random stuff like that and generally it’s extremely project based. I have a few open things right now and it’s up to me to manage them because a lot of these research projects don’t have a strict deadline, so what my job looks like a lot of times is, say, on Monday, I look at the 5 things I have open and I decide what I need to do this week, e.g. do I need to update people, or spend more time on this, and deciding which projects are priorities. Then I work on those projects throughout the week. Since we are very analytics-focused, there are a lot of different programs we use. I use R, SQL and Tableau other than Excel, but we do have freedom to use Python if we want to.

Can you highlight something that you enjoy doing as an R&D actuary, and something you dislike about it?

I’m actually pretty new to the team and I was in valuations during my internship until this year, so one thing that has been a challenge for me is managing all the open projects because you’re fully accountable and people won’t be looking over your shoulder, so setting up those smaller goals, being accountable and making sure people are updated and making sure things are being done on time is really important. This is kinda the nature of this role because it’s researched based.

I really like solving problems, so one thing that I liked is doing a research project while talking to a lot of different people and coming up with a solution that fits into the current process. You have to scope and see things out, for example if you’re developing a tool, who needs the tool, how do you make sure people know how to use it etc.

What skills and qualities do you believe are essential for success in the actuarial profession, especially for someone aspiring to become a senior analyst?

In the actuarial profession in general, the curiosity and willingness to learn is the most important, because no one knows everything but everything can be learned. Actuarial studies is a constantly evolving profession, so if you are not willing to learn then you will get left behind. In terms of becoming senior analyst, the main difference with a senior analyst and a normal analyst is your degree of accountability, so if you want to become a senior analyst you should be able to work somewhat independently and take responsibility for the things you do – someone can leave you with a task and be confident that you will finish it. If you think about a project and what is involved, you can get a good idea of what's required, so a senior analyst would need to know scoping, talking to stakeholders, and the technical knowledge that comes with it.

As someone who is a university graduate, what are some activities you would recommend to participate in outside studying to gauge what career path you want to take, what kind of workplace you want to work in and how did you manage your time with these?

When it comes to industries, it's very hard to move once you're in it because of the fact that we need to choose a practice area for Part 3s. I'm not saying that you can't but it does make it harder. In terms of the practice area, I think it's something you should figure out before you graduate, but figuring out what specifically you want to do is something you can figure out after. I feel like this is more of a "you know with time" thing because when I was in uni, I really wanted to join the prestigious companies that everyone wanted to get into and then over time I learned that culture is more important, and I think people's views will evolve over time because of that.

It's similar to stuff you want to do, because how can you know what you want if you've never done it? So my advice is to try as much as you can – try different things, be open to learning and don't pigeonhole yourself to one thing because what you think you want is probably not accurate to what it actually is.

For managing time, there's actually a lot of stories of people burning out when they start work, people who want to do everything but can't now they are in work, so I think it's important to just slow down and not overthink it all. Don't worry if you don't know exactly what you want because my idea of where I wanted to be before is much different to now, and it's not like I've backtracked and changed what I want to be but just the process of figuring out what you want to do. Other than that, being well-read, talking to a lot of different people or getting a mentor (who isn't your direct manager) would be really good.

Can you share some examples of how actuarial insights have influenced major business decisions or public policy?

I feel like it's everything. Pacific Life Re is a reinsurance company and we actually have actuaries for almost all of our roles, we have a client team that talks to the actual insurers and our actuaries, so I would say that it's very hard to find examples of decisions that are NOT based on actuarial insights. Another thing is that actuarial insights is not just the technical analytics stuff that you learn in uni, but there's also the whole market knowledge, figuring out what people need, lifecycle of a product etc. that's all part of actuarial knowledge.

So I would say that every kind of decision that you make, whether you want to hold a new reserve or whether you want to go forward with a specific fund to reinsure or go to a specific insurer, is all based on actuarial insights. But in the public policy in general, I think one big example from life insurers is that a couple of years ago, the income protection product was very unsustainable and the whole industry was losing money but we couldn't change the product because the first company who changes it was going to lose a lot of money because changing it would make it more expensive.

So because of that, APRA stated that everyone needed to change the product by a specific date, and established a working group to figure out what that new sustainable product would look like, and now companies have that new sustainable product and the whole industry is able to move together. A change like that is not gonna be possible if you are in an industry without some central governing regulator e.g. Actuaries Institute. Also, actuaries definitely help in devising governmental programs like social welfare programs and the like.

Are there or have there been any projects, initiatives or changes within Pacific Life Re that you're particularly excited about?

One of the things I think is really great about it is when you say a flat structure, I think it's really flat here in Pacific Life Re. I'm actually doing a project where I'm mapping out the business's main processes. This came about because one time when we were drinking, I was talking to the general manager, who is like the CEO of the company, and he asked what I wanted my job to be. I said I wanted to aim for your job. I probably had quite a bit (of drinks) at that point, but anyways he actually followed up afterwards and wanted to hear more about me and my ambitions.

We had a chat and we figured out the skills someone would need if they wanted to be CEO, and I think that I would need to know the different seams in the company and how they work, not just our own, cause if you want to be CEO you need to know beyond actuarial knowledge. So the CEO said there was a project that we've been wanting to do for a while, which is a map of how our processes work so we can understand it fully and explain it to stakeholders, so I've been doing that for the past year or so. It's a very small part of my job and I only spend a few hours every week doing it, but I've been talking to a lot of people in the company because of that and learning about what they and their team does, and building my understanding that way.

I think that kind of opportunity wouldn't really happen anywhere else and I'm really grateful that they really care enough to give me half an hour of their time every once in a while to actually review what I'm doing and help me figure things out. It's pretty exciting that a few "drunken words" led to me creating something in the company and pushing it through to become an actually available thing. If I was anywhere else, I don't think I would get an opportunity even close to what I got here.



ABOUT PACIFIC LIFE RE

Pacific Life Re offers a new and refreshing approach to life reinsurance across some of the world's largest and rapidly growing markets in Europe, Asia, Australia, and North America.

Our technical expertise combined with a strong corporate backing allows us to provide a range of unique risk and capital management solutions. We work in close partnership with our clients to offer support with innovation and product design, in force portfolio performance and new business growth.

OUR PHILOSOPHY - PUTTING CLIENTS FIRST

Our philosophy is to understand our clients' needs and provide an expert service to help them achieve improvements in business processes. Our clients can expect choice, flexibility, and ability to drive innovation, combined with exceptional service standards.

OUR UNIQUE PROPOSITION IS BUILT AROUND:

- Delivering customised solutions tailored to the specific needs of our clients
- Working with our clients to professionally manage risk, rather than seeking to eliminate it, which allows freedom to innovate the products and processes
- A strong team of experts who can deliver the highest standards of technical expertise and commercial understanding across all disciplines
- Financial security and corporate backing from the Pacific Life organisation

ACTUARIAL TEAMS AND OPPORTUNITIES

Pacific Life Re Australia (PLRA) hires actuarial interns across the Pricing, Research & Development (R&D) and Corporate Actuarial teams over the summer vacation. Internship applications typically open around May/June each year. You can keep up to date with Pacific Life Re by following us on LinkedIn and stay subscribed to job alerts for internship and graduate opportunities we have on offer.

By joining PLRA, you'll be working in a company that values your technical skills, the innovative ideas and solutions you bring into the work you do, and your ability to communicate those ideas effectively. You'll also have the opportunity to work on all of PLRA's current and planned product lines: mortality, TPD, income protection, trauma and retirement solutions within both the group and retail markets.

<p>The Pricing Intern supports the pricing of risk business across group and retail products. You will learn how to create and price life insurance products to deliver sustainable competitive advantage and market leading insights for our internal and external clients.</p>	<p>The Research & Development Intern is responsible for supporting the actuarial research and development function. PLRA differentiates itself from its competitors with market-leading research and insights, and you will play an important role in sustaining this.</p>	<p>The Corporate Actuarial Intern is involved in PLRA's financial reporting based on different international valuation bases. You will also have the opportunity to get involved with business planning, management reporting and new treaty implementation.</p>
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INTERVIEW

pwc

TOBBY MCCANN

**ACTUARIAL
ASSOCIATE**

What motivated you to pursue a career in actuarial studies, and how did you become interested in the field?

The only reason I thought about doing actuarial was because my mate wanted to do it. And he said he was planning to do it and I decided to look into it and I thought it was kind of a cool option, because you had to do a bit of maths and do coding. And I spoke to a person that is a friend of a friend of a friend, at IAG, and she explained the role, if you like doing maths and like doing, like, problem solving and things like that, it's kind of a good career to work in.

What attracted you to work at PwC and how has your perception of PwC changed since you joined?

The only reason I thought about doing actuarial was because my mate wanted to do it. And he said he was planning to do it and I decided to look into it and I thought it was kind of a cool option, because you had to do a bit of maths and do coding. And I spoke to a person that is a friend of a friend of a friend, at IAG, and she explained the role, if you like doing maths and like doing, like, problem solving and things like that, it's kind of a good career to work in.

What role do you have at PwC? And can you describe a typical week that you see in your role?

I'm an associate. You would say the associates and senior associates are a lot more of the doers. In terms of a typical day, we would just be kind of like you generally just working on a certain project, which might go for, you know, a month four and go for longer. And you have certain tasks that you have to do, per say, if you're doing a general insurance valuation, there might be building up the triangles and then calculating the development factors. And then you're sort of setting up a lot of these sorts of things and building sort of diagnostics and, like sort of calculations to sort of help inform reports and things like that, which has been passed on to the external stakeholders.

What surprised you most about the industry and your role?

I think that the difference that you find is that at university, everything is very technical. It can be very challenging to understand what's going on. What you find when you step into industry is that it becomes a lot more about how you justify and explain what you're doing and why you're doing it based on the techniques you have learned at university. So a lot of the things you learn at university are here's how you use this probability model, but perhaps that probability model might not be the most appropriate one, but then, it might be the communication might be challenging, and there's all these sort of other effects in, I guess, dealing with stakeholders, which is steps beyond, like, what you're taught at university. A lot more of the justification and thinking about actually why you're doing something rather than just saying, here's my formula I got taught at uni, let's just plug it in. You get an assignment and someone will tell you this grows at 2%, you actually have to start coming up with these sorts of things to build the frameworks of the model. You kind of think about all the parts of the model rather than just here's this part that they taught you in this course. So you're building the things together and thinking about, "Oh, why am I actually doing this?" And that's what you're doing in your part twos and three courses. I've finished all my part twos. I'm doing my part three at the moment, so I'm doing my part three, so I'm doing General Insurance. Part three is set up so that you can either pick General Insurance or Life insurance, and there's also now banking and investments. And then you can do the applications, which are data science or Super, Life, General Insurance. It teaches you more actually what you're doing at work, teaching you why you're thinking about certain things and how you actually apply concepts in a real context.

Can you highlight something you enjoy about your role and something you dislike?

The thing I like is the ability to work on my complex projects and also the variety of different things that I get to see and learn about. I am interested in learning as much as you can and being a part of different things and seeing why people are doing something and learning about a new model or how something works. And I think that's really the best part is getting to just be on different challenging things and seeing something new and how someone's doing something and thinking about how you might do that in the future. I would say that the thing that I dislike is the report writing. Obviously, it's like doing an assignment. I like doing the actual bare meat of the assignment, but the end part is obviously what you're required to do. You have to be able to communicate things effectively and go through all those iterative steps of being able to explain to someone what you've done. The documentation is obviously the most important step, but it's also the most tedious and you want to be doing all of the work all the time rather than doing all the other stuff, which is the important stuff.

Can you talk about a project you walk on and where you really have to think outside the box or was outside your area of expertise?

I was just on general insurance valuation. When you're at university, they sort of give you a triangle. So would have done that at ACTL1101. They give you a triangle and here's these diet entries and you calculate these sorts of things, and it just pops out the number. The thing is when you get to real life, and the policy I was just working on had very sparse claims, and the policy was not even that runoff. So normally you assume that the policy's gone to complete runoff and then you project out. There was not even a full mapping of all the information behind the policy. I thought it was pretty interesting because you had to work out and forecast how you expect the claims to behave in the future and capture different policy mixes and structures that are changing over time. It's similar to a normal triangle, but then you have these extra layers and effects which you're trying to map and calculate to estimate future losses. You're slowly building the blocks at university, but then once you start working, you take what you've learned and apply logic and common sense, and then try to iteratively test different things to see what seems reasonable. Maybe this might be the right approach to think about what actually makes sense in real life. If you had car insurance or something like that, you need to think about what factors you think would affect car insurance? Let's say, you have a car policy, then maybe the type of car or the type of driver. They're kind of like common sense things, which is what you would use in your models. I feel like sometimes you're overlaying some common sense and some logic, but then you're also using your models to try and justify and help explain complex ideas. It's like building on current knowledge and just testing and reading stuff to learn and try different things.

What advice would you give to students looking for an actuarial role and to stand out in the recruitment process at PwC? Would you recommend any particular activities or extracurriculars outside of studies for students?

The thing I like is the ability to work on my complex projects and also the variety of different things that I get to see and learn about. I am interested in learning as much as you can and being a part of different things and seeing why people are doing something and learning about a new model or how something works. And I think that's really the best part is getting to just be on different challenging things and seeing something new and how someone's doing something and thinking about how you might do that in the future. I would say that the thing that I dislike is the report writing. Obviously, it's like doing an assignment. I like doing the actual bare meat of the assignment, but the end part is obviously what you're required to do. You have to be able to communicate things effectively and go through all those iterative steps of being able to explain to someone what you've done. The documentation is obviously the most important step, but it's also the most tedious and you want to be doing all of the work all the time rather than doing all the other stuff, which is the important stuff.

Our purpose: “Build trust in society and solve important problems”

What kind of career will you create?

General Insurance



- Integrated reserving, monitoring, and pricing
- Actuarial valuation review
- Pricing promise review
- IFRS 17 implementation
- Portfolio and claims management strategy

Life Insurance



- IFRS 17 support
- Actuarial valuation review
- ICAAP review
- Due diligence and M&A
- Remediation

Banking



- Credit risk modelling
- Model development, validation and monitoring
- Capital modelling and stress testing
- Liquidity risk modelling
- Independent model reperformance

Super



- Merger due diligence
- Implementing regulatory change
- Defined benefit and long service leave valuation
- Strategy and operations consulting

Investments



- Investment governance and implementing regulatory change
- Asset managers due diligence
- Strategy and operational effectiveness consulting
- Asset consulting for institutional investors

Other



- Emissions and climate risk modelling
- Quantitative risk modelling
- Business case and financial modelling
- Actuarial modernisation and industry surveys

Programmes

In February/March 2026, apply for our 2027 Summer **Vacationer** (December 2026 – February 2027) and **Graduate** programs. Follow our social pages to get notified!

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Our Culture



International opportunities



Flexible working



Paid study and general study leave



Graduate training and support



Health and fitness perks



Volunteering opportunities



Regular social events



No dress code (dress for the day)



Take a day off on your birthday



Benefits and discounts page



VISHWESH MANIKANDAN

Can you describe your role as an actuary at the NDIA?

I work in the future models development team within the Scheme Effectiveness and Forecasting Branch. My team focuses on developing forecasting models, to improve the accuracy of NDIS projections. We also provide support to enhance the existing modelling capabilities. It's all about balancing innovation with practicality to better understand the sustainability of the NDIS.

What inspired you to pursue a career in actuarial science, and what led you to work for the NDIA?

I've always really enjoyed maths but wasn't particularly drawn to physics, so actuarial science was a perfect fit. Actuarial studies provided me the perfect balance between mathematical rigour and professional judgement. The NDIA, in particular, appealed to me because it has such a significant impact on our society—it helps empower people with disabilities all across Australia. The scheme is constantly evolving and currently represents around 2% of Australia's GDP. It's very rewarding to work on something so impactful and dynamic. The broad scope of work we engage with provides plenty of opportunities for people to develop their skills based on their interests.

What is the culture like at the NDIA?

We have a very supportive team environment, and everyone is down-to-earth. The atmosphere is very friendly and everyone is very approachable. I've been working at the NDIA for about 4 years and still learn something new from people every day. We're all committed to each other's learning. We have plenty of social events that have continued to bring us closer together as a team. Board games, escape rooms, tennis, badminton, mini golf, Friday lunches - Oh, and there's a big love for bubble tea here—it's a fun little tradition within the team!

● **What advice would you give to students or early-career actuaries who want to pursue a career in the NDIA?**

Be curious! Curiosity goes a long way in this field. Showing genuine interest in learning and exploring different aspects of the work is very important. The things you don't initially like might surprise you and become something you enjoy and excel at. Also, communication and soft skills are quintessential in being an actuary. A common part of our job involves communicating complex information to a non-technical audience.

● **Are there any specific technical tools, programming languages, or methodologies you recommend aspiring actuaries focus on?**

Definitely. Tools like SAS, Python, R and SQL are very important. But my advice is not to specialise in just one—be comfortable working across multiple programs as each tool has its purpose. Having that versatility will serve you well.

● **How do you see the role of actuaries evolving, particularly in government agencies like the NDIA?**

The NDIA has one of the largest actuarial teams in Australia, with over 300 actuaries and data scientists. Initially, the work focused on providing advice on financial sustainability. These days, the role has expanded into more areas, like advising on home-living arrangement policies for participants, creating budgeting algorithms, and fraud detection. The work is constantly evolving, and actuaries are branching out into areas we might not traditionally associate with the profession.

● **Looking back, is there anything you wish you had known or done differently early in your career?**

I think staying open-minded is key. Early on, I wish I had been more willing to try different types of work. You don't know what you'll truly enjoy until you give it a go, so keeping an open mind is something I'd recommend to anyone starting out.

The National Disability Insurance Agency (NDIA) is an independent statutory agency. Our role is to implement the National Disability Insurance Scheme (NDIS), which will support a better life for hundreds of thousands of Australians with a significant and permanent disability and their families and carers.

The Analytics, Data & Actuarial Division, led by the Scheme Actuary, perform analysis on Scheme monitoring and risks to the Scheme and provide insights on the overall financial sustainability of the Scheme. The Division also provides data and analytics to all operational teams, driving service delivery performance. They produce the annual financial sustainability report and quarterly actuarial reports and provide information and advice to the CEO and the Board.

Culture and values

We foster a highly supportive team environment where all members are approachable and grounded. The NDIA has one of the largest actuarial teams in Australia, with over 300 actuaries and data scientists. The broad scope of work we engage with provides plenty of opportunities for people to develop their skills based on their interests.

Our values are:

- **We value people** – We put participants at the heart of everything we do
- **We grow together** – We work together to deliver quality outcomes
- **We aim higher** – We are resilient and always have the courage to do better
- **We take care** – We own what we do and we do the right thing

Opportunities for graduates

Applications for entry level actuarial analyst roles will open in March 2026 for a 2027 start at <https://ndiajobs.nga.net.au/> (under the New South Wales section).

If you have any questions or would like further information, feel free to email us at ndia.student.careers@ndis.gov.au.

ember advisors



Tara Dabrowski
CONSULTANT

Could you tell us about your role at Ember Advisors and what a typical day looks like for you?

My role title is Associate Consultant or Associate Analyst, and we do a bit of both. A typical day really varies, but it typically involves two main activities. One would be problem-solving and thinking about strategy-type projects.

The other component would be doing data analytics to support the theories or strategies you're proposing, ensuring that analytics and data are used to back up your work. There's also a lot of time when you're in the office having a good time with colleagues and balancing work with social time as well.

Ember Advisors is known for working on non-traditional consulting projects. What does that mean in practice, and how does it differ from more conventional consulting work?

When we talk about conventional consulting, a lot of it involves focusing on the profit of an organisation because most corporations exist to make profits. In contrast, nontraditional consulting at Ember is really anchored in social impact, especially in the public sector.

The projects are very meaningful, with a focus on improving things like care in the health sector or education. It's less about maximising revenue for a corporation and more about tackling societal issues like non-compliance cases or delivering better services to vulnerable communities. The main difference is the focus on long-term social benefits rather than just efficiency or profit.



What led you to join Ember Advisors, and what attracted you to this type of consulting compared to other firms in the industry?

I wasn't initially super interested in consulting. I was more interested in the data aspect of Ember and the problem-solving component. What drew me to Ember was the meaningful work they do and the sense of purpose behind it. The level of real problem solving involved at Ember was also a key factor, and it differs from other firms in the industry.

Which areas of social impact, such as health, education, or beyond, have you found most rewarding to work in and why?

I have a background in biomedical engineering and project management. Although it's not a conventional consulting background, I'm passionate about the health side of things, particularly mental health. I've been fortunate to work with the Department of Health on projects that focus on health funding in Australia and how care is delivered. It's been rewarding because it aligns with my interests and has a meaningful impact.

Can you describe a project you've worked on at Ember Advisors that stood out to you, and why it was meaningful or interesting?

One project that stands out is the mental health data strategy project, which aimed to develop a data strategy for the National Early Intervention Service.

This service provides free digital mental health services, and I found it meaningful because mental health is a critical issue, especially for the younger generation. It was interesting to work on because it combined social impact with the technical challenge of developing a data strategy.

We also had to think about how to implement the service effectively, what data to collect, and how to ensure the system worked as intended.



Looking back, what were the most important skills you developed at university that you now use in your role?

There are a lot of soft skills that I developed at university, which became really important once I started working. The main skill is communication. No matter how good your analysis is, if you can't communicate the insights clearly, it's hard to showcase your work.

Being proactive and asking lots of questions is another skill that's really critical in consulting, especially since projects move at a fast pace. At university, engaging in classes and asking questions helped me develop that skill.

If you could give one piece of advice to your younger self, what would it be?

I'd advise getting involved in as many opportunities as possible because you never know where they will lead. Even jobs that were unrelated to my degree, like working at Royal Prince Alfred Hospital in a clinical role, helped me develop valuable skills like communication.



These experiences help broaden your perspective and bring new insights into the work you do later. So, seize every opportunity, whether it's related to your degree or not

How would you describe the culture at Ember Advisors, and what is the team environment like day-to-day?

The thing I pride Ember on is the culture. It's warm and welcoming. From my first day, everyone made an effort to include everyone and have fun together, not just talk about work. There's also a strong sense of support. When you're starting out, there are a lot of things you need to learn, and it can be unfamiliar, but the supportive and open nature of the culture allows you to talk to people about any concerns.

There are formal pathways for feedback, like pulse surveys and retro meetings, and people manage roles and relationships within teams really well. It's a supportive environment, and the culture at Ember thrives on that



Data-driven decisions for the public good.

We combine strategy consulting with data and analytics to support public and social sector clients.

What we do

Data Strategy and Enablement

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What we offer

Social impact

Utilise your data consulting skills for good by working exclusively on social-purpose projects.

Vibrant team

Thrive in a social, high-performing team with regular company-hosted events and an annual team offsite.

Career progression

Advance based on capability and performance, rather than tenure.

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Be part of a dynamic firm with a flat structure that's responsive to team members' interests and aspirations.

Professional growth

Access extensive learning and development opportunities through formal training, on-the-job experience, and mentoring by industry leaders.

Close client relationships

Build strong, collaborative relationships with our clients through regular visits to client sites, with flexible travel arrangements.



Graduate Program applications open in February

Year-round internships available



TAYLOR FRY INTERVIEW

Sam Yang
4 Year Consultant
Current Manager

What does Taylor Fry do, and what is your role?

Taylor Fry is a consulting firm that provides advice across a range of areas. We work in traditional actuarial fields such as general insurance and injury schemes, including compulsory third-party and workers' compensation. Beyond that, we also support government policy, public health projects, and emerging areas such as cyber and climate risk.

I joined Taylor Fry in 2021 and currently work as a Consultant. Most of my experience has been in the injury schemes space, along with builder's warranty insurance, a compulsory insurance for residential construction that protects homeowners if a builder goes bankrupt, disappears, or passes away. I've also contributed to projects in loyalty programs.

What first drew you to actuarial studies, and how did that shape your path to Taylor Fry?

For me, actuarial studies was a natural fit because it combined the subjects I enjoyed most in high school: mathematics, commerce, and even English. While the maths and commerce aspects were expected, I was surprised by how much English has helped in my career particularly in structuring clear, well-written reports. It's not just about running calculations; it's about presenting insights in a way that clients can easily understand. That skill has proven invaluable in my consulting work.

What experiences at university prepared you best for consulting?



Group assignments were particularly valuable, even though they weren't always popular. They mirror consulting work: solving problems collaboratively, balancing different perspectives, and delivering outcomes to a "client" (the lecturer). Some projects had clear solutions, while others required interpreting what the client really wanted just as in real consulting.

I also benefited from engaging with the Actuarial Society and attending industry events, which helped connect the technical side of my studies to practical applications. Finally, I appreciated when lecturers used real-world data in teaching, as it showed the relevance of actuarial methods to industries like insurance and demography.

What does a typical project look like, and what do you find most rewarding or challenging?

A typical project for me is a half-yearly liability valuation. We receive six months of new claims data, compare it against previous assumptions, and update those assumptions in consultation with the client. The most rewarding part is connecting trends in the data to real-world events. For example, a change in claims might align with a policy shift or a new IT system. The most challenging aspect is projecting those trends into the future, deciding how persistent they are and how to set assumptions that fairly reflect them.

What qualities help someone thrive at Taylor Fry?



Analytical skills are essential, but curiosity is just as important. It's not enough to crunch numbers but you need to question patterns in the data, identify drivers behind trends, and communicate those insights to clients. Delivering work that goes beyond the scope of the initial request adds real value. Equally, interpersonal skills matter. Taylor Fry has a collaborative and social culture. Being ap

What advice would you give students weighing actuarial vs consulting pathways?

It's worth speaking directly to professionals at career fairs or company events to understand what day-to-day work looks like across industries. That said, the job market isn't always predictable as you may not get to choose between multiple offers.

My advice is to take the opportunities available, gain experience, and use that foundation to move toward your preferred path. Skills and experience are transferable, and your career will evolve over time.

What emerging skills or technologies will be most important for future consultants?

AI is already reshaping the industry. While companies adopt it at different rates, it's becoming increasingly important to know how to use AI responsibly and effectively in a professional setting.

Data privacy is another key area, especially given the sensitivity of client data and the rising risks of breaches.

Finally, process automation such as streamlining data cleaning and dashboard creation, frees consultants to focus on generating deeper insights.

What advice would you give students preparing for consulting interviews?

Start by researching the company. For Taylor Fry, our website has case studies, thought pieces, and staff profiles that give a clear picture of our work and culture. This won't be tested in detail, but it helps you feel confident and informed in the interview.

Beyond that, be genuine. Interviewers already know your academic achievements from your CV and transcript; the conversation is about understanding who you are and whether you're a good fit for the team. Openness and authenticity go a long way.



FRY FRY R JOIN TAYLOR

A different kind of workplace

We're an analytics and actuarial consultancy, covering traditional general insurance through to cutting-edge data analytics.

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Our innovations have led to changes in government policy in Australia and New Zealand, and continue to break new ground, particularly in the social sector.

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- 1. Develop consulting skills.** You'll collaborate with clients, present to stakeholders and learn to pitch for work.
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We're now looking to fill our next grad positions and are happy to receive applications from students who don't yet have their permanent residency. We look for:

- **Students with 12-18 months to go in their degree,** to start as a grad in March or July 2027.
- **Quantitative degrees.** We've hired engineers, mathematicians, statisticians, biologists, physicists, economists and, of course, actuaries.
- **An impressive transcript.** With a willingness to learn, contribute and grow.

How to apply

Applications for our 2027 graduate program open early February 2026.

Follow us on linked in for up to date information.





CAN YOU TELL US A BIT ABOUT YOURSELF AND YOUR CURRENT ROLE AT ACTUARIES INSTITUTE?

I am an actuary by training, so I've been in the profession for about 35 years. I'm currently the executive general manager of education at the Actuaries Institute, so I'm responsible for both the qualification process and also the lifelong learning process. The qualification process is the sort of set of exams you take until you become a fellow or associate. I also look after the post-qualification process where you will have to do a certain amount of hours for the Institute and touch on learning for the rest of your career.



HOW HAS YOUR PERCEPTION OF THE ACTUARIAL PROFESSION CHANGED SINCE YOU FINISHED UNIVERSITY?

I had never even heard of Actuaries when I was in university, I was doing a Math degree in the UK. Very few people in those states did an Actuarial degree. If you were in Australia, you would have, but in the UK it was much more common for people to do a math degree and then at the end of that choose a career. So I heard about the Actuarial profession when I was in my honors year. I knew at a high level what an Actuary was - a combination of maths and business. This was certainly something that got me interested, but I didn't know what that meant when I started work. So when I started work, I realised that we had to do all the foundation exams. These were all the exams that you have to do in university, but we had to do them whilst in full-time employment. So the first few years were quite busy with all the focus on the exams. The main difference between university students now and my peer group many years ago is that not only we were forming study groups with people of a similar year level, but we could immediately see people the year or two above us and learn from them as they were physically sat next to us in an office. We also saw how the studies were used by actuaries in the workplace. And then you just realise that you just have to carry on and do a lifelong learning post-qualification.



WHAT ARE SOME WAYS THAT ACTUARIAL STUDENTS AND EARLY-CAREER ACTUARIES CAN GET INVOLVED WITH THE INSTITUTE'S ACTIVITIES?

One thing to concentrate on at the moment is your actual studies. I think the biggest thing that will get you onwards and upwards in your actuarial career is to be an advisor to boards and to solve problems. The way that you advise people is by communicating with people. So all your studies are focused on mathematics at the moment, but if you could take time to learn how to present, and how to write in particular this will assist you in your career. Many of you are doing applied mathematics-type problems, which don't really require much written work, but I would suggest trying to improve your writing skills.

One way to do that is to get involved with the Actuaries Institute and use the 'Sprint App' on the Actuaries Institute web page (actuaries.asn.au). On there you'll have access to lots of information and lots of thoughts that go on. We keep releasing 'thought leadership pieces' on topics such as cyber risk, and fairness in insurance pricing. So these are quite wide topics and they're not mathematically based pieces, they are English pieces to make students aware of the types of issues. So you should try to help yourself understand what's going on in the actuarial field today by reading widely along with your studies.



WHAT INSIGHTS CAN THE INSTITUTE SHARE ABOUT THE CURRENT JOB MARKET FOR ACTUARIES, AND WHICH SECTORS OR REGIONS HAVE THE HIGHEST DEMAND?

The Actuaries Institute itself doesn't really get directly involved in what's going on in the market. Our function is to bring actuaries together not by sort of promoting specific jobs in specific areas.

However, what I would say is that Actuaries are naturally cautious people, and always worry about things. They ask questions such as are there enough jobs? The reality is we keep seeing more people coming into the actuarial profession and more people are getting jobs in the actuarial profession. So there is enough evidence to suggest that there appear to be lots of jobs around. So the trick is to look at the big companies that offer actuarial jobs. There are also medium-sized and small-sized companies.

My suggestion is to keep your options open and look around. Sometimes there'll be a job wider than the 'actuarial' in the title. Sometimes you find the word 'analyst' or 'bank' in there, so you've really got to try to search very wide.

There seem to be a lot of jobs in the Sydney area for actuaries. The jobs for actuaries in the Melbourne area are growing if you are looking for superannuation. In Perth, there are jobs but since it's a much smaller area, there seem to be much smaller organisations.

So we don't stay where the jobs are all, I can observe that there's a growing number of people who join us who have actuarial jobs and hence there must be lots of jobs out there.



ARE THERE SPECIFIC AREAS OF ACTUARIAL WORK (E.G., HEALTH, SUPERANNUATION, RISK MANAGEMENT) WHERE THE INSTITUTE SEES STRONG GROWTH OR EMERGING OPPORTUNITIES?

The Actuaries Institute itself doesn't really get directly involved in what's going on in the market. Our function is to bring actuaries together not by sort of promoting specific jobs in specific areas.

However, what I would say is that Actuaries are naturally cautious people, and always worry about things. They ask questions such as are there enough jobs? The reality is we keep seeing more people coming into the actuarial profession and more people are getting jobs in the actuarial profession. So there is enough evidence to suggest that there appear to be lots of jobs around. So the trick is to look at the big companies that offer actuarial jobs. There are also medium-sized and small-sized companies.

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HOW DOES THE ACTUARIES INSTITUTE CONTRIBUTE TO GLOBAL ACTUARIAL STANDARDS, AND WHAT OPPORTUNITIES ARE THERE FOR MEMBERS TO BE INVOLVED IN INTERNATIONAL INITIATIVES?

The Actuaries Institute has a governing body called 'Council', with nine council members plus the president and vice president. Underneath them are 'Practice Committees', which are every domain such as life insurance, general insurance, superannuation, investment, risk management, AI, data science, climate & sustainability. Each of those domains apart from the climate domain tends to have an education component and practice standards to it.

So within the Australian system, we produce guidance so that Actuaries are aligned with the specific legislation in Australia. And so people write guided notes for Actuaries that are following APRA's direct regulatory authority in Australia.

So how do we interact with the rest of the world? Well, there's something called the International Actuarial Association which is a membership body of member bodies. So individuals don't join the IAA, but like the Actuaries Institute will join the IAA. We are a member of it as a "medium size man", because we're quite small, but we're also quite a powerful member. This is because there are lots of things going on in Australia such as climate change, technical committees, and education where we have a big presence globally. Essentially we make sure that what we're doing is understood on the world stage and also what goes on on the world stage can be percolated back to our members back in Australia.



BEYOND EXAM PREPARATION, WHAT OTHER SKILL-BUILDING OPPORTUNITIES DOES THE INSTITUTE OFFER, ESPECIALLY FOR SOFT SKILLS LIKE LEADERSHIP OR COMMUNICATION?

We just started having someone start with us who is the head of lifelong learning - Julia Lessing who has been quite prominent in that space for a few years by helping actuaries transform from that technical role into the more managerial and more middle and senior management roles. So she's coming on board around now and part of her job will be to survey the profession to try and identify the needs of different members. So in a year or two years, we'll be able to fully answer that question.

These are all the things that we've done and these are all the things that we're doing at the moment when we've it's been an area where but it's sort of those things that are done in firms rather than the Actuaries Institute. So we've concentrated on the technical side and now we're expanding onto the soft-skill side as well. This is because it's such an important roll in an actuaries working life.



WHAT KEY ADVICE WOULD THE ACTUARIES INSTITUTE GIVE TO STUDENTS CURRENTLY STUDYING ACTUARIAL SCIENCE TO ENHANCE THEIR CAREER PROSPECTS?

Focus in life to be responsible people - so to take responsibility. All of you and all of your peers in UNSW have been given a great gift of intelligence, and you should be morally obliged to pay back to society by being responsible and using that intelligence. So to assist with your career, you just need to seek out more responsibility and deliver on the tasks you undertake. For many of you that will naturally, but that's the key to climbing the corporate ladder.





Actuaries
Institute.

Our career-long commitment to you

The Actuaries Institute is here to support your career endeavours from uni to retirement, from intern to CEO. Here's how you'll continue to grow with us.



Complete your studies

Finish the Actuary and Fellowship programs online and get qualified



Join the community

Build your network and make career-long connections at events



Stay updated

Access thought leadership on prevalent and timely issues



Continue lifelong learning

Gain new expertise by completing short course, attending events and networking



Adapt with innovation

Evolve your practice to the latest professional and ethical standards



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Benefit from mutual recognition of your qualification

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Become a uni subscriber and start connecting with your community for free.

actuaries.asn.au



INTERVIEW



WHAT INSPIRED YOU TO PURSUE TRADING?

I have a university background & interest in both math & finance, and trading presented a great opportunity to work in a field that applied both. Additionally, as someone who enjoys working in a fast-paced environment.

WHAT INSPIRED YOU TO PURSUE TRADING?

I enjoy the entrepreneurial approach to trading at SIG, traders are encouraged to come up with their own ideas and are helped to execute & evaluate them afterward. Additionally, SIG's focus on the decision-making process & decision science when evaluating trading is very refreshing, it minimises the luck from trading when assessing decisions. Finally, good communication is beneficial, there is a lot of benefit to being able to clearly communicate your decision process as well as understanding and reacting to feedback on the fly.

ARE THERE ANY SPECIFIC SKILLS OR QUALITIES THAT ARE ESSENTIAL TO SUCCEED AT TRADING?

The most obvious skills are math ability, and a strong grasp of probability & distributions are crucial for options trading in general. Trading is competitive.

Experience in competitive environments like sports and an ability to quickly assess situations are also a great skill to have.

HOW IS THE TRADING INDUSTRY EVOLVING?

My career has been short, but the biggest change I have seen at SIG is the growth of APAC trading.



JOSEPH WHELAN
HONG KONG EQUITIES
OPTIONS TRADER

WHAT INSPIRED YOU TO PURSUE TRADING?

I start my day looking through overnight news alerts & emails from our equity research team, with a call one hour before trading to discuss in more detail desk-specific events and do any project work I have.

From there I would look at how vol surfaces in the US & Europe have changed and discuss with the rest of the desk any trading situations we have on the day.

Once the market opens, I am focused on trading, and we use the Hong Kong market lunch break to flag any situations arising and game plan for the post-lunch session.

After the close, we will have a desk huddle and recap our trading day to send to the rest of the firm.

HOW DO YOU HANDLE THE STRESS OF HIGH-STAKES TRADING IN YOUR JOB?

While expectations are high at SIG and trading can be stressful by nature, the office culture is supportive rather than piling on pressure to perform, which helps when dealing with stressful situations.

I find keeping active helps me to relax as well, rock climbing & golf are my sports of choice.

IS THERE ANY ADDITIONAL ADVICE OR INFORMATION YOU WOULD LIKE TO SHARE WITH STUDENTS CONSIDERING A CAREER IN TRADING?

Options trading is a very rewarding career for a mathematically inclined person looking for a fast-paced and competitive career.

At the forefront of **QUANTITATIVE TRADING**

Susquehanna is a global quantitative trading firm founded by a group of friends who share a passion for game theory and probabilistic thinking. Our rigorous and analytical approach to decision making has led Susquehanna to become one of the largest and most successful proprietary trading firms in the world. In offices around the globe, our employees are relentless problem solvers who collaborate to make optimal decisions.

Susquehanna fosters a culture where ideas can come from anyone, regardless of experience or tenure. Employees are encouraged to challenge the norm and offer new ideas that help the firm grow. Through mentorship, collaboration, and work experience, employees will continue to learn throughout their careers, while helping to develop newer team members along the way.

WE LOOK FOR STUDENTS STUDYING IN A VARIETY OF FIELDS INCLUDING

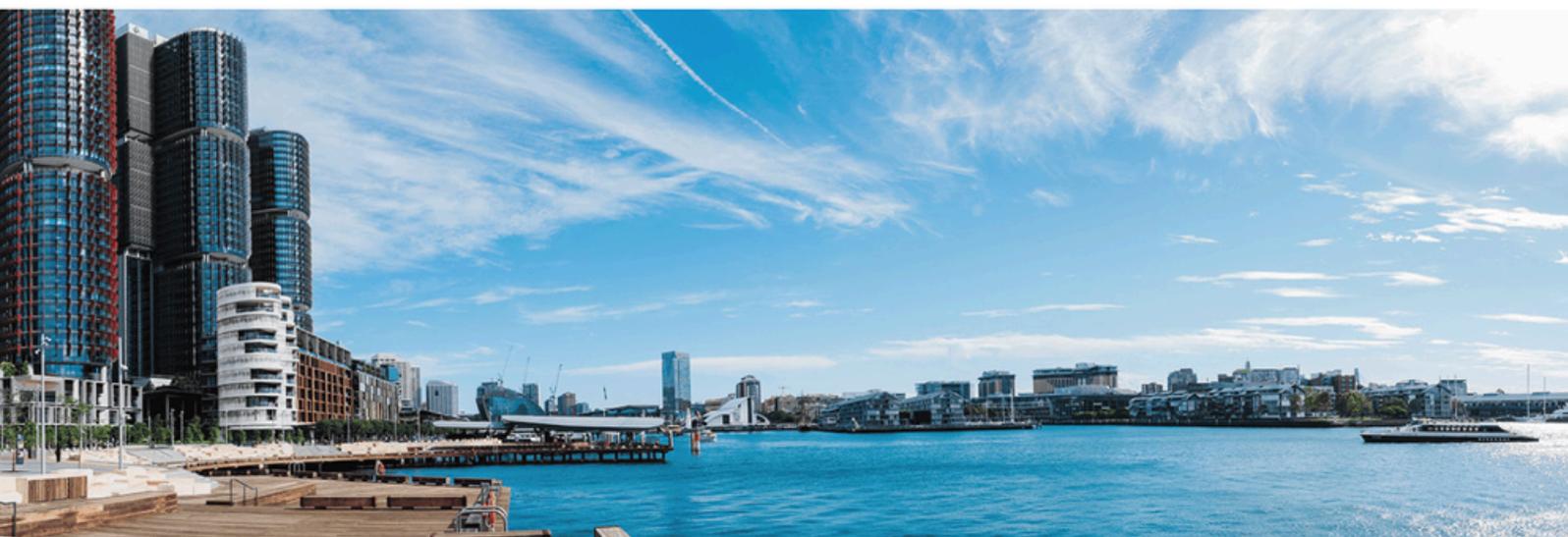
- Computer Science
- Maths
- Finance
- Actuarial Science
- Engineering
- Information Technology

GAMING AT SUSQUEHANNA

Visit Susquehanna's Raise Your Game Blog to learn more about game theory and decision science, with posts written by our expert gamers at [raiseyourgame.com](https://www.raiseyourgame.com).

PERKS AND BENEFITS

- Located in the heart of Barangaroo, our top floor office gives you some of the best views of Sydney
- Fully-stocked kitchens with free breakfast, lunch, and snacks provided everyday
- A relaxed dress code where jeans and sneakers are the norm, with shorts all summer long
- Get to know your coworkers with events like our office poker tournament, game nights, Friday night drinks, and family summer day out
- Relocation benefits available for candidates outside of New South Wales and housing provided for all interns



OPPORTUNITIES AT SUSQUEHANNA

INTERNSHIP PROGRAM

Our 10-week program runs from late November to early February.

The trading internship provides an in-depth exploration of option theory and decision making by using strategy games like poker. Interns collaborate closely with traders and researchers on real-world projects that impact the trading business.

The technology internship places interns directly into teams that develop powerful trading systems, including large-scale computations, real-time systems, high-performance computing, and big data. This hands-on experience helps all interns gain a deep understanding of the business and build relationships with full-time employees.

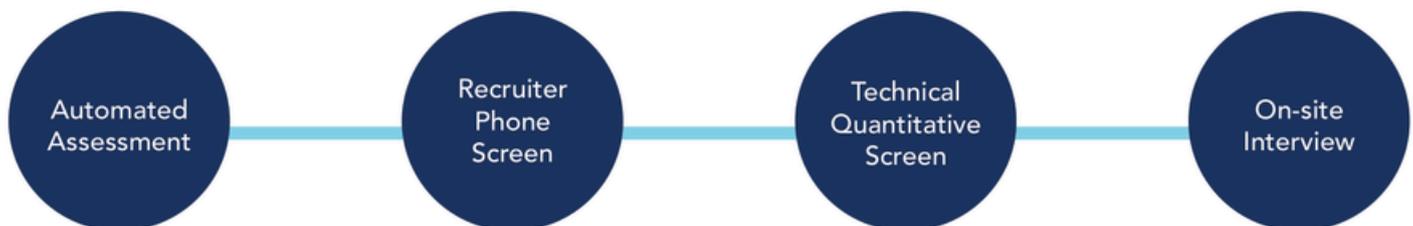
GRADUATE PROGRAMS

We hire new graduates in trading, technology, quantitative research, operations, and equity research in our Sydney office. We are looking for candidates with exceptional quantitative, analytical, and technical skills who want to use their skills to solve real-world problems. Successful candidates will be data-driven and details-oriented and love solving challenging puzzles and problems.

DISCOVERY DAY

Susquehanna hosts Discovery Day each year to give pre-penultimate year students an opportunity to learn more about what a day in the life of a trader or researcher at Susquehanna looks like. Susquehanna is renowned for its industry-leading education program, and our Discovery Day will provide you with insight into our internship and graduate programs.

APPLICATION PROCESS



APPLICATION DETAILS

Applications open at the start of the year and positions are filled on a rolling basis. If you are interested in applying to our internships or graduate roles for next year, our Expression of Interest postings are currently listed on sig.com/careers.

APPLICATION TIPS

Trading and quant applicants will need to focus on learning probability, combinatorics, and single variable calculus. Software Development applicants will be asked to demonstrate their knowledge of object-oriented programming in C#, Java, Python, or C++.

INTERNATIONAL STUDENTS

Many of our roles accept international students who are attending university in Australia, as well as permanent residents of New Zealand.



SCAN TO APPLY AT
SUSQUEHANNA



ERNST & YOUNG (EY) INTERVIEW

Jeff Jiang
Actuarial Consultant



Could you start by telling us a bit about yourself and your day-to-day responsibilities that make up your current role at EY?

I joined EY in July last year and I am currently part of the Life Insurance and Wealth Management actuarial consulting team. My day-to-day responsibilities generally fall into three main areas: client delivery, business development and internal team support. Client delivery takes up most of my time and involves working on actuarial audit and consulting engagements, reviewing valuation models, analysing insurance liabilities and assisting clients in meeting regulatory and strategic goals. Alongside this, I contribute to business development by helping prepare proposals, undertaking market research and supporting initiatives that help position our team in the market. I also assist with internal activities that build our team's tools, knowledge and capability so that we continue to improve how we work.

How long have you been working at EY, and what motivated you to pursue a career in actuarial studies and consulting?

I have been with EY for a little over a year now. I chose to study actuarial studies and commerce because I have always enjoyed mathematics but wanted a career that allows me to apply analytical thinking to real-world problems. Actuarial consulting offers that blend of technical skills, commercial focus and meaningful impact. I completed a two-month vacationer program at EY in my third year of university, which confirmed that the work and culture suited me well and ultimately led to my graduate offer.

How has your experience at EY compared with your expectations of the work you do? Were there any misconceptions?

I was surprised to find that the work is less about advanced theoretical mathematics and more focused on practical application and structured problem solving. We spend a lot of time checking valuation results, running models and applying logic using tools such as Excel and Python. Another pleasant surprise was the workplace culture. Before joining EY, I had a placement in a more traditional corporate environment where the workforce was older, and the structure felt more rigid. EY has a young and supportive culture where people are approachable, collaborative and enjoy socialising both inside and outside the office, which makes a big difference to overall job satisfaction.

Can you describe a project at EY that stood out to you and why it was meaningful or interesting?

A recent project I worked on involved building a solution that used the ChatGPT API to automate the review of thousands of PDF documents. We were able to design a tool that processed each document using consistent prompts and returned the insights needed much more efficiently than manual review. What made this project particularly interesting was that it was created entirely from scratch, demonstrating how emerging technology can be used to solve practical challenges while freeing consultants to focus on higher-value work.

How big are the teams usually, and what is the team dynamic like across projects?

Our Life Insurance and Wealth Management team has around 25 to 30 people. Project teams vary by engagement but typically include a partner, a senior manager or director, a manager who coordinates delivery and consultants who perform the detailed analysis and modelling. Because our team is close in size, we regularly have the opportunity to work with different colleagues and build strong relationships across the group. The dynamic is inclusive and supportive, which helps new consultants feel comfortable quickly.

Even with your experience so far, what aspects of consulting or actuarial work do you still find particularly challenging?

Managing client expectations can be challenging, especially when deadlines are tight or when clients change priorities late in the process. Ensuring that stakeholders remain confident in the quality of the work requires responsiveness and strong communication. Balancing multiple engagements at once can also be demanding, as it involves switching rapidly between tasks and understanding different contexts throughout the day. It is a fast-paced environment that requires adaptability and good time management.

Consulting often means working with a variety of clients from diverse backgrounds. What soft skills do you use to communicate across technical gaps in a way that is easy to understand?

When communicating with clients, I focus first on understanding who the audience is and what matters most to them. For example, executive leaders prefer concise and commercially relevant insights, whereas technical analysts may want more detail. I try to begin with the key conclusion, so the most important message is communicated clearly, and then I introduce further reasoning only when necessary. I also make sure that I fully understand anything I present instead of repeating past language without context. Strong communication comes from having clarity in your own understanding and being able to translate that effectively to others.

With the diversity of work EY does beyond insurance, have you personally been involved in any non-traditional projects?

Yes. I have been involved in engagements such as valuing liabilities associated with airline frequent-flyer rewards programs and other commercial balance sheet items that are not part of conventional insurance work. More broadly, actuaries in EY also support banking and government clients and contribute to work in risk analytics and AI-enabled modelling. Although we primarily specialise within a core team such as life insurance, the underlying skillset is transferable and can open the door to a wide range of interesting opportunities.

For students thinking about joining EY, what differentiates successful candidates in the recruitment process?

Curiosity stands out. Asking thoughtful questions, showing enthusiasm for learning and demonstrating interest in the industry reflects well on candidates. Communication skills and teamwork are also very important because recruitment processes are relatively short, so assessors are looking for people who will work well within a collaborative consulting environment. Displaying a positive attitude and genuine motivation makes a strong impression.

Looking ahead, what trends do you think will shape the actuarial consulting landscape, and how is EY preparing for them?

Actuarial consulting continues to evolve based on client needs and regulatory developments. New expectations around areas such as sustainability reporting will influence the type of advisory support required from actuaries. Technology will also play a major role in shaping the future. Many organisations are cautious about being early adopters, which creates opportunities for consulting firms to help drive innovation. Tools that leverage artificial intelligence and automation will enable actuaries to deliver insights faster and spend more time focusing on judgement and strategic value. EY is actively advancing its capabilities in this space and experimenting with ways to embed these technologies into actuarial work.

COMPANY DIRECTORY



This section lists key business areas and application periods for companies that hire actuarial students and graduates. While not all industries are included, these dates serve as a general guide. Since application periods may change, we recommend monitoring both the "Careers" sections of company websites and their social media accounts for the most current opportunities.

Here are additional ways to stay updated and receive employment opportunity alerts:

- Follow the official ASOC Facebook page and group, and sign up for ASOC forms at asoc.unsw.edu.au. We regularly share announcements and email notifications about available job openings.
- Company LinkedIn and Facebook pages
- UNSW Career and Employment website
- Career forums, such as Whirlpool
- GradConnection, GradAustralia, and similar platforms

The Big 4

The Big 4 Firms often open a second round of applications for actuarial consulting roles if Graduate and Vacationer positions remain unfilled after the first round. This practice varies year by year.

Company	Type of Business	Program	Application Period
Deloitte	Actuarial Consulting - Life and General Insurance, Wealth Management, Superannuation, Banking, Health	Graduate Vacationer	Feb - Apr Feb - Apr
EY	Actuarial Consulting – Life Insurance, General Insurance, Banking and Capital Markets, Government & Public Sector	Graduate Vacationer Game Changers Career Compass	Feb - Mar Feb - Mar Feb - Apr Jul - Aug
KPMG	Actuarial Consulting – Life Insurance, General Insurance, Superannuation, Data Analytics, Finance and Funds Management	Graduate Vacationer Foundations	Feb - Mar Feb - Mar Aug - Sep
PwC	Actuarial Consulting – General Insurance & Accident compensation, Financial Services, Health Actuarial, Government Policy	Graduate Vacationer	Feb - Mar Feb - Mar

Actuarial Counselling

Company	Type of Business	Program	Application Period
AON	Actuarial Consulting - Superannuation, Insurance, Reinsurance and Risk Management, Investment Consulting, Health and Benefits, Broking and Consulting, Human Capital Consulting Subsidiaries: Aon Hewitt, Aon Benfield, Aon Risk Solutions	Launch Graduate Program	Sep - Oct
Finity	Actuarial Consulting - General and Health Insurance	Graduate Internship	Feb - Mar Feb - Mar
NMG	Insurance and Wealth Management Consulting, Banking and Corporate Finance	Graduate	Feb - Mar
Quantum	Analytics and Data Science	Graduate Academy Internship	Feb - Mar Jun - Jul
Rice Warner	Actuarial Consulting - Superannuation, Wealth Management	Graduate Internship	Ad hoc
Taylor Fry	Actuarial Consulting - General Insurance, Accident Compensation and Self-Insurance, Analytics Services	Graduate Internship	Feb - Mar Ad hoc
Willis Towers Watson	Actuarial Consulting - Superannuation, Investment Consulting, Risk Consulting	Graduate Internship	Ad hoc

Trading

Company	Type of Business	Program	Application Period
Flow Traders	Trading – Singapore, New York, Amsterdam, Hong Kong, etc.	Graduate	Throughout the year
Jane Street	Quantitative trading and Research – New York, London, Hong Kong, Amsterdam	Internship	Opens Feb for Australasian students (sometimes mid-year)
Optiver	Proprietary trading	Graduate Internship	Jun - Aug Feb - Apr
SIG	Quantitative Trading	Graduate	Feb - Apr

General Insurance

Company	Type of Business	Program	Application Period
Allianz	General and Life Insurance, Underwriting & Risk Management, Workers' Compensation, Finance	Graduate Internship	Mar Ad hoc
AMP	Life and Health Insurance, Superannuation, Financial Advice and Banking, Investments, Customer Solutions	Graduate	Feb - Mar
IAG	General Insurance Australian subsidiaries: NRMA, SGIO, SGIC, CGU, Swann, WFI	Graduate	Feb - Mar
QBE	General Insurance, Reinsurance	Graduate	Jul - Aug
TAL	Life Insurance, Health Insurance	Graduate	Jan - Mar
Suncorp			
Zurich	General and Life Insurance, Superannuation, Investments	Graduate	Visit: www.zurich.com.au/careers

Reinsurance

Company	Type of Business	Program	Application Period
Hannover Re	Property, Casualty, Life and Health Reinsurance	Graduate Trainee Programs & Direct Entry	in Germany
Munich Re	Primary insurance, Life and Health Reinsurance, Healthcare	Graduate Trainee Program	Jun - Jul
Pacific Life Re	Life Reinsurance	Graduate Internship	Ad hoc (usually year-end)
RGA	Life and Health Reinsurance	Graduate	Feb - Mar
Swiss Re	Reinsurance, Asset Management	Graduate Internship	Ad hoc

Banks

Company	Type of Business	Program	Application Period
ANZ	General Insurance, Life Insurance, Superannuation, Banking & Corporate Finance, Investment Banking & Trading	Graduate Internship	Feb - Mar Jul
BT	Wealth management arm of Westpac – Life Insurance, General Insurance, Superannuation	Graduate	Apply through Westpac
Commonwealth Bank	General and Life Insurance, Superannuation, Banking & Corporate Finance, Investment Banking & Trading	Graduate Internship	Feb - Mar Jul - Aug
Macquarie Bank	Banking & Corporate Finance, Investment Banking & Trading	Graduate Internship	Mar May - Jul
MLC	Wealth management arm of NAB – Life Insurance, General Insurance, Superannuation	Graduate Internship	Ad hoc
NAB	General Insurance, Life Insurance, Superannuation, Banking & Corporate Finance, Investment Banking & Trading	Graduate Internship	Feb - Mar Aug
Westpac	General Insurance, Life Insurance, Superannuation, Banking & Corporate Finance	Graduate Internship	Feb - Mar Jun - Jul

Governments

Company	Type of Business	Program	Application Period
ABS	Australia's national statistical agency – Collects and provides a wide range of statistics on key economic, social population and environmental issues	Graduate	Aug
APRA	Prudential regulator of the Australian financial services industry – establishes and enforces prudential standards and practices for banks, credit unions, building societies, general insurance and reinsurance companies, life insurance, private health insurance, and most of the superannuation industry.	Graduate	Feb - Apr
National Disability Insurance Agency	Implement the National Disability Insurance Scheme (NDIS)	Graduate	Jul
RBA	Australia's Central Bank - Conducts monetary policy, maintains a strong financial system, and issues the nation's banknotes; banking services	Graduate Development Internship	Feb - Apr Feb - Apr

WE RECRUIT IN...

ACTUARIAL



WHAT DOES A RECRUITER DO?

Very simply we pair Candidates with Jobs.

However, recruitment is more than that. To establish an industry presence and reputation like SKL has, it is important to us that we place candidates in positions that align with their personal and career goals. It is not about filling a role in the short term but creating long lasting placements that benefit both the company and the candidate.

WHY WORK WITH US?

SKL is another tool in your toolbelt when it comes to finding a role.

- We have long established relationships with the majority of our clients. They know every CV we send them comes from a curated list and has been vetted and candidates spoken to.
- Not all roles are advertised directly; we have access to some roles that you will never see on the market.
- You are not alone! When you apply to a role through SKL we are able to take you through the entire process as our candidate, this includes interview prep and being able to help answer any questions you have along the way.

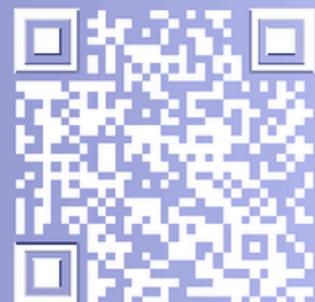
OUR VALUES AND INDUSTRY AWARENESS

At SKL we pride ourselves on a depth of understanding in our clients' markets, strong technical knowledge and strong local networks formed by our consultants.

In addition to the deep market knowledge shared by its consultants, SKL produces regular industry reports including our yearly study support and salary surveys providing deeper insights into the market.

REACH OUT TODAY!

Our consultants build longstanding rapport with their candidates and become trusted confidantes throughout their entire actuarial careers. These continuous professional relationships span across countries and time.





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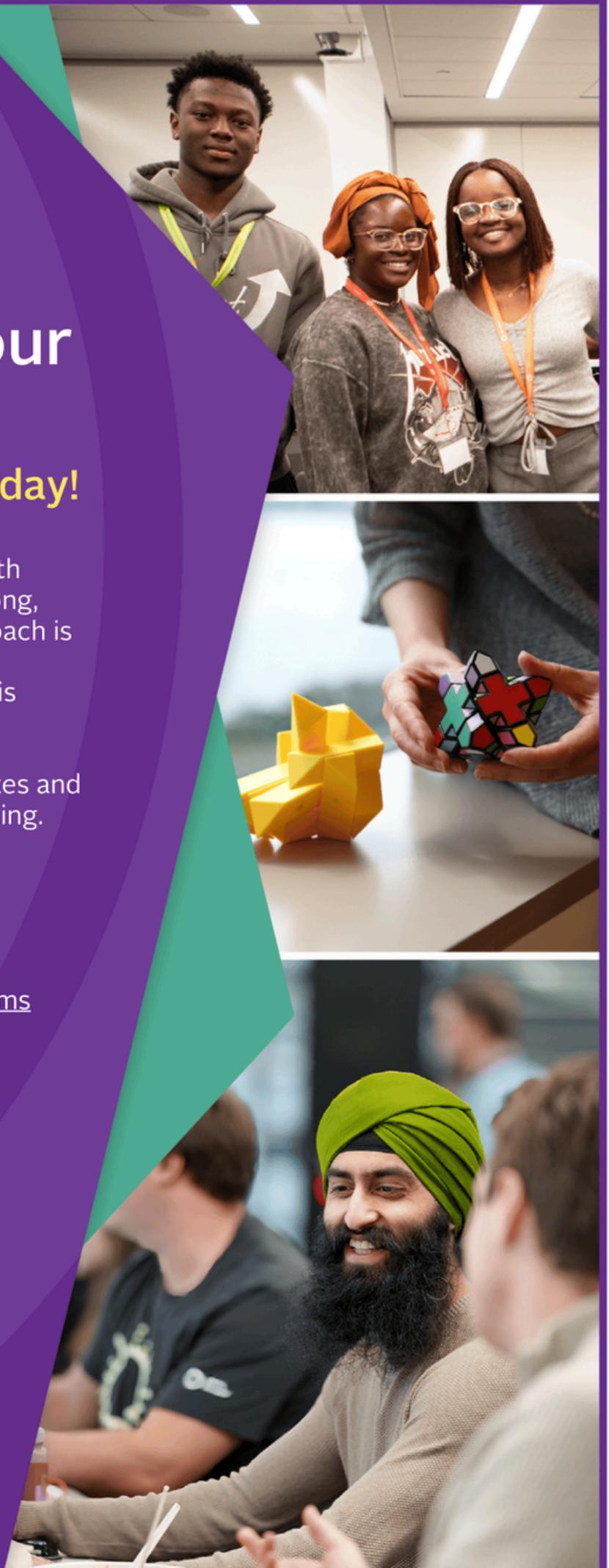
Jane Street is a global trading firm with offices in New York, London, Hong Kong, Singapore and Amsterdam. Our approach is rooted in technology and rigorous quantitative analysis, but our success is driven by our people.

We are always recruiting top candidates and we invest heavily in teaching and training.

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Partnership between technology and trading

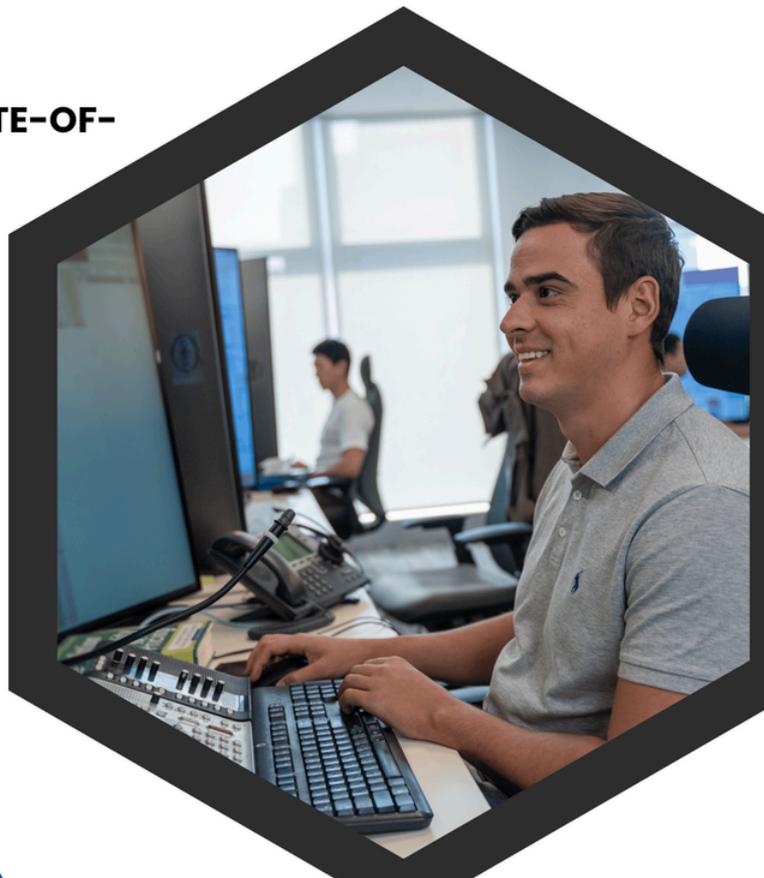
WHAT WE DO

Eclipse Trading is a leading proprietary trading firm. Founded in 2007, we have over 110 employees across 4 office locations – Hong Kong (our HQ), Sydney, Shanghai and Chicago. Our trading expertise and strategies are deployed across several markets globally, focusing on various products including equity derivatives, delta one, ETFs, commodity derivatives, and cryptocurrency. Technology is inextricably linked to our trading strategies, creating an environment powered by intellectual curiosity, problem solving, and innovation.

EVERYTHING WE DO IS BUILT ON STATE-OF- THE-ART TECHNOLOGY

Our purpose-built trading platforms are fast, flexible and able to handle ever-increasing volumes. We are always looking for ways to improve the systems that underpin our trading strategies.

It's the speed of our innovation that sets us apart.



OPPORTUNITIES

Graduate Trader

Successful candidates will complete an intensive three-month training program in Hong Kong. The learning curve is steep and engaging, requiring a proactive approach to succeed. You'll study options and delta-one theories while being tested in a simulated trading environment.

After passing the program, you will immediately join the trading desk with trading and decision-making responsibilities.



Join our trading team as a recent graduate with a degree in Economics, Actuarial Science, Mathematics, Quantitative Finance, Engineering, Computer Science, Natural Sciences, or related fields.

Key traits we look for:

- Outstanding numerical ability
- Competitive mindset
- Ability to thrive under pressure
- Motivation to work effectively independently and in a team

No prior trading or industry experience needed.

**Join a culture of
innovation and impact.**



For More Information
eclipsetrading.com/all-jobs



“The dynamic nature of each day at Eclipse is what makes it exciting and challenging.”

– John
Senior Trader, Hong Kong



WHAT WE OFFER

We offer a dynamic and supportive work environment where you'll collaborate with motivated, intelligent, and respectful colleagues in a truly flat management structure that genuinely values everyone's voice and ideas. From early on, you'll take on meaningful trading responsibilities, supported by ongoing mentoring to help you grow and succeed.

We prioritize work-life balance within a vibrant, multi-cultural setting, and keep our team fueled with a fully stocked kitchen offering breakfast and lunch every day.



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We bridge the gap between you and industry, equipping you with the skills and knowledge needed to thrive in the dynamic world of business. Our goal is to see you succeed and ensure you embark on a meaningful and sustained career journey.



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Mentoring Program



Career AI Resources



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Digital Certifications



PASS Classes



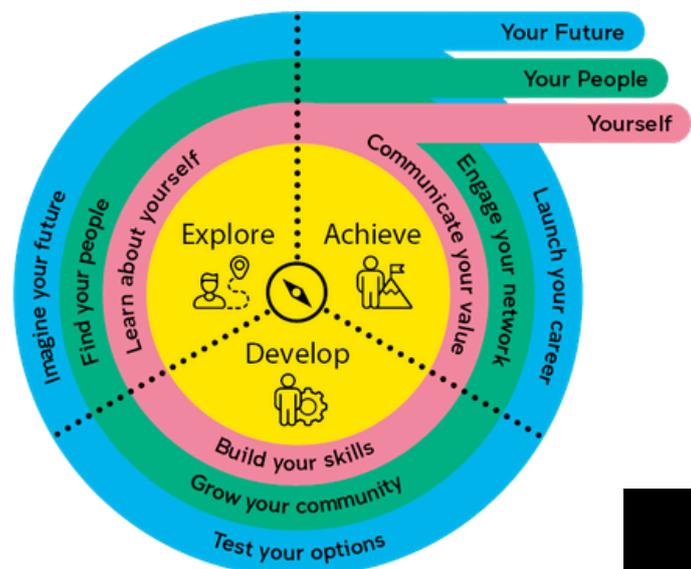
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Events & Networking

Use the **Career Compass** to reflect on where you are in your career journey and plan what's next.

Explore Develop Achieve



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