

## **Global Associate Program**

The Global Associate Program is for highly talented graduates with the drive to become senior technical experts and leaders at Zurich. Each year we select about 80 top talents from around the world through a rigorous recruiting process. If you want to work for a leading global insurer, if you are keen to work in different countries and are determined to succeed, this could be the perfect opportunity for you.

### **Program Overview**

#### **Training to further develop your talents**

As a Global Associate, you will participate in an intensive program, which includes classroom training by Zurich's most inspirational senior managers and personal mentoring. In the course of your core placement and two assignments, you will gain experience in three areas at Zurich, including two countries and two functions. You will build a worldwide network of associates, throughout the program and beyond. The program starts in September and lasts 44 weeks. After graduation, you will return to your hiring function as a full-time employee.

#### **A role that suits your skills**

Right from the start you will play an important role in your hiring function. You will learn to understand the target markets, the customers, the distribution channels and the internal processes of our global company. Some fascinating opportunities in our functions include:

##### **Claims**

You will learn how to handle claims, drive operational and financial performance, and analyze the main levers affecting customer satisfaction and retention. You will have opportunities to apply your knowledge directly to strategic initiatives within Claims, providing you with an inspiring environment.

##### **Finance**

You will be developed to be part of the new generation of business leaders within the finance functions. You will learn how to develop

and execute a financial plan, manage our cash resources, and interface with the financial community and our investors.

### **Information Technology**

You will learn, from business leaders and experts from around the world, how we use some of the latest technology to deliver innovative business solutions. We will give you responsibility upfront to use your knowledge and creativity in our trend-setting global organization to influence and contribute to our IT strategy.

### **Risk Engineering**

You will learn how to complete a risk assessment, develop risk control plans and deliver risk engineering consulting services.

### **Underwriting**

You will learn how to evaluate the risks of our customers, determine the price and terms for accepting the transfer of those risks and work with internal and external parties to sell the customer an insurance solution.

### **Other key functions**

You can also choose from positions in other key functions such as Actuarial, Distribution, HR, Marketing, Operations and Product Management and more!

### **Global Locations**

As a Global Associate, you will have the opportunity to work in a Zurich company outside of your home country. Below we have listed some of our key locations where you could be based.

**Austria, Canada, Germany** (Bonn, Cologne, Frankfurt), **Greater China, Ireland, Italy, Japan, Latin America, South Africa, Spain, Switzerland** (Zurich), **United Kingdom** (Fareham, Farnborough, Leeds, London, Swindon) **United States** (Los Angeles, New York, Schaumburg, Chicago)

### **Selection process**

To apply for a position as a Global Associate you will need to meet the minimum criteria for consideration and will be taken through a structured selection process which will give us the opportunity to find out more about you with regards to your skills and competencies. This also gives you the opportunity to meet with

some of our senior managers and gather more details on our organization to enable you to consider us as a future employer.

Please note that the selection process might change slightly from country to country.

### **Initial application criteria**

We are interested to hear from applicants of various majors, including but not limited to the following: Accounting, Actuarial Science, Business, Communications, Computer Sciences, Economics, Engineering, Finance, Information Technology, International Studies, Law, Management, Marketing, Mathematics, Physics, Political Science, Project Management, Risk Management and Statistics

### **Telephone interview**

This will be arranged at a convenient time with you and will typically last 60 minutes and be undertaken by a member of the Zurich recruitment team. This will be competency based and will give you the opportunity to talk through your experience to date and indicate your behavioral responses in certain situations.

We are interested in your awareness of our industry and your motivations to join us coupled with a greater understanding of your self-awareness and how you interact with those people around you.

### **Business interview**

This will be a face-to-face interview with a Zurich Business Manager and an HR representative and will continue the competency assessment approach also giving you opportunity to find out more about Zurich as an employer and the career options available to you.

### **Presentation / assessment centre**

You will be invited to conduct a prepared presentation covering an insurance related question in front of Business Managers. This will allow us to test your perception and understanding of our industry on a global scale and you will have the opportunity to meet more senior Managers and prospective team members.