



Trainee Underwriter - Graduate Programme 2017 – Munich & Cologne, Germany.

About us

As an international specialist insurer we are far removed from the world of mass insurance products, selectively focusing on key areas of expertise and strength, all of which is underpinned by a culture that encourages us to challenge convention and always look for a better way.

Defined by our strong moral fibre, we prioritise above all else, the principle of doing what we say we will. Insuring the unique and interesting, our search for talent is the same. We empower our people to think creatively, challenge the status quo and approach things with a solutions focused lens. This results in us being able to provide the type of insurance solutions which are often too complex for other insurance companies, we find a way where others give up.

Our straight talking culture allows us to strive to improve everything we do and never settle. Trust is integral to how we operate and it allows us to work in an environment where every role has a high level of autonomy; freedom to forge your path and help set the wider agenda is evident in all parts of the organisation. Through embracing an environment that brings together people who are unique and interesting, we are ensuring we build a company where teams don't all think the same – this, combined with a culture where courage to share what you think is not only actively encouraged but is central to our business model, has defined our success.

Working at Hiscox offers a challenging and collaborative environment where you will be stretched to your full potential.

The Hiscox Graduate Programme

Run over two years, our graduate programme is challenging and varied. As a trainee Underwriter, you will need a range of personal and technical skills to achieve optimum performance. These include structured sales skills for business production, risk assessment for underwriting and negotiation for closing the deal. Underwriters are regularly required to enter into commercial negotiations and you will need good strength of character and an ability to influence in discussions.

We will support and encourage you to complete the Chartered Institute of Insurance's professional qualification (ACII), as well as take part in workshops, an outdoor training day and business projects.

In addition to this, participants will be given the opportunity to see the company from a range of different perspectives by participating in two six-week domestic secondments and one twelve week international secondment to one of our offices in the UK, the USA or Bermuda. Each secondment has a purpose: one that contributes to the strategic direction of Hiscox, one that stretches your skills in a business function different to your own, and one that deepens your skills in an international office.



In a nutshell, our graduate programme provides a combination of practical experience, training, and the opportunity to work alongside highly regarded industry professionals – all designed for you to fulfil your potential.

We are on the lookout for intelligent, commercial thinkers who can make a real contribution to our business. We want graduates with drive, flair and character, who share our values of courage, quality, excellence in execution, integrity and human. If you have the spirit to bring these values to life and want to work for a company that challenges you from the start, read on.

Why Underwriting?

Our underwriting community is spread across a variety of product lines and areas of specialism within our European businesses. As leaders within the Insurance sector, Hiscox in Germany is undergoing huge amounts of growth, and we currently have offices located in Munich, Cologne and Hamburg.

We have two graduate positions available, one located in the Cologne office, the other graduate will be located in the Munich office, which specialises in Art and Private Clients and Professions & Specialty Commercial i.e. Professional Indemnity and Cyber, all clients are predominantly brokers based within these regions.

As an Underwriter, you will need a range of personal and technical skills to achieve optimum performance. These include structured sales skills for business production, risk assessment for underwriting and negotiation for closing the deal. Underwriters are regularly required to enter in to commercial negotiations and you will need good strength of character and an ability to influence in discussions.

You will learn the different behaviours and dynamics required to trade in good and poor market conditions to optimise profit. Analysis of underperformance is critical to long-term success and this needs to be managed at a micro and macro level.

The role of a Hiscox Underwriter

- Use judgement, skill and experience to assess, accept or decline risks in line with our underwriting philosophy
- Increase sales of insurance premiums through developing relationships with new and existing brokers
- Offer flexible and attractive underwriting solutions to brokers
- Undertake account and performance analysis for lines of business and brokers to ensure profitability



Why work for us?

- Progress your career in a role where you will make tangible contributions to your team from day one
- Interact with a range of experienced colleagues and senior managers in an environment where courage to say what you think is not only actively encouraged, but is central to our business model
- Prove your potential to become a future leader of a growing business with a strong financial performance and a transparent approach to risk

Skills/Academics

Candidates are expected to:

- Speak and write in fluent business English and German
- Have excellent interpersonal skills and a dynamic personality
- Be numerate
- Have an excellent degree, and be on track for a grade point average of 2.0 or above
- Have the right to work in the country for which you are applying
- Be able to demonstrate analytical, critical thinking, problem solving, relationship building, negotiation and strong communication skills
- Hold an interest in sales and working with clients
- Have drive and ambition, a strong work ethic and be confident enough to challenge the status quo!
- Be available to join the programme in September 2017

Applications and queries

To apply or to find out more information about this position, please forward your CV to kb@futureboardconsulting.com

For more information, call + 44 (0) 203 179 4500.