



Pensions Actuarial Graduate Programme

Business Area	Pensions – Pensions Actuarial
Length of programme	Dependent on qualification pathway and progression.
Qualifications you'll work for	Study towards becoming a Fellow of the Institute and Faculty of Actuaries
Location	Nationwide. Please search website for latest location availability
Entry requirements	As a general rule, you'll be expected to meet the following requirements: <ul style="list-style-type: none">– Minimum grade B GCSE(*) Maths– Minimum grade B GCSE(*) English Language– Minimum of 300 UCAS tariff points(*)– Minimum 2:1 degree or above in any discipline Note: (*) Or equivalent

Please note, we only consider a candidate's 'top' 3 A Level grades and do not accept General Studies.

At KPMG, we look at more than just your academic results. We will review your application, together with your performance in our assessments, to ensure that you have the best opportunity to demonstrate your potential. We will be considering your strengths and achievements against KPMG's capabilities alongside a number of other metrics, including technical background and/or experience, to ensure that you have the skills to succeed at KPMG.

For many organisations and Trustee groups, a detailed pension's strategy is one of the cornerstones of financial health. Very much a hot topic in public debate, the pensions industry is the subject of governmental scrutiny, new legislation and a high-profile field where you'll develop a wide range of consultancy skills.

A career in pensions requires a high level of both numeracy and communication skills – as well as the enthusiasm and drive needed to gain professional qualifications and succeed in a fast-moving market. Whilst it won't be easy, this graduate programme offers the chance to build a strong foundation in a fascinating industry.

In depth

The word pensions may conjure up images of retiring and taking things easy, but a career in this demanding sector is anything but sedate. Balancing the costs and risks of a pension scheme as well as trying to run it in line with best practice is becoming increasingly complex – yet absolutely essential for a business to succeed. As the pensions industry remains a hot topic in public debate and the subject of governmental scrutiny and new legislation, it's fair to say that pensions is a high profile area of our business whose services are constantly evolving.

Our Pensions Services

In Operating pension schemes can hold certain risks for organisations and are an important part of any reward strategy.

Our job is to help manage those risks. At KPMG, our position allows us to deliver innovative solutions by tapping into our wider investment advisory, tax, accounting and transactions and restructuring knowledge. As our advice covers broader issues outside of pensions, our wealth of specialist knowledge benefits graduates too – offering the chance to develop your actuarial and wider consultancy skills.

As a market leader in the pensions industry, we offer a wide range of services for graduates to experience, including:

- Advising clients on their pension's strategy.
- Designing and implementing employee communication programmes.
- Helping to manage tax and legislative changes that affect pension schemes.
- Advising on pension aspects of domestic and international corporate transactions, such as restructurings, mergers and acquisitions.
- Providing audit support on aspects of accounting statements that relate to pensions.
- Tailoring individual executive pension plans.
- Valuing assets and liabilities of pension schemes.
- Financial modelling and risk analysis to help ensure that schemes are able to meet their future liabilities.

As a graduate, the work you can expect to get involved in will include:

- Calculation work either on an individual member or company basis.
- Building financial models involving statistical methods.
- Drafting communication materials.
- Helping with identifying and researching business opportunities.
- Sharing knowledge with colleagues throughout the department.

Training and development

As a graduate in our Pensions Actuarial Team, you'll enjoy a range of training and development opportunities to study towards becoming a Fellow of the Institute and Faculty of Actuaries. So, as well as study support and guidance to help you on your way to becoming a qualified Actuary, you'll benefit from:

- On-the-job training on a regular basis.
- A graduate induction event.
- Specific technical and softer skills training on a national basis.
- Regular technical training and opportunities to develop wider market knowledge throughout your career within pensions.
- A wide range of instructor-led and self-study courses through the KPMG Business School, including consultancy and softer skills.
- A buddy from your first day to help you settle in.
- A Study Mentor who helps advise and guide students through the study and exam process.
- A Performance Manager to support you with your progress, performance and any work or HR-related issues.

Please see below for case study.



Name: Laura
Business Area: Pension
Based: Manchester

The recruitment process

The recruitment process was challenging, but rewarding. It gave a taste of what it would be like to work in the KPMG offices, and the type of work that we would be expected to complete on a day to day basis. Every stage was clearly explained and well communicated, and feedback was both quick and useful.

Why KPMG?

The opportunity to work in a fast-paced, challenging environment, whilst working towards a professional qualification attracted me to apply to KPMG in the UK. It became obvious throughout the application process that there was a wide range of opportunities available across the UK firm, which would enable me to build and develop my career.

Day-to-Day

Being on a variety of different client teams, involving both Companies and Trustees of Pension Schemes, means the type of work I do varies on a daily basis. Primarily, I'm involved in producing various calculations, drafting reports to advise the clients on their pensions strategy and putting together communications for the Pension Scheme members. Since there are often tax and legislative changes in pensions, there are always interesting projects to be involved in to help clients to make the right decisions for their Schemes.

Training and Support

In addition to regular technical training, new graduates are part of The Academy, which allows us to network across the firm, and provides regular learning to build our skills and knowledge. KPMG also provides support towards becoming a qualified Actuary. This includes a personal study mentor to give guidance through the exam process, time off to prepare for exams and provision of study materials and tuition. The help and support from all colleagues at KPMG ensures we have the best chance of passing the actuarial exams, whilst maintaining a good work-life balance.



Name: Murray
Business Area: Pension
Based: London

Day-to-Day

My first job was to set up a helpline and email service to provide consultation to members of a large pension scheme in response to pension changes affecting the client's employees. This involved travelling to the client site and liaising with the client's in-house pension's team to ensure the project was kept on track and delivered to the highest standards.

I was expected to work directly with senior KPMG staff nationally as well as engage regularly with the client to deliver to a tight deadline under the client's standards.

The key to the success of the project was not just having the technical expertise to be able to answer pension's queries but also communicating these complex pension concepts in a language that the client's employees could understand.

Social Life

During my first month at KPMG I was attending work socials twice a week including an event at the Shard and various team dinners. For those who don't get their social fix from the office, there is SIAS, the Staple Inn Actuarial Society that offers events and opportunities to meet other actuaries in an informal environment. A highlight from last year was the annual Actuarial Ball. On an ongoing basis, there is a team lunch at least once a month, and a team social once a month. These socials have included bowling, table tennis and white water rafting so there's lots to get involved with!

Future Career Opportunities with KPMG

With a global network of member firms, there are opportunities to work on international projects or abroad. The UK firm also offers a variety of secondments to other departments, companies, regulators and political parties, so I know I'll have every opportunity to achieve my potential.

FAQs

What skills do I need to work in Pensions Actuarial?

You'll also need the passion and energy to help us exceed our clients' expectations and deliver against tight deadlines. Strong analytical and problem-solving skills, a natural curiosity and interest in the business world, and a global, forward-thinking mindset are also key.

What other training will be available to me?

KPMG will support your development throughout your career, with a well-established and highly innovative training programme. These programmes will help you to hone your core consulting skills whilst developing your knowledge of our approach to work. You'll also learn on the job through client exposure and access to our amazing breadth of knowledge and experience.

Will I get the opportunity to work in different business areas of the wider KPMG UK firm?

As a professional services firm, KPMG support their clients in a variety of different ways and as you develop skills on your graduate programme, you will often find yourself working on projects with colleagues from other areas of the firm. Opportunities for you to work on projects in other teams where you can utilise the skills you have developed or gained through your studies will also help you become a more rounded individual and also increase your internal and external networks.

What happens after I finish my Graduate Programme?

Our Graduate Programme is just the start. It will give you a strong foundation, great client experience, professional training and core consulting skills. Given our amazing growth, there are opportunities to progress a really varied career in Pensions Actuarial as you build specialist skills and knowledge in your field of interest (obviously this is subject to what our clients' needs are too). Throughout your career you'll be offered ongoing support and opportunities to develop your expertise, both on challenging client projects and through training.

Contact us

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