



SAS QUARTERLY



YOUR QUARTERLY NEWS, INFORMATION AND CAREER GUIDANCE
SOURCE FOR THE MEMBERS OF THE SINGAPORE ACTUARIAL
SOCIETY

2015-16 Qtr 4 — ISSUE NO. 4

***** ANNOUNCEMENT: BY END OF SEPTEMBER, WE
WILL BE CELEBRATING SAS 40TH BIRTHDAY. KEEP AN
EYE ON OUR FORTHCOMING UPDATES!**

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CELEBRATING OUR
40TH BIRTHDAY
TOGETHER!

The AGM held a few weeks ago marked the end of a SAS term... and the start of a new one!

As a SAS volunteer for more than 5 years, it is always nice to see the renewed enthusiasm of the usual suspects, combined and challenged (for the best!) by the breath of fresh air brought by new volunteers. The atmosphere and sense of community within the SAS is an invaluable asset; we should definitely treasure it.

This year is very special for the SAS as we are celebrating our 40th year!

As we start a new decade, I am looking really forward how we, SAS members, can embrace the Future...

Can Singapore Actuaries embark on the Big Data Analytics journey?

Can SAS Actuaries have a bigger say in the coming regulations and public consultations?

Can the SAS go digital for good (new website, conferences apps, etc.)?

Can we help local universities optimize their graduates' employability?

Can Singapore Actuaries step up to get top roles with better Speaking and Influencing skills?

Can the SAS play a Regional role within ASEAN or Asia?

Can, Can! (I discovered Singapore exactly 10 years ago ;P) ... Yes we Can!

Last but not least, more fundamentally: what is the core drive to become SAS member?

A lot of question marks that – I am sure – will be answered positively by the SAS members and volunteers as I know well the quality of the Council and the various committees.

Woow, exciting decade ahead! 😊

Frederic Weber
Vice President

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Gold Conference Sponsor



redefining / insurance



Swiss Re

Upcoming Events

**SAS Speakers and Influencers
Session**

May 3, 2016

SAS Afternoon Talk

May 12, 2016

3rd Practising Certificate Seminar

May 25, 2016

8th General Insurance Conference

May 26-27, 2016

SAS Afternoon Talk

Jun 1, 2016

**Text Mining and Transaction
Sequencing using Machine
Language Workshop**

Jun 3, 2016

Professional Skills Training

Jun 15, 2016

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years

somewhat
different

hannover re®



Institute
and Faculty
of Actuaries

Bronze Conference
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Please go to www.actuaries.org.sg to
register for the above events

MESSAGE FROM THE PRESIDENT



Dear Members

It is with great honour that I take over the role of President of the Singapore Actuarial Society. I feel I step into the role at a fantastic time with the society in great shape following the excellent work by Oi San and Jill before her. So the council and I have a great opportunity to set the course for the future.

We have an expanded council this year, with all council positions filled for the first time in many years. We are also looking to have a couple of special advisors to sit in on council meetings and give us advice based on the wisdom of their years. More about that in the next newsletter when everything is confirmed.

It is a good thing we have these new council members, as we have a full programme planned for this year. Along with our usual conferences (GI, Life, ERM, Health and Retirement), Practising Certificate courses, CPD events, social events and the Speakers and Influencers sessions, we have the extra special event of the SAS 40th Anniversary dinner. While details are still being put into place, it promises to be a significant event on the Singapore social calendar. So keep an eye out for that.

In addition, we have a number of initiatives and updates planned. As well as the continuing work by the Professional Affairs Committee on revising the Guidance Notes and other professional matters, we will also be discussing with members and other stake-holders on what the role of the SAS should be. This will drive a number of major policies such as budgets and resources required.

So while there is always change when the leadership changes, the intention is that there will be minimal disruption to the members and the next few years should be an interesting, if possibly challenging, time for us all.

Matthew Maguire
President

COUNCIL UPDATE

At the Annual General Meeting (AGM) held on 18th March we have ushered in the SAS Council members for the new term 2016/2017:

President:	Matthew Maguire
Vice-President:	Frederic Weber
Hon. Treasurer:	Khoo Kay Hwee
Hon. Secretary:	Raymond Cheung
Ex Officio:	Jill Hoffman

Council Members:
Esther Huang
Eric Seah
Joey Zhou
Danny Quant
Hussain Ahmad
Raymond Chan
Chua See Ju
Lim Siang Thnia
Mudit Gupta

We want to thank Choo Oi San, Leo Ng and Lars Schmid for their valuable contribution in the SAS Council in the previous year. Particularly, I would like to thank Oisan for her leadership as the President over the last 2 years and wish her all the success as she passes on the baton to Matthew to continue the good work. At the same time, we want to welcome 3 new members – See Ju, Siang Thnia and Mudit – into the Council family!

The SAS organised many interesting events over the last 3 months. In March, some guests from the International Association of Insurance Supervisors (IAIS) were in town and we, in collaboration with MAS, held an afternoon forum on IAIS Capital, Solvency and Field Testing Working Group. We had a great discussion and networking and even shared some actuarial jokes! We also had 2 AGM afternoon talks on “Understanding Cyber Risks” and “Anti-Money Laundering”. It is always beneficial for actuaries to be equipped in areas outside the traditional actuarial fields. The speakers were well-delivered and there were great interactions during the Q&A session. The Annual Dinner was great too. As SAS turns 40th this year, Raymond prepared a simple but tricky SAS quiz during the Annual Dinner. Having trained in actuarial exams, most members scored pretty well for the quiz and the highest score went to our French actuary and forum coordinator Frederic Boulliung.

At the turn of the new Council term, the SAS has outlined for you many action-packed activities in the next 3 months including the 3rd Practising Certificate Seminar on 25th May and the 8th General Insurance Conference on 26 – 27th May. We will also organize an afternoon talk on Text Mining for Stock Market prediction in May. Please visit our SAS website for more information on these exciting events in our calendar.

We welcome any feedback and suggestions on how we can serve you better in the SAS. Please email me at secretary@actuaries.org.sg or Patsy Lau, our Office Manager, at patsy@actuaries.org.sg for any SAS matters.

The SAS will turn 40 in 2016! The SAS has grown from strength to strength over the last 40 years. Let us celebrate SAS’s success and look forward to another wonderful 40 years ahead.

Raymond Cheung
Honorary Secretary

COMMITTEE REPORTS

Professional Affairs Committee

The main work in Q4 was the holding of the second Practising Certificate Seminar. The first session was held in November in the Park Royal Hotel and attended by around 24 Fellows. The second session following a similar structure will be held in May 2016.

As a reminder, from 2015, SAS requires our members to hold a Practising Certificate in order to be considered for Appointed Actuary and Certifying Actuary roles (subject to the formal approval by the MAS).

The committee continues to work on upgrading the professional guidance to meet the new guidance from the IAA, with plans to introduce Standards of Actuarial Practice (SAPs), which are mandatory in nature, and Advisory Practice Notes (APNs) for non mandatory guidance.

We are also looking to introduce a formal disciplinary scheme.

Richard Holloway
Chair of Professional Affairs Committee

Education and Career Committee

As the Education and Career Committee ends its term for the year 2015/2016, the last months marked the final sprint with many exciting activities!

The SAS Actuarial Career Fair was held on 18 February 2016 in SMU and reached new heights again by serving as a melting pot for more than 200 university students, 12 companies across industries, the IFoA and CAS!



A LinkedIn group was used for companies to post JDs of internships or part/full time

positions, so that candidates can apply directly replying the JDs.



Companies were encouraged to create internships, and speed Interviews were conducted on the spot in a dedicated room.





5 break-out sessions were led by groups of inspiring professionals to describe their expertise, share industry knowledge and know-hows, and answer students' questions in respect to the various stream:

1. General Insurance
2. Consultancy
3. Life Insurance
4. "Beyond the traditions" (including Big Data)
5. Fresh Graduates

SAS ACTUARIAL UNDERGRADUATE CAREER FAIR 2016



It was certainly a big effort from all participating students, participating companies and the organising committee!

All in all, great teamwork among the ECC, professionals, students and university professors!

SAS Survey: Students and the industry – are we aligned?

We launched a survey targeting at hiring managers in Q4 2015, with the intent of assessing prevailing employability gaps in the industry and gaining an improved understanding of the industry's needs. Results are revealed in the following page.

"We hope this will allow professionals and universities to address specific hiring gaps and improve the quality of our local talent pool!"

WE BRING THE INDUSTRY TO STUDENTS!

Survey: Students and the industry – are we aligned?

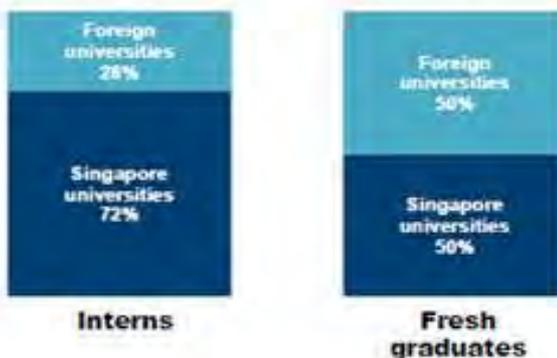
(THE RESULTS)

Employability of actuarial students:

In 2015, the Singapore Actuarial Society conducted a survey to assess the employability of actuarial students in Singapore. The survey was specifically targeted at actuarial hiring managers and we have summarised some findings for you! This is an ongoing survey where we hope to assess prevailing employability gaps in the industry and gain an improved understanding of the industry's needs. Responses here are a summary of the 13 respondents we have surveyed and are not representative of SAS's views.

Singapore's view

Of the **79 interns** and **50 fresh graduates** hired by these employers in the past 3 years



In general, actuarial students can better equip themselves by

Improving on their programming skills as surveyed hiring managers feel IT skills possessed by students are generally insufficient

Being a **self-starter** with a **commercial mindset** and broad perspective

Having **increased exposure** in a multinational/cultural environment, allowing them to better adapt to the working environment

Interestingly, when assessing a candidate these hiring managers rate **one's honours class** and **other activities** (volunteering work, non-actuarial jobs, clubs, sports, societies) as being less important



SPEAKERS AND INFLUENCERS GROUP

SAS SI is a platform for members to improve communication skills, both in professional and social settings. During each meeting, there are various opportunities to speak, and friendly feedbacks will be given to help identify strengths and areas to improve.

A typical session consists of:

- Introduction & Ice breaker - Everyone gets to speak!
- Instruction session
- Table talk
- Prepared speeches: 5 people for 3-5 minutes each
- "Uumm" report - because we all try to fill in the time between our words

The last session was held on 23 Feb and the theme was Presenting Slides.

We are now actively looking for extra volunteers: 2 other senior actuaries who could run the sessions (like Hussain and Jill) and 2 other junior actuaries. Besides the Speaking and Influencing session, other ideas to improve soft skills are welcomed by our SAS members.

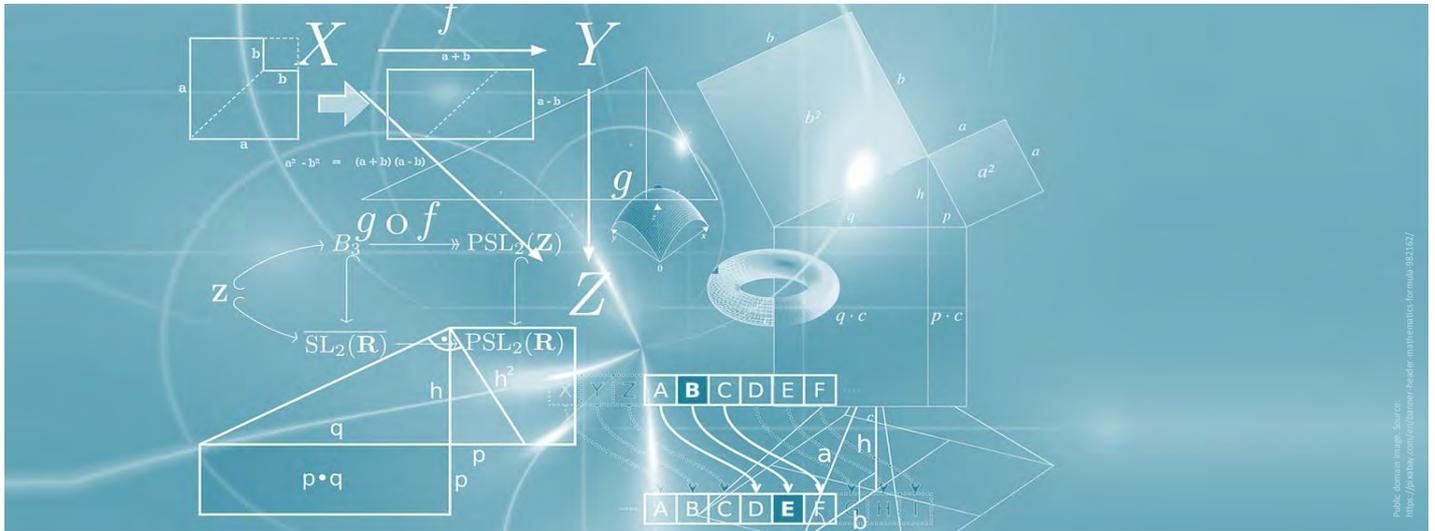
If you have any questions, please contact Hussain_Ahmad@swissre.com.

AFTERNOON FORUMS SUB-COMMITTEE

The ECC is very grateful to all our speakers for providing SAS members with the Continuing Professional Development (CPD) opportunities and stepping stones to the qualification. We'd also like to thank the SAS members who have contributed to the organisation of these events.

If you have an interesting topic to share or interesting speaker to recommend, Frederic Boulliung (frederic.boulliung@partnerre.com), our SAS Forum Coordinator, is the person you should now contact with.

As the attendance of the Forums is growing steadily, we are also looking for bigger venues. If your company is interested in hosting the Afternoon Forums (minimum requirement: meeting room of at least 80 seats) with marketing opportunities, please contact us!



Asia Actuarial Analytics Challenge 2016

Use your skills in **data analysis and predictive modelling to predict re-admission to hospital for diabetes patients**, and compete with professionals and students across Asia.

The Singapore Actuarial Society's Big Data Working Party has launched this competition to promote development of data analytics talent in Asia.

Prior experience in machine learning or advanced tools is **not necessary** to participate. Participants can use simple data analysis to be able to participate in this competition and introduce more complexity as they progress.

For more advanced techniques, the working party is conducting CPD workshops on machine learning for those that wish to learn more about this area.

kaggle

The competition is hosted on Kaggle which is a popular platform to host data science competitions.

Timeline

Competition is already open! Participants can start to make submissions from now till **30 September 2016**

Who should join?

We encourage all actuaries, analytics professionals and students to participate in this competition. This competition is 'private-entry' for those invited by the Singapore Actuarial Society. If you are seeing this flyer, **you're invited!** SAS members may extend this invitation to relevant persons.

Prizes

For how we select winners please refer to details on the website.

- First prize: \$200
- Second prize: \$100
- Third prize: \$50 (Singapore Dollars)

Competition organizers have the discretion to make final decisions on the competition.

I am ready! How to sign up?

This is the link to the competition webpage: <https://inclass.kaggle.com/c/sas-analytics-challenge>
To sign up, you will need to use this invitation link: https://kaggle.com/join/SAS_invite_2016



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Big Data Working Party

Launched in 2015, Big Data Working Party is SAS' initiative to explore the future of big data, analytics and unstructured data in Asia and what actuaries need to do to have the right skillsets that will be in demand for such work. The working party is made up of actuaries and data scientists based across Asia from diverse range of industries.



For questions, we prefer to use the discussion forum on Kaggle. But if for any reason you need to contact the organizers directly please email mudit.gupta@tenetsompo.com.sg

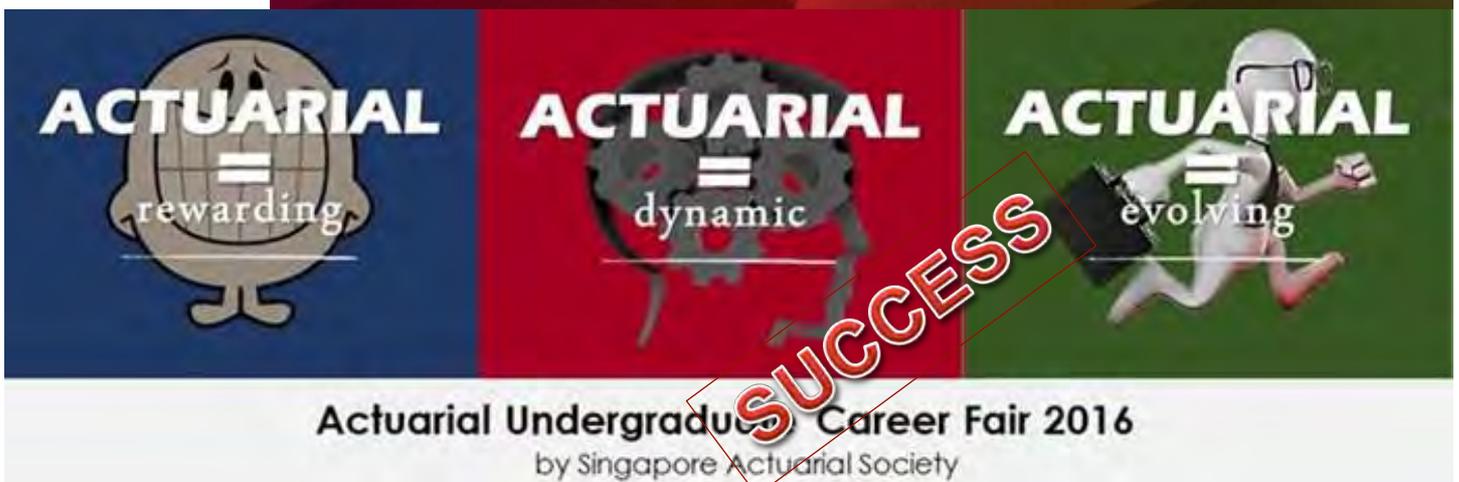
Innovative topics and Big Data Working Party (BDWP)

Following the success of the Machine Learning Workshop held last September, the BDWP has **big plans for 2016 and several projects in the pipeline:**

- a) Developing more case studies with an emphasis on local or insurance data and on text mining that actuaries may readily apply in their work
- b) Look into IT/technology aspects of big data relevant to actuaries
- c) Following the success of the machine learning workshop in 2015, we are planning to launch an advanced workshop as well as re-run the intermediate workshop
- d) Actuarial Analytics Challenge: Kaggle competition for members to apply their knowledge of data analytics in a competition
- e) More CPD sessions and speakers to share data analytics case studies that they have worked on in Singapore and other locations including Malaysia and Hong Kong

This is an exciting time for our profession as our tools and techniques, and scope of work evolve with changes in technology. If you are interested in getting involved in any of the above projects, have an idea you wish to pursue or have any suggestions for the working party, please feel free to reach out.

“We are also looking out to organizations wishing to collaborate with us by providing data for analysis, and speakers to share case studies that they have worked on. Please also reach out to us if you have any contacts you would like to refer.”



The banner features three panels with the word 'ACTUARIAL' at the top. The first panel (blue) shows a smiling cartoon character with the text 'rewarding'. The second panel (red) shows a globe with the text 'dynamic'. The third panel (green) shows a running robot with the text 'evolving'. A large, stylized 'SUCCESS' stamp is overlaid across the panels. Below the panels, the text reads 'Actuarial Undergraduate Career Fair 2016 by Singapore Actuarial Society'.

*“the ECC is full of fun activities throughout the year...
but it requires manpower to make it happen!”*

Conclusion

As you can notice above, the ECC is full of fun activities throughout the year... but it requires manpower to make it happen! Therefore volunteers are always welcomed at any time!

Just drop me a note to express your interest (Frederic.weber@axa.com.sg) and shout if you have any education-related ideas or enquiries, as your opinion is invaluable!

As the ECC ends its term for this year, I thank all the volunteers: Bernice Zhang, Hussain Ahmad, Frederic Boulliung, Kay Ying Shong, Mudit Gupta, Mingyang Chen, Jing Rong Goh, Chin Keat Ho, Long Yao Hong, Colin Pakshong, Prof YK Tse, Erjie Zhou, Alice Tan, Jill Hoffman, John Gan, Christine Sun, Amy Hong, Lin Fangcheng, Clementine Vie, Colin Priest, David Menezes, Frank Devlin, Frankie Chan, Kate Chen and Xavier Conort.

Frederic Weber
Chair of ECC Committee

ERM Committee

In collaboration with SAS celebrating its 40th anniversary in September 2016, the ERM Committee is planning for our 3rd ERM Conference in the same month. More information will be released to members in due course.

In the new Committee term 2016/2017, the ERM Committee will continue to expound on the working parties to carry on the study of more specific/technical areas in ERM, with a possibility of setting up new working parties to provide research on other ERM topics. In particular, as MAS has issued RBC2 closed door consultation in March, we will be regrouping the RBC2 Taskforce to work with MAS on the revised RBC2 proposal over the next 3 months. If any members are interested to join the RBC2 taskforce, please email me at secretary@actuaries.org.sg.

Lastly, the ERM Committee plans to collaborate with other risk management associations outside the insurance industry (e.g., Risk and Insurance Management Associate of Singapore (RIMAS)) to share insights and experience, and potentially to organise joint events to promote the growing subject of ERM both within and outside the insurance industry! If any members would like to join the ERM Committee, please let Patsy know or simply send an email to me at secretary@actuaries.org.sg.

“... The next phase that this committee will embark is to design a deterministic projection model whereby it can be easily used by the public...”

(On Medisave Projection)

Health Committee

1. Medisave Projection

The health committee presented its findings on the adequacy of individual Medisave funds to cover the Medishield for Life's premiums over the duration of the life assured. This was presented at SAS forum on 23rd July 2015. The presentation was well received and over 50+ attendees.

The next phase that this committee will embark is to design a deterministic projection model whereby it can be easily used by the public. The public can input their individual details such as age, gender, current MA balance into the deterministic model to generate whether their Medisave is enough to cover the Medishield for Life premiums and also the possibility of Integrated Shield plans.

2. Health Systems Task force

The health committee has completed 2 out of 3 phases for this project. The first phase involves collecting healthcare structure and financing mechanism from various countries' healthcare system including US, Japan, Australia. The 2nd phase reviewed the Singapore health system, especially the area of financing; the various factors that have an impact on medical inflation. The 3rd and final phase will touch on how different countries' healthcare system can be applied for the Singapore healthcare system to reduce the increasing medical inflation. Once done, the health committee will present its findings in one of the SAS forums; tentatively scheduled to be in Q2 2016.

3. Best Practice & Knowledge Database Task Force

Both projects are still in infancy stage; no further updates

Mr Chi was the acting chair for Q3 2015 as the chair was ill.

Samuel Tan
Chair of Health Committee

Retirement Committee

The theme of 2016 HRC would be jointly decided by the Health and Retirement organising committees.

*“Save the Date for our annual **Health & Retirement Conference (HRC)**, which is scheduled for later this year on **October 13 & 14, 2016.**”*

We discussed potential keynote speakers and session speakers for the retirement segment, and several names from both the academic sector and the retirement industry were fielded and weighed for experience, expertise and elocution skills.

If you are interested in submitting a paper for HRC 2016, please watch out for an “HRC 2016 Call For Papers” e-mail to be sent out by Patsy, and follow the submission instructions accordingly.

We are anticipating the announcement of the recommendations to the last two Terms of Reference (TOR) from the CPF Advisory Panel in the first half of this year. As such, the committee is in the midst of putting together thought leadership materials on the necessity of multiple retirement pillars aside from traditional savings programmes. This dossier will be our go-to document as we continue to engage in the national retirement adequacy dialogue with various Governmental Ministries’ stakeholders.

Call for volunteers

Last but not least, we would like to invite our fellow actuaries to volunteer their time with the Retirement Committee as we actively seek to infuse the Board with new blood and fresh insights.

If you are interested in a more hands-on, front-seat view of our industry and how we are making a difference, please contact Marcus Kok at marcus.mk.kok@sg.pwc.com

Marcus Kok
Chair of Retirement Committee

Author: Danny Quant
Principal & Consulting Actuary,
Milliman

Conference REPORT

The IFoA Asia Conference
2016 - Kuala Lumpur

3 & 4 MARCH, 2016

The Institute and Faculty of Actuaries held its second Asian Actuarial Conference on 3rd and 4th March in KL, following on from the inaugural event in Beijing in 2015. The SAS co-sponsored the event and had a booth in the foyer. Several delegates, including many students, visited the booth and a number signed up for membership of the SAS.

There were about 370 delegates at the conference, mostly from South East Asia, plus representatives from Hong Kong, the UK, mainland Europe, the USA, India and Sri Lanka.



The keynote address was delivered by the President-elect of the IFoA, Colin Wilson.

There followed a wide range of topics including Big Data, General Insurance, Life Assurance, Investments and Pensions. Besides the expected technical discussions on reserving, modelling, regulations and risk management, we heard about “body hacking” (extraction of the data from fitness monitors, phones and other access points), behavioural economics (driving better sales efforts) and non-actuarial subjects such as professionalism and innovation. There was also a broader discussion of education systems, comparing the tertiary education routes to exemptions and the traditional on-the-job exams with associated correspondence courses.

Mention was made of next year’s event being in Hong Kong – watch for announcements on the IFoA website, where the papers from this year’s event will be posted.

Danny Quant



SAS COUNCIL 2016-17



Our AGM was successfully held on 18 March. Congratulations again to the newly elected members! Let's meet our board members serving the SAS Council 2016-17!

Position	Name	Company
President	Matthew Maguire	NMG Financial Services Consulting Pte Ltd
Vice President	Frederic Weber	AXA Insurance Singapore Pte Ltd
Honorary Secretary	Raymond Cheung Wai Man	Bayswater Risk & Compliance Advisory
Honorary Treasurer	Khoo Kay Hwee	AIA Singapore Pte Ltd
Ex-Officio	Jill Hoffman	Munich Reinsurance Company
Council Member	Zhou Yi Joey	Swiss Reinsurance Company
Council Member	Raymond Chan Kin Wei	Willis Towers Watson PLC
Council Member	Mudit Gupta	Sompo Insurance Singapore Pte Ltd
Council Member	Lim Siang Thnia	PwC Consulting (Singapore) Pte Ltd
Council Member	Hussain Ahmad	Swiss Reinsurance Company
Council Member	Huang Chu Xin Esther	Munich Reinsurance Company
Council Member	Eric Seah	Independent consultant
Council Member	Danny Quant	Milliman Pte Ltd
Council Member	Chua See Ju	Willis Towers Watson PLC



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Come celebrate SAS
40th Birthday with us by
End of September !!

COUNCIL MEMBER HIGHLIGHTS -

FREDERIC WEBER VICE PRESIDENT SAS COUNCIL 2016-17

To help you understand better the members who are currently serving the council, we approached Frederic Weber, our Vice President, to talk about how he started out in the SAS. Fred has been a committee member of the Society since 2011, previously working for GI Committee, and today actively involves in the ECC Committee to initiate and organise major events and activities for student members throughout the year.

Serving in SAS is...

Interesting or boring?

You can't imagine something more boring... just kidding! ;P
Volunteering with the SAS opens doors and provides industry insights. It enables me to understand how topical issues are managed in the Profession.



Bio of Frederic Weber

Years as Actuary: 11 years

Expertise: GI and Health Actuary
Role in SAS:

Since March 2011: General Insurance Committee member

Since March 2014: Chair of Education and Career Committee

Since March 2015: Council member

Since March 2016 (Current): Vice President, Council

▲ Wefie taken with the ECC Committee by Fred

Listen to what Frederic says when he was asked to pick a picture of himself:

“What could be better than this wefie of the Education and Career Committee? Smiling members taking a break (and posing) during the recent SAS Career Fair, to illustrate how satisfying it is to be part of the SAS.

It was such a great teamwork 😊

By the way, it is me... here... bottom left ;)”

Fred was sharing his experience with fellow students.

Let's keep the conversations going!



(Cont'd) Serving in SAS is...

A gain or a loss?

I try my best to consistently help Actuarial students seek advice or look for jobs. One of the most memorable experiences was helping an NTU student ("Mr. J") finding a job.

He first applied several times for internships in my team, but there was no vacancy. Then Q2 started and I advised him to attend the SAS GI Conference (in spite of the lower fees, only a few students attended) so that he can meet the professionals face-to-face. I advised him not to be shy and try networking during tea breaks.

End of day 1 cocktail, he came to me. He (looking desperate...) told me nobody paid attention to him... as the room was quite crowded. I literally took his hand and brought him forward to meet my counterparts so that at least I could make sure he was introduced, and who knows... at the end of the cocktail, I introduced him to 7 to 8 potential hiring managers.

He told me something like "thank you so much, at least you did what you could"... I was already satisfied, even though I had doubts as to its outcome. Guess what? Two months later he wrote to me (he didn't have to!) telling me that he was hired by one of my "best" competitors (but who cares in such situation?). Thanks to this networking session!

A process of learning or unlearning?

Both? The diversity of the SAS members (in terms of nationality, home institute or discipline) always offers me new perspectives of seeing and learning. I have been volunteering for 5 years and I don't think there is a single meeting I couldn't learn something new.

In the past or future?

The SAS brought me so much satisfaction that I will continue to serve the members in one way or the other – open to any opportunity! I believe I will still be volunteering for SAS50 😊.

We hope to bring you more fun facts in the Council and among the organizing committees in the coming issues. Guess who we will be interviewing next?

You! Let us know if you have an interesting story to share in your volunteering with the SAS.

You! Let us know if you have an interesting story to share in your volunteering with the SAS.



: This Is No Longer For Recruiters Only

**Author: Jill Hoffman
Deputy Managing
Director & COO,
Munich Re**

**Leader of SAS Speakers
and Influencers Group**

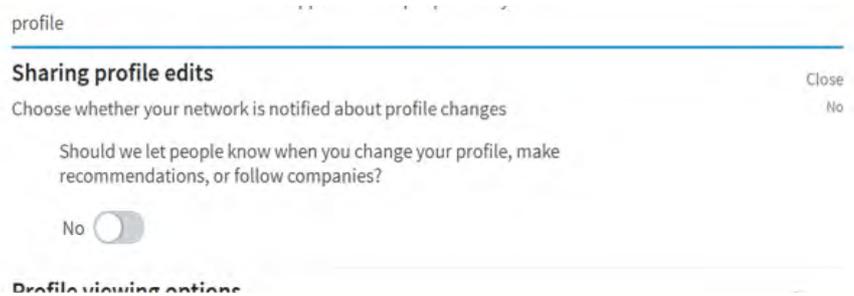
LINKED IN

There are many articles about the benefits and use of social media. What this article will attempt to do, is to give you some practical tips on using LinkedIn.

LinkedIn is no longer for recruiters only. It is a good way to connect with your co-workers and your clients. You want to give careful thought about what you post there and what online persona that you are creating. Generally speaking, pictures of food and cats are frowned upon for LinkedIn, unless of course, you work in the cat food industry!

First things first!

Hover under your picture in the top right, to get the drop down menu and select, "Privacy & Settings". From there choose "Privacy" and the "Sharing profile edits". Turn that to "no".



This means that you can add more items to your profile and it won't show up in your newsfeed for the world, and your boss, to see.

You may also want to add additional email addresses to your account, as people can enter your work email to find you. You can do this under the Basics setting, "Email addresses".

Once that is done, it's time to work on your profile.

Profile

Your profile should be more than just a copy and paste of your CV. It is how you would like to present yourself for the entire world to see. Ideally, it should contain a picture, that way, people

can be sure they have the correct person. The picture could be a professional one or one with a bit more fun. Remember that LinkedIn is your business profile, this is not Facebook.

Put in your name the way you want it to be found. When people search for you, if you start your name as “Dr. Victor Frankenstein”, then LinkedIn will be looking more for the Dr. than the Victor or Frankenstein.

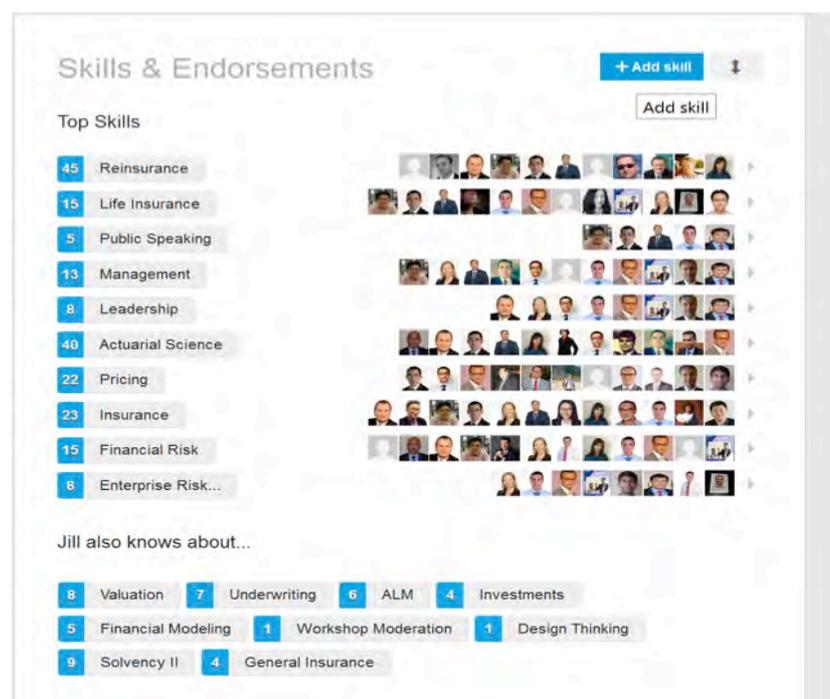
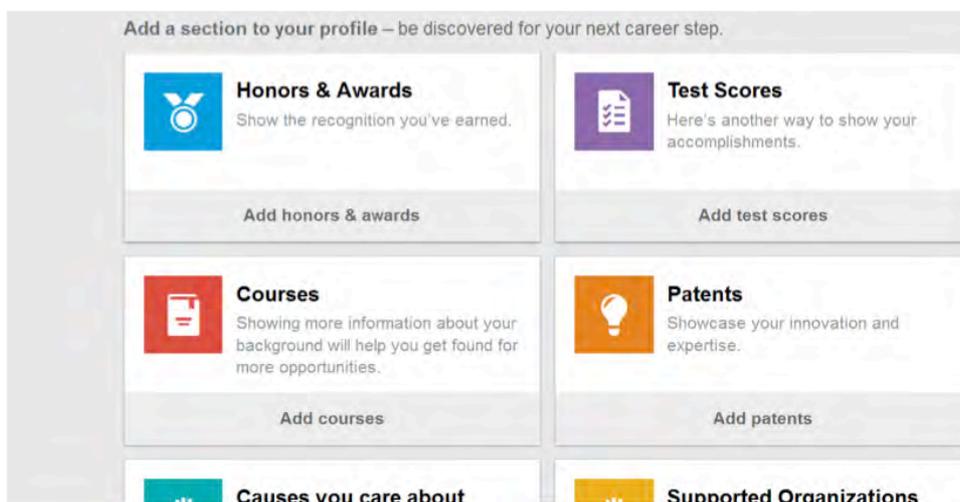
Your position title doesn’t have to be your job title. It’s useful to have that in there, but it should be something that comes up well in search engines. For example, I have my title, but I also put that I’m a Reinsurance and Life Actuary.

The Summary, is your elevator pitch about yourself. You can write in the first person, e.g. “I have successfully created a man using secret techniques bring life to non-life”. Or in the third person “Victor, a scientist well-known in his field for his discoveries in chemistry, has successfully brought life to non-life”. For a new graduate entering the work force, they can put down what skills they can bring to the table “I am an energized scientist, excelling in chemistry, scoring top marks in my class”.

After the Summary, people typically add their work experience. You can be as detailed here as you want. This is more like the CV part of LinkedIn, but highlight only the areas that you want to highlight.

LinkedIn has many sections that you can add. Pick and choose what is relevant for you.

For myself, I added in my volunteering experience with the SAS. You are able to drag and drop sections around, as need be.



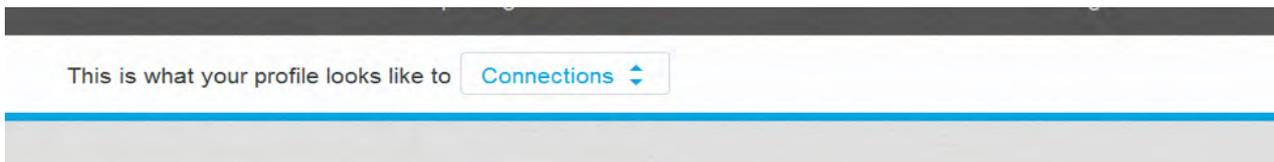
Skills & Endorsements

This section is a bit tricky. LinkedIn allows you to put in suggestions of what you would like to be endorsed for, as the same time LinkedIn will base on how your profile looks like to match that against others, to provide endorsement suggestions.

You can as well drag and drop the order of your Skills, moving others to the top or bottom, depending on what you wish to be endorsed for.

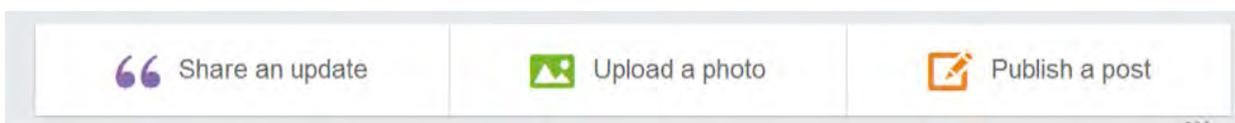
Or you may choose to turn it off completely.

Once you think you are done with the Profile, you can check to see how it looks to the outside world. If you click on “View profile as” near your picture, it will show you what your profile looks like to your Connections or the public.



Now that you completed set up, let's get posting!

Posting



There are a few different types of posting in LinkedIn. “Share an update” is posting a status. Something that is going on with you, a news article that you want to share. “Publish a post”, is writing a Pulse Post. These are articles that you write on a specific topic. Dr. Frankenstein might write an update with “He’s alive!” but publish a post about “How to bring the dead back to life”, which is a two-page article.

You post to share knowledge and to build your brand. You can see how your activity is being noticed, by clicking on the top ribbon “Profile / Who’s Viewed your Profile”.



If you click on “How you rank for profile views”, you can see how you rank among your connections and within your own company. Similarly, you can see who has viewed your posts. If you want more details, you will need to purchase the Premium from LinkedIn, but personally, I haven't found that I need it.

Conclusion

What you choose to do in social media is up to you. For myself, whenever I meet someone new, I try to put them as a LinkedIn connection right away. This gives me a bit more knowledge about them and I can review it before I meet them the next time. I actively post and “like” and “share” others postings to support them.

There is also a Singapore Actuarial Society Group in LinkedIn (Interests / Groups), please feel free to join me and the others there!





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Asian roles

Competitive package,
Philippines

Chief Actuary

A global life insurer is seeking a post qualified Life Actuary with at least 10 years of experience to be based at Philippines as a Chief Actuary. You will work closely with the local CFO and CRO of the business, coaching and supervising reporting, pricing and capital teams to make sure their level of work meets the regional standard. Applicants must have management experience.
Please contact christinac@hfg.com.sg for more information. REF: CC0301

Competitive package,
Hong Kong

Solvency II Consulting Actuary

If you are a Solvency II expert interested in joining a leading consulting firm to become a business oriented Actuary please do not hesitate to get in touch! You will be leading teams involved in a variety of Solvency II and Economic Capital related projects, consulting for major market players in the APAC region and offering your expert opinion in the role.
Please contact christinac@hfg.com.sg for more information. REF: CC0302

Open market rate,
Malaysia

Head of Pricing

An internationally acclaimed re-insurer is looking for a Head of Pricing for their Malaysia and Indonesia businesses. As a Senior Actuary, you will be the primary contact of business development - working on pricing quotations, treaties and pricing bases as well as to provide technical advice for Life Insurance clientele in the region. Candidates should be qualified Actuaries with strong technical pricing knowledge and good business acumen.
Please contact christinac@hfg.com.sg for more information. REF: CC0303

SGD \$100,000 - \$110,000 basic,
Singapore

Senior Valuation Actuary

A global Re-insurer is looking for a Senior Valuation Actuary to join their regional Valuation team in Singapore. As a senior member of the team, you will perform financial valuation and reporting such as IFRS and statutory for local entities in the APAC region. You should have strong technical knowledge in Valuation and good IT skills such as VBA and Prophet.
Please contact christinac@hfg.com.sg for more information. REF: CC0304

Competitive package,
Asia

Pricing Actuary

A global direct insurer seeks a motor pricing specialist who is familiar with the ASEAN markets. The incumbent will need to work independently and take full ownership of the pricing function. Ideally, he/she will need to have at least 5 years of pricing experience and be well equipped with technical pricing knowledge such as GLM and SAS.
Please contact shuyu@hfg.com.sg for more information. REF: SL0301

Competitive package,
Asia

Reserving Actuary

My client is an established global insurance firm seeking an experienced part-qualified/qualified reserving specialist who is familiar across all lines of business in APAC. The incumbent should have at least 5 years of actuarial experience and be capable of working independently. He/she would potentially oversee both reserving responsibilities in the SEA region. Versatility is key.
Please contact shuyu@hfg.com.sg for more information. REF: SL0302

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Who are Oliver James?

Oliver James Associates is a specialist recruitment partner to the Financial Services sector, sourcing and placing market-leading talent across the world. We focus on all areas of Financial Services; our specialist vertical market is Actuarial in which we are recognised as the most trusted and largest team of Actuarial recruiters globally.

P&C

With recent mergers, acquisitions and restructuring across direct insurers, reinsurers, brokers and consultancies, this has rejuvenated the market and provided a foundation for future development in the region. Compared to other markets in Asia, Singapore continues to remain a flagship for (re)insurance. Our consultants Toby Weston and Craig Lodge will be attending and presenting at the Singapore Actuarial Society in May, they will be discussing possible actuarial career pathways in line with salary expectations, and a histogram actuarial numbers over recent years. Lastly, due to a real shortage of active and high calibre actuarial professionals, Toby and Craig will be sharing interview tips for hiring managers.

Life

2015 was a good year for Singapore's life insurance industry, and this year is shaping up to be no different. The industry reported an annual growth of 8% in terms of new business premiums, and a 14% increase in total sum assured for new business. This year will be highlighted by an even more competitive market, more complex regulations, and rising consumer demand for digital products and services. More impetus will be put on the traditional players to evolve and rethink their product and risk strategies and embrace technology and innovation than ever before. The MAS also continues to refine and calibrate RBC2 to ensure it can sustain long term growth of the insurance sector with further consultations and impact studies next quarter. With the ever-increasing importance of actuaries all of this activity will lead to plenty of opportunities for individuals to hold dynamic positions at all levels.

Life opportunities

Director - Capital Solutions

Up to 250,000 SGD

Top-tier client seeking a qualified actuary with advanced technical expertise in pricing complex products / structured solutions and / or extensive asset-liability management / risk / M&A experience to drive pricing and modelling activities across Asia Pacific whilst working within a highly dynamic and entrepreneurial environment.

Hamza Mush

Senior Actuary - Reinsurer

Up to 250,000 SGD

A lean and stable business that offers a health work-life balance is seeking a qualified actuary to drive development and profitability of their L&H business in ASEAN and manage a high-calibre team of marketing actuaries, business performance monitoring, client management, and product development and participate in both regional and international initiatives.

Hamza Mush

Pricing Actuary – All Levels

Up to 300,000 SGD

A number of (re)insurance businesses are seeking actuaries between 5-20 years of experience in pricing, product design, product optimization, propositions, marketing across Life, Health, Medical, Group business lines and multiple distribution channels.

Hamza Mush

P&C opportunities

Singapore Chief Actuary

200,000 – 220,000 SGD

My client is a market leading direct insurer with a strong commercial lines business. We are looking for a Chief Actuary to form part of the leadership team, working closely with the CRO, CFO and CEO. This person will have responsibility for leading an actuarial team, which has responsibility for reserving, pricing and capital modelling, and will also be the appointed actuary.

Craig Lodge

Actuary - Regional

150,000 – 170,000 SGD

Working in a global leading direct insurer. The successful candidate will assist in covering GI operating entities in the Asian region. You will be contributing to driving the implementation of actuarial change and innovation in the region, by supporting and monitoring actuarial processes and results.

Craig Lodge

Distribution Actuary

Up to 150,000 SGD

My client is one of the world's truly global insurance businesses who are embarking on a major expansion within the Asian markets. They are seeking a Distribution Actuary to help develop and grow their processes and improve trend identification. Strengthening the customer analytics division and implementing innovative data driven programs will be vital to achieving strategic objectives.

Craig Lodge

Get in touch with one of our team



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🐦 @OJAssociates

🌐 oliver-james-associates

SAS would like to welcome the following new members:



FELLOW MEMBERSHIP

TAN Eng Yau	Great Eastern Life	Jeremy Robert WEIGHT	Swiss Reinsurance Company Ltd
KUAN Yew Kit, Jack	Prudential Assurance Company Singapore	Jessica SUM Yee June	RGA Reinsurance Company
PEH Hoong Wei	Prudential Assurance Company Singapore	Charlene LEE Shen-Yi	Towers Watson (Malaysia) Sdn Bhd
MA Xiao Jiang	Allied World Assurance Company	Nicholas YEO Chee Lek	Nicholas Actuarial Solutions
Kitty Wah Ching YIP	SCOR Services Asia Pacific	FOO Chee Keong	Swiss Reinsurance Company Ltd
GOH Ser Kee	Manulife (S) Pte Ltd	YUNG See Ming Charmaine	RGA Reinsurance Company
Brian MORRISSEY	KPMG Ireland	YUAN Xi	China Reinsurance (Group) Corp
ZHANG Huina	AIA Singapore	RAO Nanxia	China Reinsurance (Group) Corp
TONG Man Shek	HSBC Insurance (Singapore) Pte Ltd		

ASSOCIATE MEMBERSHIP

LIEW Soon Yik	Prudential Assurance Company Singapore
Paula HO Yen Ling	Prudential Assurance Company Singapore
WU, Pei-Hsi	Prudential Assurance Company Singapore
Lie Mei NJOO	Aviva Ltd
BLANCHARD Romain	SCOR Services Asia Pacific
PHARM Mee Yen	Great Eastern Life
CHIN Sweet Yee	AIA Singapore
LEE Yu Yu	Standard Chartered Bank
Daniel Ernst BURREN	Promasta Pte Ltd

AFFILIATE MEMBERSHIP

Craig LODGE	Oliver James Associates Limited
Sophia JOHNSON	HFG (Singapore) Pte Ltd
JAVIER, Shirley Fabian	Eames Consulting Group

ORDINARY MEMBERSHIP

Catherine YAP Voon Yoong	Aviva Ltd	Darren MURCH	Willis Singapore Pte Ltd
CHIANG Swee Fung	Aviva Ltd	WANG Yu	Pacific Life Re Limited
KOK Jun Lum	Aviva Ltd	GUO Zhimin	Transamerica Life (Bermuda)
LAW Siaw Yun	Aviva Ltd	LIM Chia Chuan	China Taiping Insurance (S) Pte Ltd
SU Weilong	Swiss Reinsurance Co	WOON Shi Hui	DSO National Laboratories
Emily SCRIVENER	Pacific Life Re Limited	NG Aishan	AIA Singapore
CHIN Chee Yung	AIA Singapore	LI Jing Xi	Nanyang Technological University
Stefan KOENIG	SCOR Services Asia Pacific	YEO Chi Wen	
Shu Li YEH	SCOR Services Asia Pacific	ZHU Wen	
WONG Xing Yee	MSIG Holdings (Asia) Pte Ltd	Rina LU Ying	AXA Insurance Singapore Pte Ltd
TEO Shen Wei Warren	Great Eastern Life	TAN Zhao Yu	Tenet Sompoo Insurance Pte Ltd
HO Chai Yun	General Reinsurance (Singapore branch)	YEONG Xuen Lin Charmaine	

End of the list and the Issue, thank you!