

3,654
conversations.

Hamza Mush · Asian Actuarial Conference 2026

What we've heard.

3,654 conversations. Last 12 months. APAC Life & Health.

Qualified life actuaries in Hong Kong

959

~38%

Actively looking / listening

~51%

Passive — open if approached

~11%

Off-market — not moving

Source: Internal CRM data + LinkedIn Talent Insights + proprietary recruiter estimates. Splits are directional.

Qualified life actuaries in Singapore

390

~42%

Actively looking / listening

~49%

Passive — open if approached

~9%

Off-market — not moving

Source: Internal CRM data + LinkedIn Talent Insights + proprietary recruiter estimates. Splits are directional.

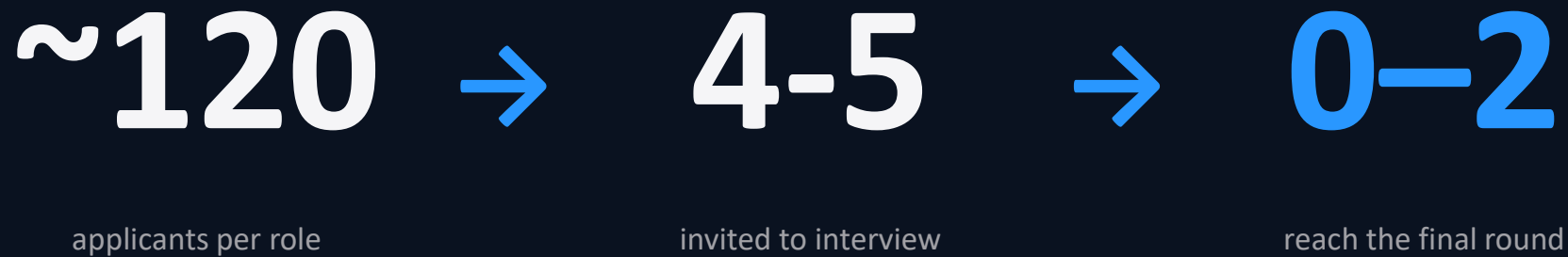
The unicorns.

The rarest combinations in APAC L&H right now.

- 01 Korean-speaking pricing reinsurance actuary in SG/HK
- 02 Japanese-speaking asset-intensive BD actuary in SG/HK
- 03 Cantonese-speaking financial-reinsurance BD — commercial + technical
- 04 Health & medical reimbursement + product pricing + data analytics

Source: live and recent mandates, 2025–26.

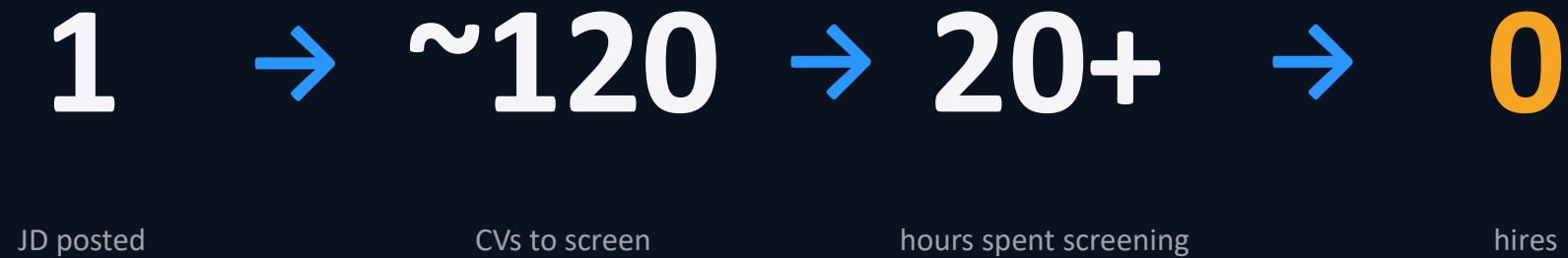
If you apply online...



Applying online isn't wrong. It's just crowded.

Source: proprietary funnel data across live L&H mandates. Directional averages.

If you advertise the role...



Posting the job is the easy part.

Source: proprietary funnel data across live L&H mandates. Directional averages.

Searches that close in under 30 days.

Fastest-to-fill: mid-to-senior regional reporting or capital roles.

- 01** Internal alignment on requirements.
- 02** Hiring manager present, invested, decisive.
- 03** Pre-approved budget.

Pattern across sub-30-day closes in the last 12 months.

Interviews to offer.

Junior	2–3
Mid-level	3–5
Senior	4–7

Longest process, last 12 months:

14 interviews.

Source: internal placement data, 2025–26.

% of actuarial interviews now including an AI question.

39%

This was close to zero a year ago.

Source: candidate debriefs across mandates in the last 12 months.

What employers say they want.

Top 3 things we hear on every client brief.

- 01 Commercial.
- 02 A business partner, not a pure technician.
- 03 Hungry. Driven. Motivated.

Source: pattern across client intake briefs, 2025–26.

What candidates say they want.

Top 3 things we hear on every intake call.

- 01 New exposure.
- 02 Bigger scope, seniority.
- 03 More money.

Source: candidate intake conversations across 3,654 interactions.

Every JD is a hypothesis.

ON THE JD

FSA / FIA required

15+ years experience

Deep APAC coverage

HK RBC + C-ROSS + IFRS17 + BMA

Gravitas AND hands-on AND self-starter

WHO ACTUALLY GOT HIRED

Qualified by experience, or close to fully qualified

10+ years with the right adjacencies and hunger

Two markets deep, four in passing

Deep in at least one regime

Strong on two of three (which two, varies)

The JD is a starting point, not a hard screen.

Source: pattern across 40+ senior L&H mandates, 2025–26.

So what did they hire?

Top 10 skills hired.



Pricing still leads. C-suite churn is next. Capital and reinsurance are climbing.

Source: internal placement data • LinkedIn Talent Insights, HK+SG L&H, 2025–26.

What actuaries are adding to their CVs.

Skills that appeared on more L&H actuarial profiles in 2026 than in 2025.

Alternative Investments

Capital Management &
ALM

Pricing Strategy

Investment
Management

Product Development

Interest Rate & Equity
Derivatives

High Net Worth

Artificial Intelligence

Reinsurance

Python / R / Data
Analytics

Actuaries are positioning ahead of the market.

Source: LinkedIn Talent Insights + resume keyword analysis, HK+SG L&H actuaries, 2025–26.

First interview to signed offer.

7 weeks

If your process takes longer than this,
it's not the market. It's you.

Source: internal offer-timing data, 2025–26 placements.

Average base uplift on a move.

What they asked for · what they accepted.

ROLE	ASKED	ACCEPTED
Junior	~20-30%	~15-25%
Mid-level	~15-25%	~10-20%
Senior	~10-20%	~5-15%

Ranges across a large sample. Individual outcomes vary widely.

Source: internal offer data, 2025–26, directional ranges.

The crossover.

Actuaries from HK/SG who moved to the asset side in the last 12 months.

~26

Asset management / investment banking

Comp + optionality

PE-backed reinsurance / private credit

Capital access + upside

Source: directional estimate from market observation and public moves, proprietary tracking of destination sectors, 2025–26.

New titles.

Roles we're seeing in 2026 that didn't exist in 2023

Head of AI-Actuarial Enablement

Asset-Intensive Business Development Actuary

Product Strategy Head, Actuarial & Treasury

Actuarial Data, Automation, and AI

Head of Digital & Data Products, Actuarial

Group Head of Reinsurance & Capital

Insurance Solutions Actuary, Asset Management / IB

If you're a candidate.

Three things.

- 01** Build hybrid skills. Think beyond the traditional actuarial path.
- 02** Upskill in AI now. Be ready to demonstrate it live in the interview.
- 03** Prepare more rigorously than you used to. The competition is intense.

If you're a hiring manager.

Three things.

- 01** Upskill your workforce proactively. Don't wait for the market to force it.
- 02** Pipeline hybrid talent early: AI, ALM, investments, product, health, HNW.
- 03** One recruiter per role. Multiple recruiters on niche searches creates noise, not extra coverage.

Thank you.

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