

The background of the slide is a detailed, hand-drawn sketch of a city skyline, viewed from an elevated perspective. The drawing is done in a reddish-brown ink or paint, matching the overall color scheme. It shows numerous skyscrapers of varying heights and shapes, some with intricate details like windows and architectural features. The perspective is from a high angle, looking down on the city, with the buildings receding into the distance. The overall style is artistic and textured.

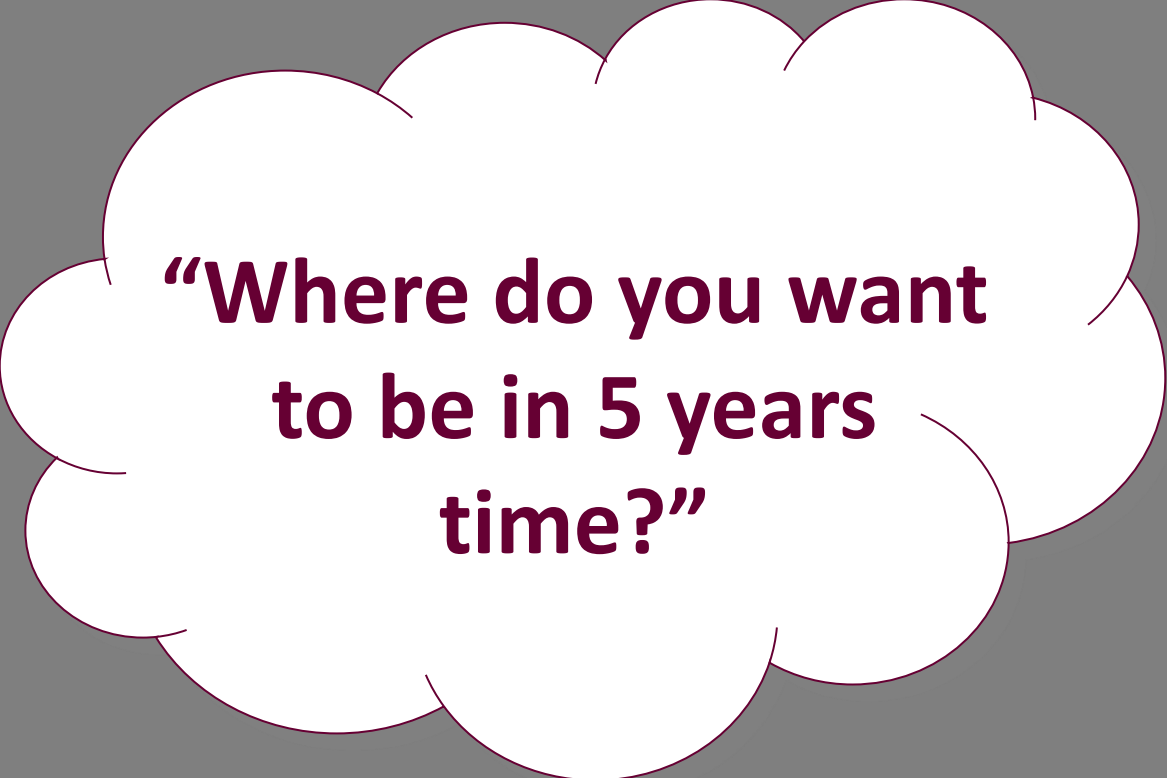
Optimising your Actuarial Career in Asia

Introduction

- When should you make a career move?
- What do you need to factor in?
- How do you go about your job search?
- Cultural / Behavioural alignment

When Should you Make a Career Move?

- Your current role and prospects
- The people around you



**“Where do you want
to be in 5 years
time?”**

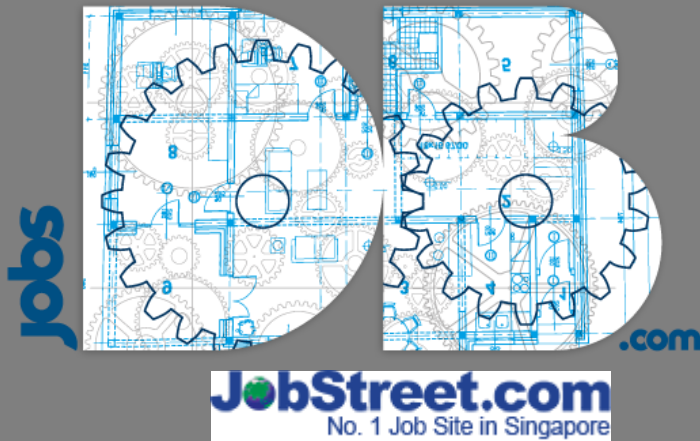
What do you Need to Consider?

- Your CV – “A sales document”
- What are employers looking for?
- Your network (especially in Asia)



How do you go about your Search?

- Job Boards – Do's & Don'ts



• LinkedIn – Your Profile & Network

The screenshot shows a LinkedIn profile for Clare Bethell. The browser address bar displays the URL: https://www.linkedin.com/profile/view?id=16301167&trk=spm_pic. The LinkedIn navigation bar includes links for Home, Profile, Network, Jobs, and Interests, along with a search bar and a notification bell showing 10 alerts. The profile header for Clare Bethell identifies her as a Director of International Recruitment in Singapore and London, with 500+ connections. Her current employer is HFG Insurance Recruitment, and her education is from the University of Newcastle-upon-Tyne. A 'Background' section provides a summary of her career, mentioning her role at HFG since 2009 and her previous experience at PwC. On the right, a 'People You May Know' section suggests a connection with Henry Cookson. Below this is a 'Linked in Talent Solutions' advertisement for a live webcast on May 22nd. At the bottom right, a 'Who's Viewed Your Profile' section shows that the profile has been viewed by 9 people in the past 3 days and that the profile rank has moved down by 3% in the past 30 days.

Recruitment Back Office - Recruitment Agencies: Reduce Timesheet and Back Office Costs by Up To 70%! | [Read More »](#)

Clare Bethell
Director - International Recruitment, Singapore and London
London, United Kingdom | Staffing and Recruiting

Current: HFG Insurance Recruitment
Previous: Destination Recruitment Limited, SMF Recruitment, PricewaterhouseCoopers
Education: University of Newcastle-upon-Tyne

[Complete your profile](#) [Edit](#) 500+ connections

[uk.linkedin.com/in/cbethell/](#) [Contact Info](#)

Background

Summary

Clare Bethell joined HFG in 2009, specialising in Life Insurance Actuarial recruitment. She focuses on Senior Hire and International Appointments, travelling to Australia, Singapore, Hong Kong, Bermuda and Dubai as part of her role.

In 2013, Clare helped launch HFG's first office in Asia and currently splits her time between London and Singapore.

Clare trained as a Chartered Accountant at PwC, within the Insurance and Investment Management Division, working with major life insurance companies including Windsor Life and Swiss Re. From here Clare was seconded to Australia and worked for PwC in their Sydney offices before moving into

People You May Know

Henry Cookson 2nd
Managing Director of Henry Cookson Adventu...
[+Connect](#) 92

Linked in Talent Solutions

Find it hard to attract top talent?
Live Webcast
Thursday, 22nd May
3.00pm - 4.00pm BST
[Register Now](#)

Who's Viewed Your Profile

9 Your profile has been viewed by 9 people in the past 3 days.

3 Your rank for profile views moved down by 3% in the past 30 days.

How to Optimise your Job Prospects further....

A detailed architectural sketch of a city, rendered in a dark red color. The sketch shows a dense urban environment with numerous buildings of varying heights and styles, interspersed with green spaces and trees. The perspective is from an elevated position, looking down into the city. The sketch is composed of fine lines and cross-hatching, giving it a textured, hand-drawn appearance.

Behavioural & Cultural Alignment

Aims of this Talk

- For Employers – taking away the judgment call when hiring
- For Actuaries – what behaviours and personal qualities you to need possess in order to excel in the modern market

Assessing Fit when Hiring

CEO's & Chief Actuaries want the best talent when hiring

- Not just technical skills
- Cultural fit / DNA / Behaviours
- Recruiters – assessing this fit
- Hiring Managers – make the judgement calls
- Candidates – taking a leap of faith

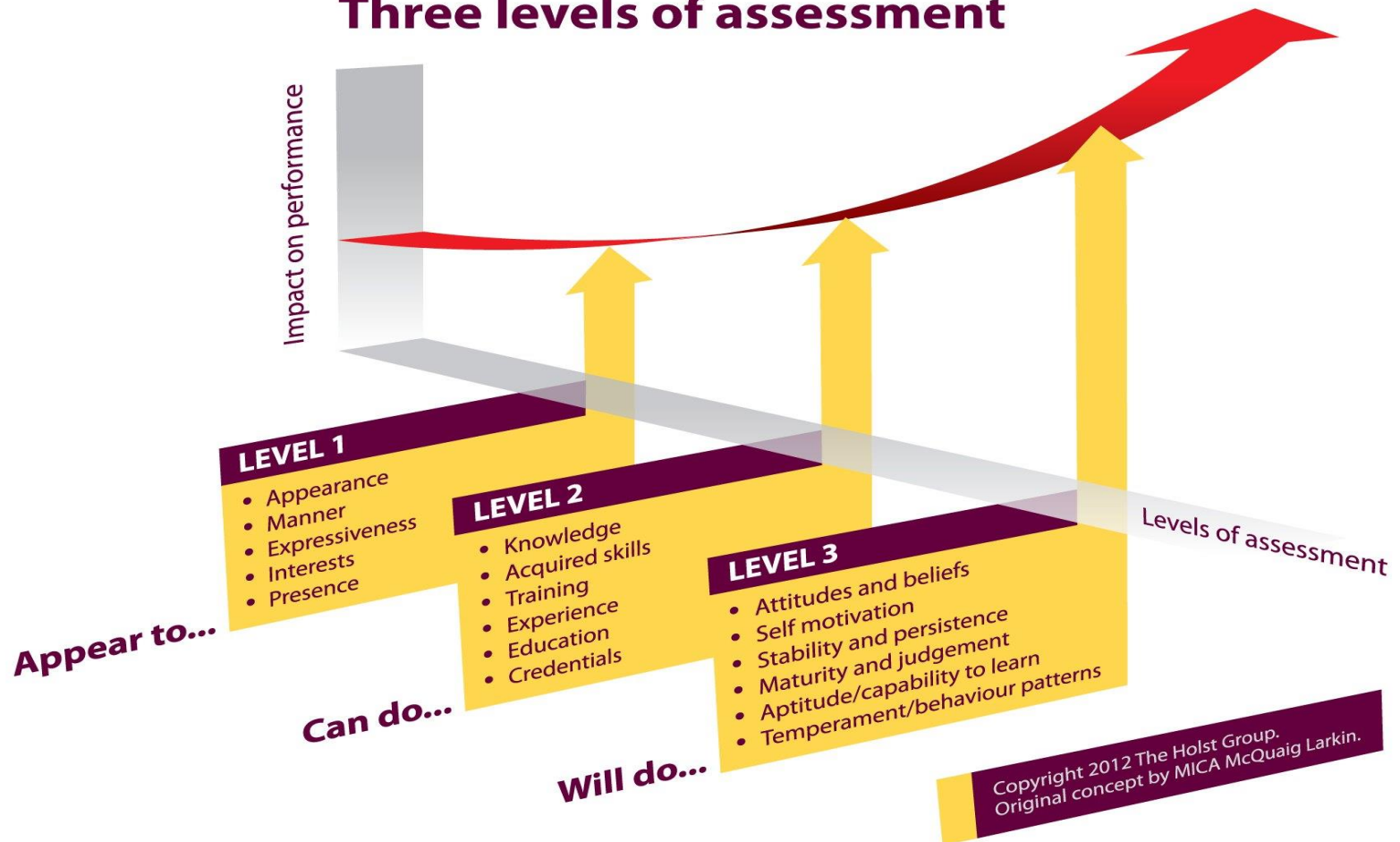
Costly Mistakes

What are the costs of bad hiring decisions?

- Opportunity cost
- Employer brand
- Financial cost
- Morale
- Time

Hiring Analysis

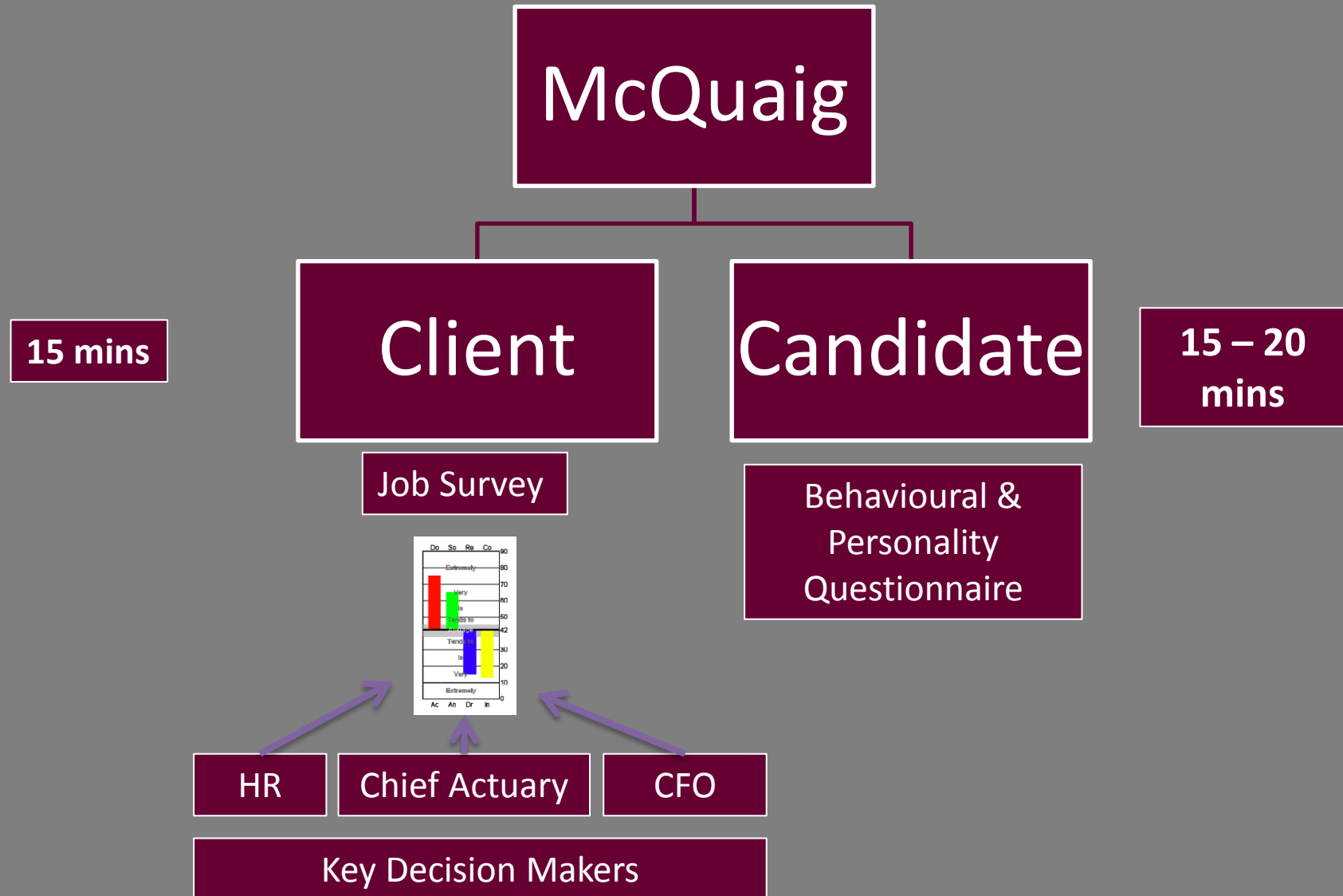
Three levels of assessment



McQuaig Personality Profiling

- Personality test which measures core personality traits
- Also measures how the person is behaving in their current role
- Can detect high / low morale
- Indicates how a person's temperament is likely to influence future behaviour
- No pass or fail

The Test

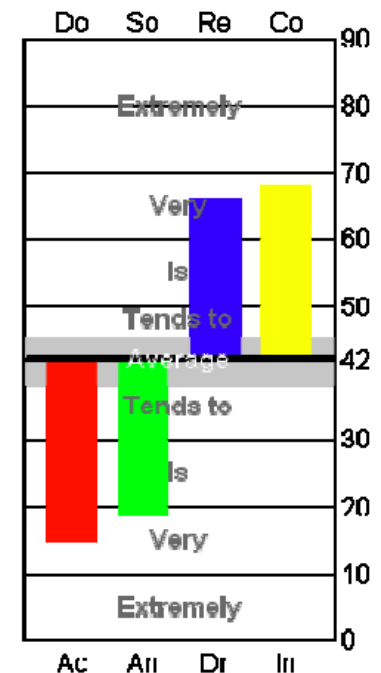


A Traditional Actuary

The Specialist (McQuaig On-Line Code 13)

- is very accepting, cautious and deliberate in approach
- is very conscientious and co-operative
- is good at and likes routine work
- makes decisions on facts rather than on emotions
- does not want responsibility for supervising others
- will not want to make decisions, especially those outside his/her area of expertise
- lacks a strong sense of urgency to get things done quickly

Do: 15
So: 19
Re: 66
Co: 68



Market / Organisational Characteristics in Asia

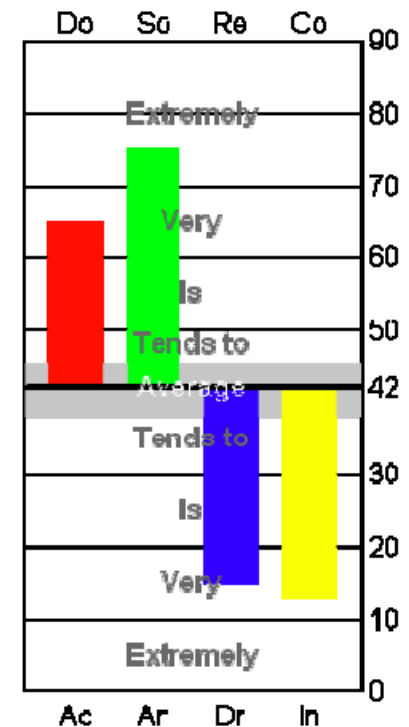
- Small Actuarial teams
- High levels of Chief Actuary / CEO interaction
- Exposure and liaison with Underwriters
- Work at the “sharp-end” of the business
- Actuaries becoming underwriters

The Modern Day Actuary

The Persuader (McQuaig On-Line Code 07)

- is extremely friendly, sociable and out-going
- is very independent, persistent and decisive
- has a strong sense of urgency to get things done quickly
- enjoys overcoming objections/resistance and achieving goals in the face of obstacles
- is much more orientated towards working with people than with ideas and methods
- may be overly enthusiastic at times
- will resent having to do detail work although may be able to do some of it
- will be strong minded

Do: 65
So: 75
Re: 15
Co: 13



UK Trend

- Solvency II & increased profile of Risk Management has resulted in Actuaries adapting to a new environment
- Actuaries moving into CRO roles
- Behaviours / Personal attributes need to be adapted

Summary

- There are tools available to assist with making sound hiring decisions
- Take away the judgement call
- Actuaries need to adjust / display different qualities in order to reach the top
- The need to adapt and evolve is no different here in Asia