

Experienced Actuarial Consultant

With more than 65 years of experience, Hewitt Associates is a global outsourcing and consulting firm delivering a complete range of human capital management services to companies, including HR and Benefits Outsourcing, HR Strategy and Technology, Health Care, Organizational Change, Retirement and Financial Management, and Talent and Reward Strategies.

Do you share our passion for people? Put simply, our business and our passion is people and our mission is to make the world a better place to work. At Hewitt, we have built a world-class company through our ability to solve complex people needs for clients across the globe. And, it's the varied talents of our approximately 22,000 associates in over 30 countries that continue to drive our success and substantial growth.

Today, we seek individuals who thrive on important, challenging and always different work. Come grow with us.

Job Purpose/ Specific Description

Associates in this job use analytical and communication skills to help clients with the design, financing, and administration of retirement (and other) benefit plans. In addition, the associate is expected to exhibit strong skills in at least one of the following areas:

- Client leadership -- have a broad understanding of all services we provide to the client, look for opportunities to make integrated offers to other parts of our business, develop and nurture client relationships, and provide the team with 'line of sight' to the client's needs
- Business leadership -- focus on financial results, assist in strategizing for pricing and selling new business, help to manage resource allocation in light of business needs, connect with other parts of our business to help guide integration of our business with others, and ensure that the group contributes to the success of the region/firm.
- People leadership -- ensure that pay decisions and performance discussions occur on a timely basis, deal with people issues, ensure that coaching/training is occurring and that associates have opportunities to work on various types of projects, and help to engage associates so their work contributes to business strategies and promotes a satisfying work experience.

Specific Accountabilities

- Manages routine projects on their own and large complex projects with continued oversight from a more experienced consultant.
- Manages entire relationship with smaller clients, including strategic thinking and problem solving
- Serves as 'strong second' on large targeted or annuity clients
- Calculates and reviews contributions necessary to fund defined benefit pension plans; and uses his/her depth of knowledge and experience to coach others in this area
- Calculates and reviews annual accounting expenses necessary for post retirement and termination benefits; and uses this knowledge and experience to coach others in this area
- Can lead most routine (i.e. valuation results) meetings (including preparation of materials)
- Moderately leveraged through coaching and training less experienced consultants and delegating work to them
- Looks for opportunities to build business with current clients
- Can work collaboratively with consultants from other lines of business.

Technical Competencies/Skills Required

- Manages all aspects of actuarial valuations
- With guidance from more experienced consultant, assists with plan design strategy and implementation, mergers/spinoffs/acquisition strategies, negotiations, accounting, window design/strategy etc.
- Possesses deep understanding of regulatory and legislative rules
- Uses RFM delivery models, tools and resources
- Understands broad market trends and recognizes these issues in the client situation
- Certifies individual benefit calculations, liaising with administrators/TBA when appropriate
- Understands plan documentation and relevant legal and regulatory requirements

Education/Work Experience Required

Qualified applicants will have an academic background in Actuarial Science, Mathematics, Economics, Statistics, or other related degree and they will be 3+ years post exams – Fully Qualified Actuary (FSA or EA). The ideal applicant will have 8+ years of related work experience, preferably in a consulting field.

All positions require an applicant who has accepted an offer to undergo a background check. The checks run are based on the nature of the position. Background checks may include some or all of the following: education verification, employment verification, criminal check, Denied Restricted Parties Lists or OFAC lists check, fingerprint verification, credit check, and/or drug test. By applying for a position with Hewitt Associates, you understand that you will be required to undergo a background check should you be made an offer. You also understand that the offer is contingent upon successful completion of the background check and results consistent with Hewitt's employment policies. You will be notified during the hiring process which checks are required by the position.

Hewitt is an Equal Opportunity Employer Committed to Diversity, M/F/D/V

For immediate consideration, please contact Carol Piggot at (847) 554-2264 or carol.piggot@hewitt.com.