

2011 Graduate Opportunities at Finity

Who we are

Finity Consulting is the largest independent general insurance actuarial consulting firm in Australia. Employing more than 70 people in offices in Sydney, Melbourne and Auckland, we combine actuarial and operational expertise to provide a wide range of services to a large and varied client base. Finity has been named 'Service Provider of the year to the insurance industry' for the past four years.

Who we are looking for

Finity is growing and we need graduates with an actuarial background to join our award-winning team. We are looking for confident and articulate communicators with clear and concise writing skills who enjoy a challenge. You need to have a strong academic record, but also to be a well-rounded person with interests outside your studies.

What we offer

At Finity, you will be working among industry leaders in an open, non-hierarchical work environment. Working closely with more experienced colleagues (don't worry, they are very approachable) provides an invaluable opportunity to learn by watching and asking questions.

From the beginning of your career with Finity, you will be making a real contribution-working on projects and dealing with clients.

When you begin your career with Finity you will be assigned a manager who will help you develop professionally, and a 'buddy' to help you settle in. This personal support, along with our tailored learning and development program, will ensure that you can focus all your energies on the diverse and challenging work we have for you.

At Finity, we believe in paying our people fairly and rewarding good performance, both through salaries and performance bonuses.

We take great pride in our culture-relaxed and friendly, but committed to producing analysis and advice of the highest standard. We believe it is what sets us apart from our competitors.

Our graduate program

Finity's graduate program is designed to help you develop your technical abilities and also 'soft skills'- working well in a team, negotiating, dealing with clients, and so on.

There is a one-week induction program, which includes workshops in the SAS and Excel software packages as well as various actuarial techniques.

We strongly encourage our graduates to formally qualify as actuaries, and offer help and encouragement all the way through, including the chance to join study groups, and generous study support.

Taking the plunge

At Finity we try to make the interview process as relaxed and informal as possible. We have two interviews, the first with our HR manager and a consultant, and then a second-round interview with two of our senior consultants or Principals.

Graduate recruitment

Applications open 8 March 2010

Applications close 25 March 2010

To apply for a position with the firm please submit a cover letter, your resume and your original academic transcript to recruit@finity.com.au.

What our people say

Gae Robinson (Finity principal)

What do graduates bring to Finity?

"They're fun, they're enthusiastic and I think they have a different perspective which is fresh and that's a good thing for us-and also they're technically strong and they've been exposed to the most recent techniques in their studies. We're looking for people who are very technically capable, and have some of the natural skills of being a consultant, of being able to communicate with, and easily form relationships with, people. We're also looking for confidence and someone who's going to be confident about speaking up and having an opinion."

Stephen Lau (2009 graduate)

What has been the biggest surprise in your time at Finity so far?

"What's surprising for me is that we get to delve into some of the more technical aspects of the job. The pricing work that I have been doing involves using mapping software for geographical analysis, and developing tools for tracking competitive position, analysing customer retention, and new business acquisitions. I think one of the aspects I've enjoyed is that I was given the flexibility to develop these tools and use this software to my liking to complete the job-and that the people I work with value these innovations and contributions."

Melanie Haymet (2009 graduate)

What has been the best part of your experience at Finity so far?

"The people! And the variety-both on the work side of things and socially. I think I've been very lucky to have been involved with a great range of different jobs-from some of our largest clients where I've had exposure to all sorts of new models and types of analysis, working with a great team, to smaller jobs where I've had the opportunity to build a rapport with the client and where I've seen the project all the way through, from start to finish."

How do you find the culture at Finity?

"A few words that have come to mind when I think of Finity-encouraging, flexible, laid back, friendly, focussed and active. I think all these qualities are fostered through an open work environment. At Finity it's all about working as a team."