

## JOB DESCRIPTION

**Job Title:** Head of Profitability Analysis      **Level:** Management Team

**Purpose:** To be responsible for the analysis of our group portfolio in terms of profitability and segmentation analysis to provide the information needed to gain competitive advantage from it.  
To be responsible for Reinsurance pricing analysis and setting Reinsurance terms for Group business

**Reporting To:** Chief Actuary

**Department:** Actuarial      **Division:** Finance

### Key Accountabilities:

- Responsible for the analyses of our group business in terms of profitability and segmentation analysis and to provide the information that allows us to gain a competitive advantage when setting pricing bases and product terms.
- Develop key understandable profitability analysis by segments, through regular reporting
- Liaise with the Head of Pricing strategy on the required updates to pricing bases in relation to the segmentation analysis
- To be responsible for Reinsurance pricing analysis and setting Reinsurance terms for Group business, ensuring the understanding of treaty profitability and provide data to Reinsurers for pricing analysis.
- Contribute to the overall goals of the Division and the Company.
- Ensure the continued protection of Unum's information, by following all applicable Information Security policies and procedures and by reporting suspected weaknesses in information security controls to the Information Security Officer.
- Ensure Treating Customers Fairly (TCF) & Risk Management is fully understood and embedded throughout your team / department / company and that Risk & TCF implications are considered in promoting a culture that supports company activities.

### Behavioural Competencies:

- **Delivers Results.**  
Setting high goals for self and team; clearly directing the day to day activities of others to achieve team goals, and monitoring progress against goals.
- **Develops People.**  
Selecting people with the right skills to meet unit/team business needs & with potential for future growth. Providing coaching, candid feedback, and meaningful assignments on an ongoing basis to develop people on the team.
- **Good Judgment.**  
Formulates clear decision criteria; evaluates options by considering implications for other areas; shows good judgment in options selected.
- **Strong Business Knowledge.**  
Understands the business, and how to get things done across departments; understands business/financial implications of unit plans.
- **Engages Others in Implementing the Vision.**

Author: *Jacquie Curness*

Page 1

Date Amended: 14/06/10

PUBLIC

Inspires individuals toward higher levels of performance; fosters commitment to organization's mission and ensures that others understand their role in achieving area priorities.

- **Values Driven.**

Interacts with others in a way that gives them confidence in one's intentions and those of the organization.

**Required Knowledge and Skills:**

- Detailed knowledge of Actuarial aspects of risk products including areas such as reserving and pricing and ideally experience analyses & risk management.
- Good knowledge of Reinsurance
- The ability to work under pressure without close supervision
- Good communication, interpersonal and teamwork skills

**Training Requirements:**

- Need2Know training
- Management Development training

**Minimum entry criteria:**

- Qualified Actuary (will consider two exams to qualification)
- Good understanding of the Life Insurance and/or Health Insurance industry.
- Proven competence in a management role
- Ideally have knowledge of UK Group risk market
- Will have a logical approach to work methods and the ability to work to strict deadlines
- Will be IT literate with experience in using packages including Word and Excel and be willing to learn further skills, including programming languages