



## Greetings



In addition to our main topic in this issue, we would like to address the current political situation in Ukraine, about which we are very shocked and saddened.

The actuarial profession stands for a lively international community and peaceful exchange beyond borders. We strongly condemn all acts of war and our solidarity and support go out to the Ukrainian people who are suffering from the terrible consequences of this ruthless act of destruction or being forced to flee their homes.

Therefore, in addition to three articles on our main topic "From zero to hero - how to become a leader", we would like to highlight an offer of help from our partner JCW.

## Focus topic



The Actuaries

### From zero to hero - how to become a leader

The articles in this issue are dedicated to the main topic of our newsletter "From zero to hero - how to become a leader". Managers bear great responsibility for the company and its goals, but also for employees and their needs. Strategic thinking, the ability to analyze, but also the leadership and motivation of employees are competencies that are expected of managers. In our first article, we report on a study that looks at what employees want from bosses - the study clearly shows that the wishes of employees are very different from those of management. For any aspiring leaders facing the task of team leadership, JCW's article offers 9 helpful tips on how to lead a team professionally. An article by Deloitte is dedicated to the topic of women in leadership positions and which strategic measures could help to bring even more women into a leadership role. In our last article "Support for Ukrainian actuaries" we would like to mention an offer of our partner JCW, who will help refugee actuaries from Ukraine to find a new job. Feel free to share this offer with colleagues who might need this help.

## Career Blog



The Actuaries

### JCW to provide free career services to Ukrainian refugees

We are shocked and saddened by Russia's attack on the Ukraine. We strongly condemn any war and our sympathy and solidarity go out to the Ukrainian people who are suffering from the terrible consequences. We would like to point out an offer of our partner JCW, who would like to help refugee actuaries from Ukraine to find a new job.

[Read more](#)



Working Life

### What employees want from their bosses

The demands placed on leaders have changed over time. In a study by Boston Consulting Group (BCG), 4,000 employees from various countries were surveyed. While executives demand intellect and thinking skills from their managers, employees want different skills.

[Read more](#)



Working Life

### 9 tips for building and leading new teams

Taking charge of a new team, or need to build one from scratch? Team leadership is a skill. There are good and bad ways of doing things, so it is sensible to read, watch and learn about how to build a successful team so that you are prepared for potential issues. In an article, JCW compiled 9 top tips for building or leading a new team.

[Read more](#)

The Actuaries














### Leadership, representation, and gender equity in financial services

Two years ago, *Within reach 2019* by Deloitte offered a cautiously optimistic outlook for career advancement and leadership opportunities for women in financial services institutions. A new blog post from Deloitte emphasizes the need to continue to offer programs to attract female leaders in order to achieve equality.

[Read more](#)



## Top Jobs

	Aktuar (m/w/d) im Bereich Mathematik Lebensversicherung mit Potential zur Führungskraft 08.03.2022 Munich, Germany	>
	Professur Data Science (m/w/d) 03.03.2022 Kleve, Germany	>
	Pension consulting actuary 80%-100% 01.03.2022 Zurich, Swiss	>
	Associate Actuary, Valuation 01.03.2022 Chesterfield, United States	>
	Mathematiker (m/w/d) Transfer Versicherungsrisiken in Kapitalmarkt 28.02.2022 Hannover, Germany	>
	Mathematiker (m/w/d) für den Bereich Produktentwicklung und Aktuarat 22.02.2022 Stuttgart, Germany	>
	Mathematiker, Statistiker, Aktuar (DAV) im Aktuarat (m/w/d) 22.02.2022 Unterföhring, Germany	>
	Senior Aktuar (m/w/d) (Solvency II Reporting) 22.02.2022 Neu-Isenburg, Germany	>
	Actuarial Associate 22.02.2022 Shanghai, China	>
	Risikomanager Versicherungsmathematik Leben (m/w/d) 21.02.2022 Düsseldorf, Germany	>
	Professur: Mathematik mit dem Schwerpunkt Aktuarwissenschaften 06.02.2022 Regensburg, Germany	>
	Actuarial Associate, Group Actuarial 03.02.2022 Montreal, Canada	>
	Gruppenleiter (m/w) Produktmathematik 03.02.2022 Berlin, Germany	>

## Number of the month



### 104 new job offers on actupool

Since January 1, 2022, a total of 104 new job offers for actuaries have been posted on actupool. To stay informed about all current vacancies, you can create a job alert on the "Find Jobs" page on actupool and follow us on Twitter.

## Video recommendations on actupool



actupool

International Women's Day - In Conversation With ...

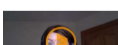
[Watch video](#)



actupool

Opportunity, Excellence, Leadership

[Watch video](#)



actupool

Volunteering - Why Do It and What to Look Out For

[Watch video](#)

## For Recruiters

### Publish your job advert on actupool

Are you looking for new employees? Post your vacancies on actupool and find the perfect candidate. We offer mini packages with good visibility to premium packages with a wide range of benefits for optimum visibility within your target group.

[Read more](#)

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