



Greetings

The November edition of the actupool Career Newsletter delves into the overall situation of modern actuaries' work by taking a closer look at some examples and fields of study. Our title is 'New Actuarial Work: Changes in the profession and related areas'.

Focus topic



Working Life

New Actuarial Work: Changes in the profession and related areas

HR and recruitment teams in any company have had a tough year in 2023. Many large organizations chose to downsize these particular departments in an effort to cut costs while, at the same time, the competition for talent has intensified. Remaining team members can be expected to shift their focus from constant new hiring waves to investing in building up their existing employees' CVs instead. Meanwhile, technical progress is leading to changes in work processes and tasks – or to their reduction in order to further reduce costs.

The effects on actuaries and their work environment are widespread: Even though cost cutting might not be as evident as in other businesses or fields, as highly sought-after professionals, the consequences of staff shortages have a direct impact on actuaries and their departments. Furthermore, actuaries are facing new roles within companies, accompanied by modifications in regulatory or legal requirements. In this month's actupool Career Newsletter we will touch on some of those topics.

Career Blog



Working Life

Mentoring: "Our exchange is both giving and taking - very enriching"

While costs for new hires are rising, developing existing workforce is becoming even more crucial. Rolf Mertens, Head of Advanced Analytics & Robotics at ERGO Group, has been a mentor for 20 years. In this interview, he reveals what still motivates him and why insurers are attractive, especially for talents with an interest in AI, big data and other tech trends.

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THE ACTUARY AS AN INTERNAL AUDITOR IN INSURANCE COMPANIES

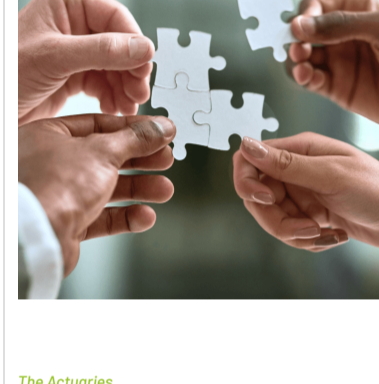
Camille Renard



The Actuaries

The actuary as an internal auditor in insurance companies

The Solvency 2 directive caused a major cultural change in European insurers by imposing on organisations a real transformation of the governance system around risk management. Though internal auditing was already embedded within companies before its introduction, it has now taken on another dimension. In her essay, Camille Renard discusses the effects on the role of actuaries within insurers.

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Working Life

Global HR Trends for 2024: Navigating the future of work

We are witnessing vast disruptions in working environments. "If the last three years have taught recruiters anything, it's to expect the unexpected", is the corresponding assessment of HR experts from Allianz Healthcare. In their analysis Global HR Trends for 2024, they give an outlook on next year's challenges in recruiting. We summarized the essential takeaways to successfully guide your business through the HR landscape in 2024.

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The Actuaries

The exponential actuary












The future of actuaries is rapidly evolving as technologies such as AI, machine learning and automation create a new future of work, says Deloitte. Leveraging actuarial analytics, these technologies enable the role of the actuary to shift to a true business strategist, providing key insights and bridging the gap between technology and strategy. Accordingly, the recently published comprehensive outlook on the insurance market 2024 by leading partners and managers addresses those developments.

[Read more](#)


THE FUTURE OF THE ACTUARIES

Deloitte.

Top Jobs

	Senior Aktuar:in (Einzelfallberechnungen)	20.11.2023	Hamburg, Germany	>
	Senior Actuarial Associate	18.11.2023	Shanghai, China	>
	Spezialist (m/w/d) Rückversicherung Leben	15.11.2023	Düsseldorf, Germany	>
	Junior Mathematiker:in (Versicherung / Aktuarielle Planung)	14.11.2023	Leverkusen, Germany	>
	Actuarial Analyst (m/f/d)	10.11.2023	Germany, Ireland	>
	Consultant - Actuarial Systems (m/f/d)	08.11.2023	Munich, Germany	>
	Junior Pricing Actuary Commercial (m/w/d)	06.11.2023	Düsseldorf, Germany	>
	Aktuar (m/w/d) für Versicherungstechnik im Bereich Lebensversicherung	04.11.2023	Munich, Germany	>
	(Senior) Business / Data Analyst (m/w/d)	03.11.2023	Cologne, Germany	>
	Actuarial Consultant (m/w/d)	02.11.2023	Germany	>
	Senior Consultant (Versicherungs-) Mathematik / Aktuar (m/w/d)	30.10.2023	Germany, Austria	>

Number of the month

\$8.8 trillion

According to the Gallup 'State of the Global Workplace: 2023 Report', nearly six in ten employees are quietly quitting, aka psychologically disengaging from work. They may be physically present or logged into their computer, but they don't know what to do or why their work matters. They also don't have any supportive bonds with their co-workers, superiors or their organization. When combined with actively disengaged employees, low engagement costs the global economy \$8.8 trillion, or 9% of global GDP. On the other hand, after dropping during the pandemic, a record high of 23 % of workers find their work meaningful and felt connected to their team, manager and employer. So, actively encouraging employees should have measurable effects!

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Video recommendations on actuvie



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Holistic Wellness for Women's Life Stages

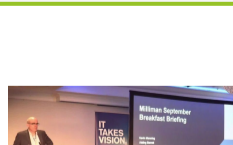
Edward M. Pudlowski, Amita Sharma

[Watch video](#)


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The Challenges Facing Social Security in our Times

Maria Economou, Giampaolo Crenca

[Watch video](#)


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Milliman Breakfast Briefing

Kevin Manning, Aisling Barrett, Joe Sloan, Joe Collins

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For Recruiters

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