

# Graduate and Intern Opportunities

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Risk. Reinsurance. Human Resources.

**Aon**  
Empower Results®

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# Introduction

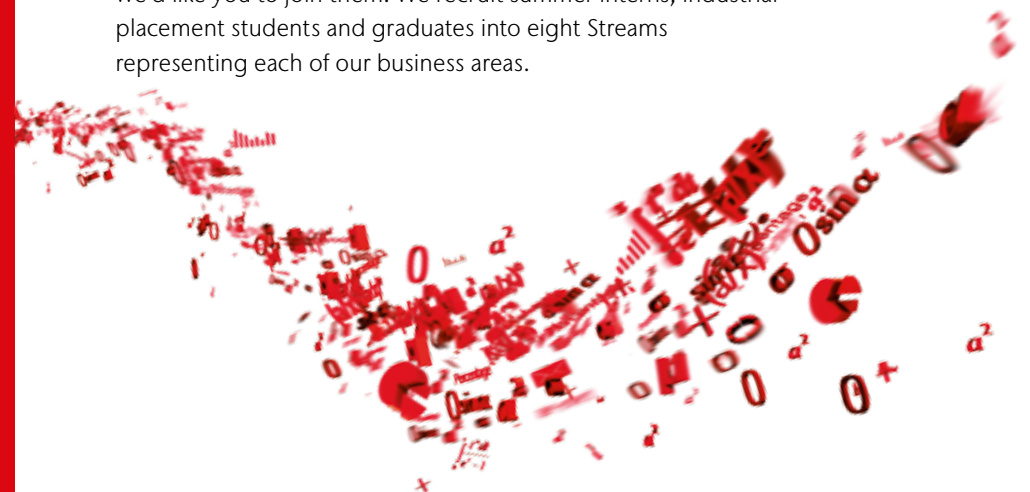
Few things are certain in life. Economic upheaval, political crises, natural disasters – and plenty more besides – all mean the world can be full of surprises. At Aon, we draw on the expertise of over 72,000 people to help the biggest names in business plan for every eventuality – be it in actuarial consulting; insurance, reinsurance and risk management; investment consulting; health & benefits broking and consulting; global risk consulting, Inpoint Solutions Group or talent, rewards and performance consulting. We are the world's **#1 INSURANCE BROKER, #1 PROVIDER OF REINSURANCE and #1 IN HUMAN RESOURCE CONSULTING.**

Our size, global network and emphasis on innovation mean where we lead, the industry follows. In the UK we rely on over 6,000 employees across 23 offices to uphold our hard-won reputation for excellence, insight and outstanding service delivery.

It's the skills, knowledge and attitude of our people that help us do what we do best. So, if you're looking for a sure-fire way to start your career and have a 2:1 degree or are on track for one, we'd like you to join them. We recruit summer interns, industrial placement students and graduates into eight Streams representing each of our business areas.

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# Diversity and Inclusion

Whoever you are and whatever your background, we welcome you. We challenge discrimination based on age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

**You will be valued as an individual and recognised for your skills and the contribution you can make to our organisation. Valuing diversity is not about special treatment; it's about fair treatment for all. It's about ensuring that we do not consciously or unconsciously perpetuate any form of discrimination at Aon.**

## Inclusive culture:

We believe diversity is about creating a positive attitude towards difference as we encourage a culture where people are free to be themselves. Our culture is one of respect and open-mindedness and this in turn makes Aon a rich and diverse place to work. Our inclusive working policy provides Aon with the flexibility to make ongoing adjustments to meet the needs and requirements of our valued employees.

## Global:

We are a global business with clients all over the world. We believe that by valuing and supporting each individual within our organisation, this gives us a competitive edge, enabling us to seize opportunities and succeed.

**"Diversity has been a major component of our talent agenda –**

strengthening our firm with colleagues of many backgrounds and with diverse experiences. But it's not enough to be diverse. What's truly important – to us, to the firm, to our clients and communities – is inclusion. At Aon, we are creating a global inclusive culture where everybody is in, and nobody's out".

Nichole Barnes Marshall,  
Global Head of Inclusion,  
Aon plc

## Community:

Aon people come from all backgrounds and communities. We capture that essence and put that message across as a way of life rather than a policy. Our respect for individuals inspires loyalty in both our colleagues and our clients, which in turn helps us to achieve our goals. Aon continues to support and give back to our local communities with events such as the annual Empower Results for Communities Day and ongoing partnerships with our Aon UK Charitable Foundation Charity Partners.

## Approach:

Our approach goes far beyond equal opportunities legislation. We actively encourage and embrace inclusion supported by our Diversity Council and Diversity Groups, including:

- Aon Pride Alliance (LGBT)
- Workability - the disability and mental health network
- Multicultural Network
- WIN (Women's International Network)
- Parents and Carers
- Linking Generations


Last year over

**200**

colleagues were involved in mentoring students to help them prepare for the world of work.

On Empower Results for Communities Day colleagues devote thousands of hours to strengthen and improve communities across Aon's global footprint.





We create  
**high-performing  
teams.**

We want our  
**people**  
to be proud of Aon and the  
values we stand for.

We look for candidates  
who share our values  
and have the potential  
to integrate our five  
principles into their roles  
– and thrive.

## Our Values

One of the key differentiators between Aon and our competitors is our people and how they behave with our clients and each other. How we do things is just as important as what we do.

In our application and selection process, we look for candidates who share our values and have the potential to integrate our five principles into their roles – and thrive.

### Our principles are:

#### 1. Delivering distinctive client value

Our people are empowered to make an impact, building relationships and using their knowledge and the best available resources at Aon to provide clients with distinctive solutions to their challenges.

#### 2. Developing unmatched teams

We identify and develop talented individuals. We create high-performing teams by encouraging continuous learning and development, giving honest feedback and providing positive management.

#### 3. Building differentiated capability

We innovate to solve our clients' problems. Innovation is focused and comes from a deep understanding of our own and our customers' businesses.

#### 4. Delivering business results

We go the extra mile and use everything at our disposal to deliver with excellence.

#### 5. Living the values of Aon

We act with integrity at all times, making a positive impact on colleagues, clients and communities alike. We want our people to be proud of Aon and the values we stand for.

# Graduate Development Programme

Our Graduate Development Programme, Launch, has been designed with a clear ultimate goal: to develop high-performers who will grow and potentially lead our business in the future. This means providing you with the technical expertise, business knowledge, professional skills and opportunities to make the most of your talent – and develop your career.

Our philosophy is to employ people with the right skills and attitude to help our clients – giving them the support they need to develop and enabling them to find opportunities that play to their strengths.

As you build a successful career with us, you'll be moulded for a client-facing role, become a technical specialist in your individual area and advise our clients on our market-leading products.

The Launch Programme will complement your specific role and the objectives of the Stream you join. As such, it will arm you with the key skills you'll need to move onwards and upwards.

In order to learn more about the graduate development programme experience and read profiles written by our recent graduates across all different parts of our business please visit [aonearlycareers.co.uk](http://aonearlycareers.co.uk)

"One of the great aspects of being part of such a large Development Programme of a multinational company is the opportunity to meet people from hugely different areas of the business with a diverse range of cultural backgrounds. Getting their views on what makes Aon united helps to create networks that improve the business for everyone."

Sian, University of Cardiff, Graduate Trainee Talent, Rewards and Performance Consulting

The Aon Graduate Programme is the first of five signature Aon Leadership Programmes

## Business Knowledge

**Clients rely on our expertise. So our consultants need to be more knowledgeable than those of our competitors.**

The Launch Programme will give you broad-based business acumen, as well as a comprehensive grounding in all our business solutions.

- ▶ Hands-on learning will give you the compliance and regulatory knowledge to help clients receive exemplary advice and service
- ▶ Industry qualifications will help you to develop technical expertise and add real value to our clients
- ▶ Knowledge sessions offer access to a wealth of experienced individuals who will spend time with you to explain the make-up and technical capabilities of our business

## Professional Skills

**Putting the knowledge you gain into practice will require skill. The professional skills development we provide is focused, commercial and experiential.**

It will include:

- ▶ Personal Impact skills to engage effectively and professionally with your audience
- ▶ Advanced communication skills which lie at the heart of everything we do
- ▶ Project management skills to exceed our clients' expectations
- ▶ Team-working skills through practical development and real-life experiences
- ▶ Client management development that will bring together many of the above
- ▶ Your graduate network will introduce you to your peers and help you to build your support network from day one
- ▶ Your mentor will be an experienced colleague who will help guide your career
- ▶ Business seniors will take an active interest in your development
- ▶ The Leadership Development Team will help smooth the way, open doors and advise you on developing your knowledge, skills and career

## Relationships

**Our business leaders are committed to your future and we encourage you to make the most of their time.**

Some specific relationships we will help you develop are:



# Global Risk Consulting – Captive Solutions

From earthquakes and meteor strikes to cyber-terrorism and widespread flooding, the risk of catastrophes on a global scale should never be underestimated. But what happens when the conventional insurance market isn't able to provide the best possible cover for such occurrences?

This is the type of challenge that Aon Global Risk Consulting tackles on a regular basis, by providing a process to determine the strategy for achieving the optimal balance of risk retention within an organisation. The Risk Consulting Team considers all alternatives for the client, often performing detailed financial analysis to reach their recommendations.

The Global Risk Consulting European Captives Graduate Programme lasts 18 months and has been designed to identify and develop the future leaders of our business. As such, we're looking for those of you who can demonstrate a genuine enthusiasm and potential for building a lasting career at Aon.

During the Programme and your career with Aon, you will be expected to obtain a professional qualification, preferably one in Insurance or Accounting or at a level that is appropriate and relevant to your position.

You will need a 2:1 degree within an international insurance and finance related discipline. You will also need the ability to combine numeracy and analytical abilities with customer service skills.





We recognise studying while you're learning a new role can be difficult – and we expect you to progress quickly. So our study packages are generous both in terms of study leave and exam bonuses to ensure your success.

## Professional Studies

We're committed to your ongoing development. That's why we fully support professional study and qualifications. Most areas of our business will require you to study as part of your development programme but some qualifications are optional.

Our market-leading study packages include fully funded professional qualifications, tutorial support, study materials and study leave, as well as ongoing support and guidance from management, colleagues and the Leadership Development team. Your studying and commitment will also be rewarded with bonuses for passing exams, salary increases and career progression.

Opportunities to continue professional studies at Aon goes above and beyond the Graduate Programme. Aon is committed to providing learning and development opportunities for all employees. Learning Sponsorship is designed for those who want to achieve a business related professional/managerial qualification relevant to their role, with support and funding provided for a wide range of qualifications throughout your career with the firm.

*"In my opinion, the study package offered at Aon is second-to-none and one that fits perfectly with my work-life balance."*

Harry, University of Warwick Investment Analyst, Investment Consulting

**Professional qualifications commonly studied by our Graduates include, but are not exclusive to:**

- Institute and Faculty of Actuaries
- Chartered Financial Analyst (CFA)
- Chartered Insurance Institute
- Investment Management Certificate (IMC)
- CIPD



# Application Process

We want our application process to be a two-way street. We get to know more about you. You get to know more about us. That way, we can all arrive at the right decision. Below is a brief summary of each stage of the process so you'll know exactly what to expect:

## Stage 1 – Online Application

This is your first chance to make a good impression. So be sure to make it count. As well as looking at your academic achievements, we'll be looking for evidence that you're a well-rounded individual with bags of potential. Keep this front of mind when responding.

## Stage 2 – Situational Judgement Test

This online test puts forward a number of challenging and realistic scenarios to which there are a range of possible solutions. You'll be asked to select how desirable each solution is based on the information provided.

## Stage 3 – Numerical Test

(included for roles that have a numerical focus and require a strong numerical skill set.).

This test has been specifically designed to assess your understanding of tables of statistical and numerical data, as well as your ability to make logical deductions.

## Stage 4 – Video Interview

Once you've passed our online tests you'll be invited to record answers to a number of short interview questions. These will probe areas including your knowledge of Aon and the industry we operate in, your motivation for the role and to tell us a little more about yourself.

## Stage 5 – Assessment Centre

Next, we'll put you to the test through a range of group and individual exercises, as well as asking you to complete two prepared presentations, an interview and a written exercise. Depending on your performance, you could be offered a position at this stage.

## Stage 6 – Final Interview

In some instances, you may be invited to a final formal interview which will focus on:

- Your knowledge about our business and the industry
- Your experience
- Your drive and motivation

**Please check the website for specific deadlines, however we strongly encourage early applications.**

**We wish you the best of luck with the application process.**

**To explore our opportunities in more detail and submit a formal application please visit [aonearlycareers.co.uk](http://aonearlycareers.co.uk)**



## About Aon

Aon plc (NYSE:AON) is a leading global provider of risk management, insurance brokerage and reinsurance brokerage, and human resources solutions and outsourcing services. Through its more than 72,000 colleagues worldwide, Aon unites to empower results for clients in over 120 countries via innovative risk and people solutions.

For further information on our capabilities and to learn how we empower results for clients, please visit: <http://aon.mediaroom.com/>

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