



Institute
and Faculty
of Actuaries

Our colleagues, our focus

The IFoA offers colleagues meaningful careers to work in partnership with our members to help address some of society's biggest challenges. The IFoA is an ethical, inclusive organisation where colleague wellbeing is a priority. Our people are supported to achieve their potential through a mixture of challenging work, opportunities for role- and project-based growth and formal training and development. Their value is evident to them through competitive salaries and a generous reward package in addition to outcomes-focused assessment and the ability to work flexibly.



What the IFoA offers colleagues

Opportunity to make a difference

- Teams work supportively on cross-functional projects and in partnership with members/volunteers from around the world on issues of global importance, upholding our public interest commitment and providing a sustainable future for the profession.
- Leaders are inspiring and open, and colleagues are confident that they are taking the organisation in the right direction.
- Our purpose and values are the cornerstone of our culture and drive not only the things that we do, but the way that we do them. We are member-focused, action-oriented, forward- and outward-looking, and team-driven.



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Culture and wellbeing

- Colleagues all play a role in setting the culture for the IFoA and they contribute to the success of the organisation. Their feedback and opinions are sought and listened to through our colleague engagement programme and Employee Forum.
- We are outcomes-focused, and offer a full range of agile working options so colleagues can take control of their working time and feel empowered and effective in both their professional and personal lives.
- Colleague wellbeing is a top priority; support is provided at many different levels, from Mental Health First Aiders, to line managers, to our Employee Assistance Programme. We are committed to creating a supportive and open culture where colleagues feel able to bring their 'full selves' to work, and we aspire to nurture the wellbeing of our people.
- The IFoA values differences and is committed to creating an environment where all colleagues are included, feel a sense of belonging and can thrive.

Competitive rewards

IFoA colleagues receive industry- and market-competitive rewards for their contributions, including:

- Market rate salaries
- The opportunity to earn performance-related rewards (reflective of the IFoA's performance)
- A wide range of benefits, including but not limited to generous pension provision, private medical insurance, health screening, life insurance, income protection, additional purchased leave, celebrating success recognition awards and Employee Assistance Programme.

Career development

- The IFoA's approach to talent management promotes colleagues' growth and role mobility.
- Colleagues are empowered and encouraged to take responsibility for their development, as the IFoA provides opportunities for:
 - Challenging and fulfilling work
 - Role- and project-based growth eg 'stretch assignments' and internal secondments to develop new skills or work in other parts of the organisation
 - Formal training to build technical skills and/or provide professional qualifications (where appropriate), as well as to develop leadership and managerial capability.

What the IFoA asks of colleagues

We are outcomes focused

- To reflect the IFoA values in everything they do in their work life
- To perform their roles to the best of their ability and act in the best interests of the IFoA
- To take responsibility for their own personal development
- To treat members and colleagues with fairness and respect
- To behave with honesty and integrity.



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