



**POTENTIAL**

**MEET**

**POSSIBILITY**

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EARLY CAREER OPPORTUNITIES WITH  
**WILLIS TOWERS WATSON**

# AMBITION MEET OPPORTUNITY

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## WELCOME TO WILLIS TOWERS WATSON

We're Willis Towers Watson – a global advisory, broking and solutions company. With offices all over the world, an impressive breadth of business functions and client relationships with many leading organizations, we can give you everything you need to create your own success story.

There are many different strands to our business, and an equally wide range of areas where your impact could be felt, from insurance brokerage, advisory services, risk and capital management, to talent and rewards solutions, to name a few.

On a day-to-day basis, this could mean you potentially doing anything from handling all aspects of a client's insurance program, to delivering a business-critical research project, to helping shape one of our latest marketing campaigns.

Throughout your time here, you'll enjoy world-class training, mentoring and development opportunities, and the chance to continuously expand your knowledge and skills. You'll also benefit from being part of a global community of Willis Towers Watson colleagues, who you will always be able to draw on for advice and support.

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# DREAMS MEET PROSPECTS

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## WHY JOIN WILLIS TOWERS WATSON?

### GLOBAL OPPORTUNITIES

With offices everywhere from Mumbai to London and from Manila to New York, you'll have lots of opportunities to explore, discover and build your career on an international stage.

### AMAZING COLLEAGUES

We pride ourselves on our inclusive work environment. Here, you can collaborate with all kinds of smart, inspirational people, including recognized leaders in your chosen field.



### LIFELONG LEARNINGS

We'll make sure you have opportunities to learn, develop and grow throughout your time with us.

### REAL RESPONSIBILITIES, REAL IMPACT

Nobody at Willis Towers Watson is ever expected to stand by and watch. You will be involved in real client work with far-reaching impact.

### INSPIRED SOLUTIONS

Working for a recognized market leader means having access to the latest thinking and technology, and enjoying the chance to push the boundaries of the industry even further.

# CURIOSITY MEET CHOICES

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## WHERE YOU COULD JOIN US

Our business is divided into four key business segments. Each offers its own unique challenges and opportunities. Any one of them can be the perfect place to kick-start your career. We also have opportunities in our corporate teams, where you could be helping to drive our business forward while developing expertise in areas such as Finance, HR or Technology.

### **CORPORATE RISK AND BROKING**

As the oldest insurance broker in continuing operation, we have a long and successful history which includes being the insurance broker for the Lunar Rover used in the Apollo moon mission. Today, we continue to help our clients unlock the full potential of their organizations, using science, data and innovative digital platforms to advise them on the most effective ways to manage risk. We are currently one of the world's leading insurance brokers for the aviation industry, as well as for livestock, aquaculture and high-valued sports horses. This creates a fascinating and exciting environment to work in, as you help demystify risk for our clients and make it possible for them to invest more wisely for the future.

### **BENEFITS DELIVERY ADMINISTRATION**

A changing health care landscape creates new opportunities – and with more than a decade's experience of running health care exchanges, we are recognized as a go-to partner for organizations looking to turn those opportunities into improved results. In fact, we serve more than 144 of the Fortune 500 in this business segment. As a graduate or intern here, you will have the chance to work closely with our clients, using leading-edge technology to develop innovative solutions that are perfectly tailored to their needs.

## HUMAN CAPITAL AND BENEFITS

When it comes to helping organizations find new, cost-effective ways to motivate and reward their people, we are a major global player. In retirement alone we have 1,500 credentialed actuaries around the world, and serve as global actuary to more employers in the Global P&I 300 than any other company. As a graduate or intern, there are many different areas where you could potentially develop your expertise, whether it's total rewards strategies, pension administration or executive compensation. Wherever you are based, you'll be using the latest software, data and analytics to create and implement solutions that work.

## INVESTMENT, RISK AND REINSURANCE

Our investment consultants advise over 1,200 institutional investors with assets in excess of USD 2 trillion. This gives you some idea of the size and scope of our investment, risk and reinsurance business segment. There are many different ways in which we help clients manage risk and capital, including pioneering new investment techniques, using innovative software solutions and providing broking services to retail brokers worldwide. We even operate one of the world's leading reinsurance advisory services through our business, Willis Re. For anyone looking for a career in Investment, Risk or Reinsurance, this is the place to be.



## CORPORATE ROLES

We are powered by the people in our corporate functions and shared services whose professional support and expertise keeps our business constantly moving forward. It makes for a challenging and ever-changing environment. Join us here, and there will be lots of opportunities for you to develop the skills, knowledge and experience you need to become an expert in your field, whether that's Finance, HR, Marketing or Strategy, to name only a few.

# DETERMINATION MEET PROGRESSION

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## OUR GRADUATE PROGRAM

### WHAT TO EXPECT

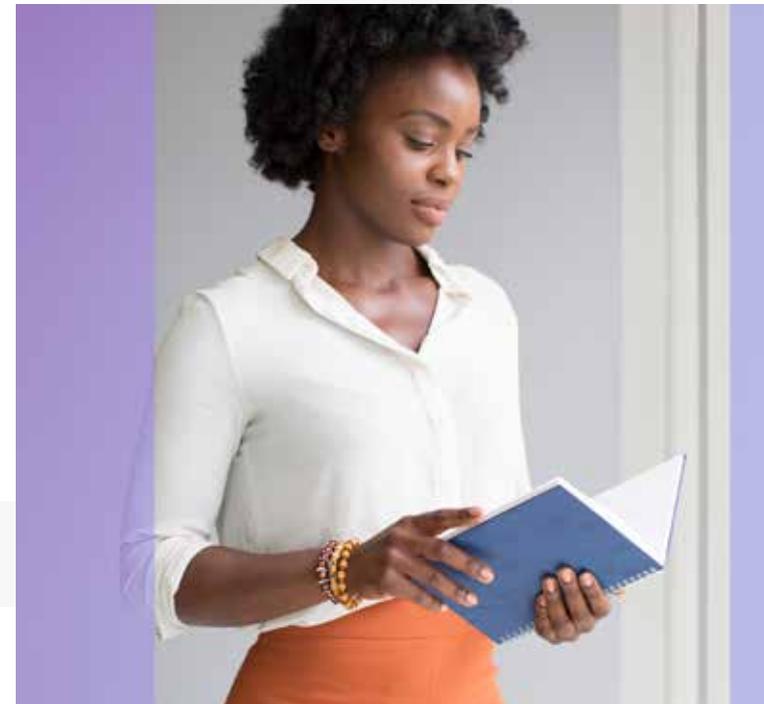
The program kicks off with a short orientation period – an ideal opportunity for you to introduce yourself to our business and learn more about what the future might have in store.

From there, you'll go into a real role with real responsibilities, enabling you to build up valuable experience and skills. Over the course of the program, you'll have opportunities to gain exposure to different aspects of our business and will be able to gain a solid understanding of what we do and how we do it.

“Willis Towers Watson is full of people who are not only bright and ambitious but also kind and supportive. It creates a positive and productive environment, and means you will always have something to learn from those around you.”

HEE JUNG **KIM**  
ANALYST, HEALTH AND BENEFITS

At the end of the program, your manager will work with you to identify positions in the business that match your strengths and aspirations. Our focus is on helping you find opportunities that will enable you to continue building your leadership skills.



## YOUR DEVELOPMENT

The aim of the program is to help you gain the industry experience, technical knowledge and consulting skills you need to thrive here.

Whichever area you join us in, and wherever in the world you are based, the work you'll be doing will constantly stretch your ability to analyze data, think creatively and find original solutions to client challenges. You'll also have opportunities to network with senior leaders and take part in group exercises with your graduate colleagues.

“Even when we're at our busiest working on projects, my colleagues and I still find time to enjoy each other's company. We order take-out together, share life stories and discuss some of the big topics of the day.”

MOONA **LV**  
ANALYST, TALENT PRACTICE

“The graduate program provides a smooth transition from college life to work life. It has enabled me to put the theory I learned into practice, and given me a great stepping stone for my career.”

ANSHUL **GARG**  
ANALYST, INSURANCE CONSULTING AND TECHNOLOGY

## WHAT WE LOOK FOR

Graduates from all kinds of backgrounds flourish at Willis Towers Watson. Essential qualities we look for include flexibility, intellectual curiosity, a passion for business and a desire to keep on challenging yourself and driving your career forward. You'll also need to be an outstanding communicator who knows how to cultivate relationships and works effectively in teams.



## INITIATIVE MEET INSIGHT

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### OUR INTERNSHIPS

#### WHAT TO EXPECT

A Willis Towers Watson internship is an ideal way to build up valuable work experience while you're still at university. Here you'll be able to apply your academic learning to real-life intellectual challenges while doing work that takes you out of your comfort zone and offers you something new and unexpected every day.

We recruit interns into all four of our business segments. Alternatively, you could experience life at the heart of our operation by exploring opportunities in one of our Corporate teams, including Finance and HR. Wherever you join us, you will be able to get maximum insight into our business and the best possible preparation for your future career.

"I completed an internship with Willis Towers Watson and really enjoyed the work I was doing. So when I was offered the graduate job I was only too happy to take it."

CHARLOTTE **OLSON**  
**ANALYST, RETIREMENT**

# INTERNSHIP TESTIMONIAL

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EIFFLIN **DING**  
INTERN, REWARDS

**My intern role keeps me busy.** I am based in a Rewards team within our Beijing office, where I contribute to the early stages of projects by conducting industry research. This involves participating in customer interviews, as well as collecting, sorting and analyzing data and writing research reports.

**I've learned so much here,** not just in terms of the professional skills required for the job but also transferable skills, such as communication and the ability to work under pressure. In fact, the constant learning opportunities on offer at Willis Towers Watson have been one of my highlights so far.

**The teamwork is great.** You are surrounded by brilliant colleagues, which makes work a joy, and everyone is always happy to give you help and support.

**My top tip for anyone thinking of applying for an internship?** Just be prepared for the fact that the work can be challenging, but is also really rewarding as well. As long as you are willing to put in the effort, you can get more out of the tasks you are given to do on your internship than you would ever imagine.

# GRADUATE TESTIMONIAL

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BASIL **AL HATOUM**  
ANALYST, RETIREMENT

**From the moment I first came across Willis Towers Watson, I knew I wanted to work for them.** They came to my campus, at the University of Western Ontario, and delivered a great presentation. Afterwards, they stayed behind to chat with us and I met some very nice people. As soon as I got home I wrote a cover letter and prepared to submit my resume.

**As a junior analyst, I work on multiple client teams and get involved in a huge variety of activities.** On any given project, I'll be responsible for carrying out benefit calculations, setting up processes in our programs and preparing deliverables for our clients, among many other things. What's great about being a graduate here is that the more you put your hand up and ask for additional responsibilities, the more you will be given. Before you know it, you can be leading your

own projects and getting stuck into client challenges that really fascinate you.

**A key highlight of my career so far has been my first in-person client meeting.**

My senior colleagues gave me the opportunity to present part of the presentation we had prepared. It was such a good feeling to know that they had faith in my abilities. It gave me the confidence I needed to stay calm and meant my first ever client presentation went better than I could ever have dreamed of.

**The people I work with here are not just great colleagues but also great friends.**

We genuinely enjoy each other's company, and we regularly go out for lunch together or play sports after work. This is important for me because I am passionate about friends and family, and love spending quality time with people I like.

# PERSONALITY MEET DIFFERENCE

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## OUR APPROACH TO INCLUSION AND DIVERSITY

At Willis Towers Watson, we believe that many of the greatest ideas and discoveries come from a diverse mix of minds, backgrounds and experiences. Our philosophy is that we have to be inclusive before we can be diverse. That's why we call it Inclusion and Diversity.

We put Inclusion and Diversity at the heart of our business strategy. It drives us to attract, retain and develop the very best talent globally. It shapes how we serve our clients. It ensures we create a supportive environment for all our colleagues. It enables us to deliver sustainable, profitable growth.



## COLLEAGUE INCLUSION NETWORKS

One of the ways we put theory into practice is through our colleague inclusion networks. They work across the globe to support our goal of recruiting, retaining and developing underrepresented talent. Each has an executive sponsor who uses their influence to advance the network's mission. Our networks include:

**Women & Supporters**

**LGBT+**

**Multicultural**

**Workability**

**Young Professionals**

# HOW TO APPLY

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## APPLICATION

All candidates have to submit an application on our careers website. Opening and closing dates for applications vary by region and will be announced on our social media channels and on the careers site.

## SCREENING

- Online assessments: you'll be invited to complete an online assessment which is designed to assess your aptitude and suitability for the program to which you've applied. Depending on the business segment you apply for, you may be asked to complete a business-specific assessment in addition (e.g. actuarial exam for Actuary)
- Video interview (some regions only)

## ASSESSMENT CENTER/OFFICE INTERVIEW DAYS

Depending on the region you're applying to, you'll either be invited to an assessment center or interviews with the recruitment team and/or the business/hiring manager.

## OFFER

A recruiter will extend an offer to you and will follow up with relevant documentation to confirm your employment arrangements. In some countries, background checks will be initiated before you join.

## YOUR FIRST DAY!



GET TO KNOW **OPPORTUNITY**

VISIT [CAREERS.WILLISTOWERSWATSON.COM](https://careers.willistowerswatson.com)