



Kiln Group Graduate Programme

As one of the largest managing agencies in the Lloyd's market, Kiln was the first to employ graduate trainees and is consistently recognised as having one of the best trainee schemes in the Lloyd's market.

Terrorism, trade disruption, sport, space, hurricanes and earthquakes are only a few of the risks we insure. Our development as an international organisation, combined with our approach to invest in the development of our employees, makes Kiln an exciting and rewarding place to work.

We run graduate schemes which focus on careers in:

- Underwriting
- Claims
- Actuarial
- IT
- Finance

Graduate trainee scheme details

Kiln's business portfolio is highly specialised and the training graduates receive is crucial to ensure they get the most from the scheme. All of our schemes involve a two-year programme, during which we will provide a thorough grounding in the core aspects of our business.

A series of three-month placements in different parts of the business (tailored to each scheme) offers defined learning and achievement. Graduates will have agreed objectives that will be regularly reviewed through progress assessments, along with the opportunity to create a network of contacts through established groups within the London insurance market.

Placements can include experience with teams in the following business areas:

- Underwriting (e.g. Property, Marine, Aviation, A&H, Life, Reinsurance, etc)
- Claims
- Catastrophe risk modelling
- Capital risk modelling
- Syndicate management
- Internal audit finance
- Information technology
- Human resources

All graduates will have the opportunity of a minimum one month international placement during the scheme.

The number of vacancies we have each year within these functions depends on our current business needs and requirements.

Requirements

When recruiting for our UK graduate schemes, we look for:

- A 2:1 honours degree or better (or equivalent) in any subject
- Strong communication skills
- Well demonstrated analytical skills
- Proven numeric ability
- Excellent interpersonal skills
- Fluency in English.

Graduates educated outside the UK will be expected to hold an equivalent level of academic qualification.

Selection Process

We generally process applications to our graduate scheme in the following steps:



N.B. This process may vary depending on the type of scheme applied for.

Telephone interviews

If selected for telephone interview, contacted will be made to arrange a suitable time. The telephone interview will allow us to learn more about the applicant and their interest in our graduate scheme, and will include some competency-based questions.

First round interviews

If applicants are invited to attend, there will be at least two half-hour interviews, each with two interviewers from within the business. This is an opportunity for applicants to learn more about Kiln, and for us to find out more about them.

Online assessments

Candidates shortlisted for the assessment day will first be asked to complete a number of online assessments, including a personality questionnaire and verbal and numerical critical reasoning tests. The results of these assessments may determine whether applicants are invited to return for the assessment day.

The assessment day

A small number of candidates will be invited to attend the assessment day. The morning will comprise a series of half-hour interviews with management and others from within the business. The rest of the day will involve lunch with existing graduate trainees and time visiting our underwriting boxes at Lloyd's. This will allow candidates to spend time with a number of current Kiln employees, including senior managers. At the end of the day there is an opportunity to network with Kiln employees at a social event.

Overall, the purpose of the day is to help us to get to know the candidates better and assess their suitability for the scheme. A final decision will be made within a day or two and all candidates will be contacted directly.

A Graduate's Tale: First Impressions



"...looking back it is amazing to think just how much I have done and learned..."

Michael Davis

Joined Kiln in:

2010

Degree course:

Bachelor of Science in Economics at the University of Sheffield (2007-2010)

Graduate scheme:

Claims

Why did you choose Kiln and the Lloyd's market?

My first introduction to the insurance world was through a family member at the age of 16. During a two week placement at a Lloyd's syndicate I was fortunate enough to gain an insight into the unique and novel business environment that exists in the Lloyd's market. I chose Kiln not just because of the quality of the graduate scheme that was on offer, but because of the high opinion people within the market have about Kiln and the way it operates.

What have you done since you joined?

I have only recently joined Kiln. Looking back, it is amazing to think just how much I have done and learned in a short period of time. The first two weeks were spent meeting the different departments and syndicates within Kiln, gaining an overview of who does what and how everything fits together. This, combined with two days of offsite training, gave me and the other new graduates a great introduction to how Kiln and the Lloyd's market operates.

Then I went on my first claims rotation. So far I have got to grips with how the claims department works, shadowing the adjusters and experiencing the wide variety of claims that are dealt with. I have also been given responsibilities for creating reports and contacting brokers. My ACII studies will begin shortly and the company provides study support to help ensure that I pass my exams.

Graduate's Tale: A Year Later



“Working on the operational side of the business is an important part of the graduate scheme...”

Laila Khudairi

Joined Kiln in:

2009

Degree course:

Masters in Physics (2003 – 2006), and MPhys (2006-2007), Warwick University

Graduate scheme:

Underwriting

Why did you choose Kiln and the Lloyd's market?

It was during my second year at university that I first concluded the science lab was not the place for me. I applied for a two-week work experience placement at a London insurance company over the summer holiday and was surprised by the diversity of the business they wrote; I had never considered the vast world beyond motor and travel insurance. I spent two days shadowing a broker at Lloyd's and immediately knew I would love to work there; everything from the atmosphere in the building to the traditional face-to-face style of business and the diverse fast-paced environment convinced me that it would provide the kind of challenge I needed.

The structure of the Kiln graduate scheme means we have the opportunity to work with many teams in the company, learning about the business and the people who work here. It provides an excellent grounding for the start of a career in insurance. For this reason as well as the reputation of the company and the support it provides in taking exams, I chose Kiln.

What have you done since you joined?

I have now completed all my placements at Kiln, including time with the aviation, accident & health, property, enterprise risk and marine underwriting teams. Each class of business is distinct so it has been important for me to get a chance to experience each before settling into a team. I was also given the fantastic opportunity to spend one month in our offices in Hong Kong and Singapore. I am now joining the enterprise risk division on a permanent basis.

I have been studying for my ACII and will be taking my final exam this year. Working on the operational side of the business is an important part of the graduate scheme, and on completing my two years I have gained an excellent exposure to all aspects of the business, in particular the underwriting process and Lloyd's.

A Graduate's Tale: Joining a Team



"A further highlight of the graduate scheme was the opportunity to visit our South African office for four weeks gaining experience of an alternative operating model..."

Alex Dugand

Joined Kiln in:

2007

Degree course:

Bachelors degree in Mathematics at King's College London (2004 – 2007)

Graduate scheme:

Underwriting

Why did you choose Kiln and the Lloyd's market?

I learned about the opportunities at Kiln from a friend which prompted me to research the Lloyd's market, and I chose Kiln as my preferred employer. My decision was based on the importance they place on their graduate scheme, which has been running for more than 35 years, along with their excellent and long-standing reputation in the market.

What have you done since you joined?

My time as a graduate was primarily focused on underwriting at Lloyd's. I spent two years in rotation around numerous divisions of the company experiencing different classes of business such as marine, reinsurance, aviation and accident & health, giving me a broad range of knowledge and skills to draw from in the future. I also spent a number of rotations with operational teams including catastrophe risk modelling. Additionally, I worked with our new Syndicate 1880 at the beginning of its first year of account, which was an excellent opportunity for me to increase my knowledge of some of the Tokio Marine companies as well as our director of underwriting team. A further highlight of the graduate scheme was the opportunity to visit our South African office for four weeks, gaining experience of an alternative operating model of the insurance industry.

Having completed my ACII qualifications (an integral part of the scheme) and finished my graduate rotations, I joined our reinsurance division, part of Syndicate 510 in 2009, and I am now an underwriter for treaty reinsurance business. I feel that I have made an excellent choice joining Kiln, working in a challenging and sociable environment in an industry that is constantly evolving.

Working at Kiln

At Kiln we know that success comes through employing great people, so our objective is to recruit the best talent in the market place. We have a diverse workforce and our people can adapt to new challenges and changing situations.

Our continued success lies in our ability to attract and employ the very best people. We know that each one of our employees has a unique set of skills and talents and we aim to give everyone the chance to develop them fully. Wherever you work in our business there are certain things we look for in our employees; intellectual ability and good academic results, you will need to have a proven track record in your area of expertise and a real interest in our business.

Kiln culture

Kiln's corporate culture makes it a place where people want to work. We live our values by empowering our people; the knowledge, experience and professionalism of our staff underpin our business. We work hard and responsibly to deliver the best service for our brokers and customers, from one end of our business to the other. We offer job satisfaction, career progression and great rewards to graduates and experienced people looking to take the next step in their career. All staff are encouraged to develop themselves to reach their full potential, whether this is a progression in their existing path, or making a well considered move to another area within the business. We believe that we have created an environment that encourages high performance and commitment at every level in the business.

Kiln people

At Kiln we believe in service with integrity. We take great pride in our technical underwriting and operational ability, which is combined with a drive to keep customer service at the heart of what we do. To achieve this, we recruit the best people; we make a substantial investment in their training, and give them considerable authority, accountability and responsibility as soon as they are ready. This works effectively, thanks to the strong culture of teamwork that we foster throughout Kiln, allowing people to develop in both a supportive and challenging environment.

We see our customers – and their customers – as partners; we value long-term relationships, and we have business relationships dating back to the early 1960s when Kiln was established. We aim to demonstrate creativity and flexibility in our approach to customers' requirements and we work closely with them to find effective solutions.

Quality underpins the whole of Kiln. We aim to ensure that the experience of dealing with Kiln reflects this commitment to quality regardless of market or location.

Contacts



Kelly Wills

Assistant HR Manager

T: +44 (0)20 7886 1511

E: kelly.wills@kilngroup.com



106 Fenchurch Street

London EC3M 5NR

T: +44 (0)20 7886 9000

F: +44 (0)20 7488 1848