

Zurich HelpPoint®



## The Zurich Way to Your Future

Global Associate Program (GAP) 2011/2012



Bring Out the Best

“The success of our business is built on the contributions of our highly talented employees around the world – people who work every day to position us at the forefront of the insurance industry.

We are continually looking for people who share our desire to be the best at what we do, and who can help us provide the best services and products to our customers. We realize that for Zurich to be the best, we must connect with, empower and support those individuals who share our passion for breaking down traditional industry stereotypes through innovation.

The Global Associate Program is an outstanding example of just one key gateway to success for those who aspire and are motivated to become leaders in their field. This is your opportunity to join us and realize your potential as a professional alongside some of the most respected and innovative talent in the insurance industry.”

Peter Goerke  
Group Head of Human Resources



## About Zurich

Headquartered in Zurich Switzerland, Zurich Financial Services Group is an insurance-based financial services provider committed to employing and developing the best and brightest talent in the global marketplace. Our valued employee base of over 60,000 enjoys career opportunities that span over more than 170 countries worldwide. It is these opportunities, and our commitment to empower and recognize strong performance, that enables us to bring out the best in our diverse employee base around the world.

Zurich is made up of three key business segments – General Insurance, Global Life and Farmers Insurance. Across all these segments, there is a single commonality: Our customers are at the heart of everything we do. Whether we are working with a Fortune 100 company on customized global risk solutions or with private individuals on their auto insurance policy, our interactions are based on integrity and innovation to continuously exemplify our standards of excellence.

At Zurich we provide our employees with challenging, real life opportunities to develop and grow with us and contribute to the world around us – both professionally and personally. We welcome you to come join us if you want to be part of this great organization and contribute to Zurich as a leader in our industry!

# The Global Associate Program

The Global Associate Program is for those with the drive to become senior technical experts and leaders with Zurich. Each year we select 50–80 top talents from around the world through a rigorous recruiting process. If you want to work for a leading global insurer, if you are keen to work in different countries and are determined to succeed, this could be the perfect opportunity for you.

## Training to further develop your talents

As a Global Associate you will participate in an intensive program, which includes classroom training by Zurich's most inspirational senior managers and personal mentoring. In the course of your core placement and two assignments, you will gain experience in three areas at Zurich, including two countries and two functions.

You will build a worldwide network of associates, throughout the program and beyond.

The program starts in September. After graduation you will return to your role in your hiring function as a full-time employee.

## A role that suits your skills

Right from the start you will play an important role in your hiring function. You will learn to understand the target markets, the customers, the distribution channels and the internal processes of our global company. Some fascinating opportunities in our functions include:

### Claims

- You will learn how to handle claims, drive operational and financial performance, and analyze the main levers affecting customer satisfaction and retention. You will have opportunities to apply your knowledge directly to strategic initiatives within Claims, providing you with an inspiring environment.

### Finance

- You will be developed to be part of the new generation of business leaders within the finance functions. You will learn how to develop and execute a financial plan, manage our cash resources, and interface with the financial community and our investors.

### Information Technology

- You will learn, from business leaders & experts from around the world, how we use some of the latest technology to deliver innovative business solutions. We will give you responsibility to use your creativity in our trend-setting organization to influence and contribute to our IT strategy.

### Life

- You'll learn to understand the target markets, the products, the distribution channels and the internal processes of the Life business. You'll be taught how the Life business is evaluated as well gaining an insight into how Zurich is transforming its Life business into a globally integrated franchise.

### Risk Engineering

- You will learn how to complete a risk assessment, develop risk control plans and deliver risk engineering consulting services.

### Underwriting

- You will learn how to evaluate the risks of our customers, determine the price and terms for accepting the transfer of those risks and work with internal and external parties to sell the customer an insurance solution.

### Other key functions

- Choose from positions in other key functions such as Actuarial, Distribution, HR, Marketing, Operations, Product Management and more!

## What does the program involve?

As a Global Associate you can look forward to extensive technical and specialist training from the most experienced people in our business. We will help you develop your talents and apply them to the challenging and exciting business of insurance. This is a unique opportunity to jump-start your career and enjoy the rewards of becoming a highly experienced specialist in your chosen field as you move towards future leadership opportunities.

## Program Modules

### Introduction – 4 weeks:

You will take part in a global introduction where you will learn about our business and your role as a Global Associate. The training will take place in Zurich, Switzerland.

### Placement in your hiring function – 22 weeks:

You will receive expert, in-depth training while working in your chosen function.

### Assignment in an additional business function – 8 weeks:

You will then be given deeper training in a second function to provide a broader understanding of the insurance business.

### Strategic training – 1 week:

You will have expert tutorials with our global senior management teams on Zurich's vision, mission and the long-term strategy. For this training, all Global Associates will meet in Zurich, Switzerland.

### International assignment – 10 weeks:

You will work in a business division outside your home country to gain further cultural experience and valuable expertise in your chosen function.

### Final training and graduation – 1 week:

In the final training week you will be able to apply all aspects of your training and will be further advised on the possibilities for your career development. At the end of this week you will graduate (and celebrate) then continue into your permanent role within your hiring function.

GAP continues after the formal program. We encourage the global network of Global Associates to stay connected.

## Connect to Zurich and Your Future

If you think you have what it takes to become a future leader, are a top performer in your graduating class, are fluent in English and know a second language well, we would be happy to hear from you.

You will need to be prepared to take on the challenge of excelling in a global company and you must be willing to take on assignments outside your home country during the program.

To learn more about how to progress your career at Zurich, our GAP selection processes or how to apply, please visit us at

**[www.zurich.com/careers/GAP](http://www.zurich.com/careers/GAP)**



### What is unique about the Global Associate Program at Zurich:

- An exclusive pool of highly talented Global Associates from around the world building a lasting network.
- One year on-the-job and state-of-the-art classroom training, including:
  - six weeks with Zurich's most experienced and inspirational Executives in Zurich, Switzerland.
  - one core placement plus two other assignments in different countries and functions.
- Once in a lifetime opportunity to jump-start your career in a leading global company.
- Opportunity to immerse yourself within a global network characterized by rich diversity in its people and a strong legacy of social responsibility in its community impact.
- One full year to contribute to Zurich's innovation efforts, which are reshaping the insurance industry globally.



*Because change happenz™*