

Zurich HelpPoint®



A world of opportunities

Global Associate Program (GAP) 2010/2011



“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.

With the Global Associate Program we offer outstanding career opportunities to people who strive to be leaders in their field. This is your opportunity to join us and develop your skills alongside some of the strongest talent in the insurance industry.”

Peter Goerke
Group Head of Human Resources



About Zurich

Zurich Financial Services Group is an insurance-based financial services provider. Our headquarters are in Zurich, Switzerland.

Founded in 1872, we now have a global network of subsidiaries and offices in North America, Europe, Asia Pacific, Latin America and other markets.

Our 60,000 employees serve customers in more than 170 countries.

Zurich consists of three business segments – General insurance, Global Life and Farmers. Customers range from private individuals for auto, liability and property insurance to large corporations and multinationals, many of which are Fortune’s Global 100 companies, for customized global and/or domestic risk solutions.

Our customers are at the heart of everything we do.

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

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

- You can also choose from positions in other key functions such as Actuarial, Distribution, HR, Marketing, Operations and 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 receive expert, in-depth training in a second function to give you 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 to see what it takes to perform a leadership role. At the end of this week you will graduate (and celebrate) then move into your role on your hiring function.

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



An outstanding opportunity

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 find out more about this world of opportunities, our selection processes and how to apply in your chosen country, please visit us at

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.



Because change happenz™