Solutions are our Specialty

New Grad Underwriter Development Program, Specialty Solutions & Surety
It’s about people.

We’re here to help people, businesses and society prosper in good times and be resilient in bad times. We care about what matters to our customers. We listen and connect. We make their problems our problems. We strive to understand what they’re going through. We build products with them in mind and offer solutions that help. And we deliver on our promises. We believe that insurance is not about things, it’s about people.

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Solutions are our Specialty.

As the largest property & casualty insurance provider in Canada, we’re steering the industry towards an exciting future. Along with the advances we’re introducing in insurance technology and digital tools, we’re building partnerships that are defining: the future of transportation; how we are using big data; how people interact with their homes, cars and environment; and how to be collaborative consumers within the sharing economy.

With the acquisition of OneBeacon, a major player in the U.S. specialty market, Specialty Solutions and Surety are now at the forefront of what we do.

Our mission is to make our mark on the North American market and grow our Specialty business to $3 billion by 2020.

How will we do this? It’s really quite simple. Build a team of amazing talent - people like you - and develop them into the next generation of Specialty Underwriting Experts who will encourage innovation, collaborate with brokers and handle lines of business that will make us the top choice for specialty insurance in North America.
Two Years to Underwriting Excellence

The Specialty Solutions & Surety Underwriter Development Program is the epitome of career development at Intact - a two year fast-tracked program, in a flexible environment, led by mentors, managers, and underwriting coaches. It’s a learning experience, rooted in our values, designed to accelerate your expertise and development.

Our Values lead the way to success

_We behave with Respect_
_We behave with Integrity_
_We strive for Excellence_
_We are Customer Driven_
_We are Socially Responsible_

1. **Technical Wins**
   - Learn the ins and outs of specialty as you rotate through different departments
   - Immerse yourself in the industry through research projects and business case studies
   - Pursuit of your professional designation

2. **Business Exposure Wins**
   - Build your network through fun industry and Intact networking events
   - Attend broker visits
   - Get introduced to the industry’s leading sales and service practices through formal and on-the-job training

3. **Leadership Development Wins**
   - To be the best, you’ve got to learn from the best – you’ll be working with top experts in the field
   - Take advantage of courses that will supercharge your leadership skills
   - Learn and build best practices through program mentors, managers and coaches
Our promise to you.

We’re committed to investing in our people and supporting their aspirations - so they can learn and grow in a place that motivates them to bring their best through the door every single day.

During your first year of the program, you’ll get exposure to multiple lines of specialty business through condensed rotations that will build up the general knowledge you’ll need for Underwriting success.

For year two, you’ll move into your final rotation – a longer, more concentrated one - in a specific line of business that will give you the technical training you’ll need to achieve Underwriting superstardom.

Throughout your time with the class, you’ll periodically visit Toronto for week-long corporate training development opportunities where you will meet with senior leaders and experts in Specialty and Surety as well as other key players from other departments within the organization.

All the while, you’ll have access to many of the benefits and development opportunities available to Intact employees. For example, you can register for our in-house Leadership and soft-skill courses, through our Learning & Development department or join our employee networks to build a professional support system and meet wonderful new colleagues with similar interests.

After two action-packed years, you’ll emerge a fully-fledged Intermediate Underwriter, ready to take on the world of Specialty.

One comprehensive rotation, within a specific specialty line, where you will learn technical knowledge for Underwriting Excellence.

Benefit Alert: Intact will pay for 100% of all courses related to your development including: tuition, books and exam fees.

Career & Growth Alert: There are 13 different steams of Specialty business for Underwriters – which means that you will have a lot of choice to grow your career.
Just what exactly is an ‘Underwriter’ anyway?

Life happens and sometimes that means it throws us unexpected curve balls; each circumstance is unique, which means are products need to be as well.

Specialty Underwriters are the champions of risk assessment who work directly with Intact’s network of Brokers – the people who sell our insurance products to businesses. When our Brokers get new business prospects, our Underwriters use their expertise and experience to evaluate whether or not accepting the business is a good decision for both the customer and the company.

Although each line of business that we write is unique; the underlying principles are the same. Throughout your rotations and professional designation, you will learn Underwriting Fundamentals that will assist you in your career and any line of Specialty business that you work in.

A word from an Underwriter in training

“I actually applied to Intact because it was on the list of Canada’s Top Employers ... Realizing that a large chunk of your life is spent at the office, you need to make sure that you’re choosing somewhere that cares about its employees just as much as the bottom line ... We’ve had the privilege of experiencing multiple departments, which appeals to our “millennial mentality” that we can’t stay in one place or position for too long. I can tell Intact has put a lot of effort into us, and it motivates us to return that effort to help our customers and the company.”

Emily MacGowan, Graduating Class of 2019

Program DNA –
What our class is made of.

To build products and provide an experience that is second-to-none, it takes special skills - and our class members’ share some impressive talents that are a fundamental part of the program’s DNA.

Our Underwriters are:
• Chief communicators
• Powerful persuaders
• True team players
• Technical experts

To be in their shoes, you’d also have equal parts business/people savvy and be an ace when it comes to going with the flow and making decisions.

Of course, along with all of the above, we know that you have some of your own talents to bring the table – an expert in your own right, built from unique experiences and the skills you’ve honed along the way.
Next Steps

You’re a recent grad with a strong GPA and the DNA of the program is running through your bones.

This means that you’re ready to put your hat in the ring for the opportunity to be a part of the next generation of Underwriters at Intact. Here’s an overview of how to apply and what you can expect if you are one of the successful candidates:

Step One - Apply
• Visit the Intact Career Site at www.careers.intact.ca
• Find the New Graduate Underwriter Development Program, Specialty & Surety Solutions job posting.
• For new applicants, you will need to create an account.
• Upload your resume or link your LinkedIn Profile.
• A member of our recruitment team will contact you to get the ball rolling.

Step Two – Video Interview & Plum Assessment
• You’ll receive a link to answer some qualifying questions and participate in a video interview. This is your chance to shine! For more tips on preparing for the interview, turn to page 11.
• You will also receive a link to complete a Plum assessment. This fun and interactive tool will identify your top strengths so the hiring manager can assess your traits alongside the needs of the role.
• At this stage, the hiring team will review your university transcript.

Step Three – The Interview
• Your university transcript is impressive and your talents are a match for the role! You’ll now be asked for an interview.
• The interview can take place in-person or via video conference, or in some rare cases, on the phone, depending on the location of those involved.
• The hiring manager will use this opportunity to better understand you and your experience.
• You may be asked back for second interview and get the chance to meet a current class participant or recent grad for a chat about the program.

Step Four – Check Credentials
• It’s onwards and upwards … to your credentials check!
• Because of the nature of our work, and the type of information we have access to, checks are mandatory and a standard part of the process.
• The check may involve a criminal, credit, education, or reference check (or all four).
• You will receive an email with a link asking you to complete information online that will be verified by our background check provider.
• This process takes a minimum of 5 days and you may be contacted should there be any questions about your check.

Step Five – The Offer
• Alright! The credential checks are all clear!
• Congratulations - we look forward to working with you!
4 Tips to Rock Your Video Interview

It may be your first time taking a video interview but don’t worry, we are here to help.

We have prepared our top tips for taking a video interview and how to stay calm and collected during the process. You’ve got this!

Prepare

Get ready in the same way you would for a face-to-face interview; wear a professional outfit, style your hair appropriately, and look for a nice and quiet place to take the interview.

Pay attention to your surroundings… if you can hear your dog barking, we will hear it too.

Relax! We are not expecting perfection

We understand it might be the first time you have been asked to complete this type of interview. It doesn’t need to be perfect; the recruitment team wants to see how passionate you are about the role and gain an understanding of your skills. Take a deep breath, count to three and try to enjoy it.

Be ready

Do your research about the company you are interviewing for. Recruiters want to get to know you, so be prepared with examples of past jobs and experiences. You might not only be asked about what you have done in the past but what you would do in certain situations.

i.e. Tell us about a time when you identified a problem and came up with a unique solution.

Follow the instructions and practice

Once you click on the interview link, you will be guided through a setup process. Make sure the audio and video are working correctly. Take advantage of the practice questions to get used to the watch/prepare/respond rhythm.

Enjoy the process and good luck with your video interview!
#UnleashYourNiche

For more information about Intact, visit us online or connect with us on social

Corporate Information:  www.intactfc.com
Careers:  www.careers.intact.ca