



Realise your **POTENTIAL**

Aon UK Graduate, Internship and Placement Opportunities

Aon



Introduction

Few things are certain in life. Economic upheaval, political crises, natural disasters – and plenty more besides – all mean the world can be full of surprises. At Aon, we draw on the expertise of over 50,000 people globally to help the biggest names in business plan for every eventuality. Our size, global network and emphasis on innovation means where we lead, the industry follows. So, if you're looking for a sure-fire way to start your career and have at least a 2:1 degree, or are on track for one, we'd like you to join them. We recruit summer interns, industrial placement students and graduates into a range of business areas.

Diversity, Equity and Inclusion

Whoever you are and whatever your background, we welcome you. You will be valued as an individual and recognised for your skills and the contribution you can make to our organisation. Our culture is one of respect and open mindedness and this in turn makes Aon a rich and diverse place to work.

Our approach goes far beyond equal opportunities legislation. We actively encourage and embrace inclusion supported by our Diversity Council and seven Business Resource Groups (BRGs). Our BRGs are a great way of networking and meeting new people at Aon, as well as foster an atmosphere of inclusiveness and mutual respect by raising awareness and understanding of different issues.

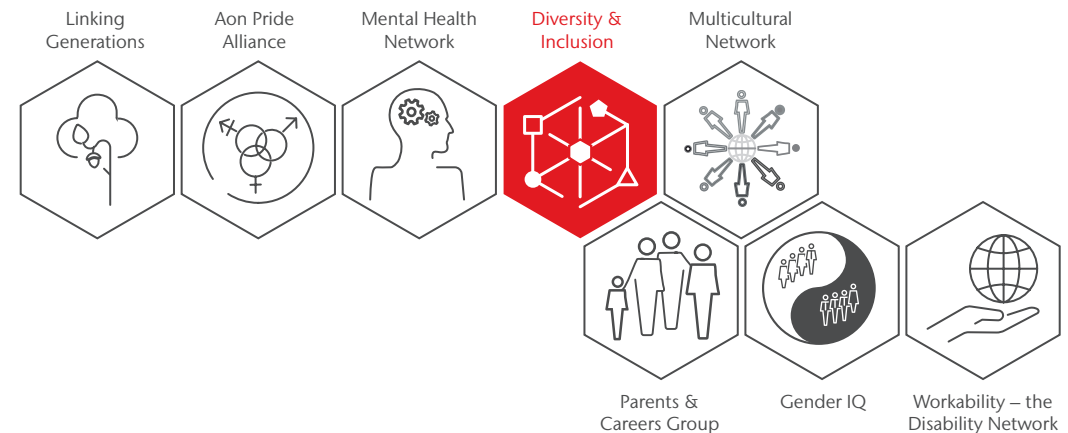
"Aon prides itself on fostering a work environment where opportunity and success is defined by one's character and ambition not race, religion, gender identity, sexual orientation, disability, age, or citizenship."

Greg Case
Aon's Chief Executive Officer



"At Aon, we work hard to ensure that Aon's culture and environment is one where everyone can thrive and be their authentic selves in the workplace, including our LGBT+ colleagues. As the Executive Sponsor of our Pride Alliance network, I'm proud that we have been recognised as a Stonewall Top 100 Employer."

Nathan Shanaghy
COO, Aon UK



Summer Internships and Industrial Placements

We offer paid Summer Internships that last for nine weeks and one-year Industrial Placements (IP). These opportunities are available across a range of different business areas and are designed to give you an insight into our industry, an understanding of our culture and an invaluable opportunity to help us forge lasting legacies with worthy causes through our Corporate Social Responsibility programme. Although our placement programmes do not guarantee a place on our Graduate Programme, our Interns and IP students are automatically considered for a place on the Aon Graduate Programme based on their drive and performance.

Graduate Development Programme

Our Graduate Development Programme (Launch) has been designed with a clear, ultimate goal: to develop high-performers who will grow and potentially lead our business in the future. This means providing you with the technical expertise, business knowledge, professional skills and opportunities to make the most of your talent – and develop your career.

We're committed to your ongoing development. That's why we fully support all career relevant professional study and qualifications. Our market-leading study packages include fully funded professional qualifications, tutorial support, study materials and study leave, as well as ongoing support and guidance.

To learn more about the graduate development programme experience and read profiles written by our recent graduates across all different parts of our business please visit aonearlycareers.co.uk

"The Aon Graduate programme provides you with so many potential career paths; I believed it was a great place to start my career, with opportunities throughout financial services not only insurance. The programme exposes you to senior leaders; giving you an opportunity to show your skills and ability. Colleagues are friendly and there is a genuine feeling that senior staff want to guide and progress the careers of the next generation of young professionals"

Evan, 2019 Graduate



Please see the table below for streams that also offer internships and industrial placement years.

	Internships	Industrial Placements
Actuarial Consulting – General Insurance	■	
Actuarial Consulting – Pensions	■	■
Investment Consulting	■	■
Insurance Strategy Consultants	■	
Insurance, Reinsurance and Risk Management	■	
Cyber Security		
Employee Benefits Broking and Consulting		
Human Capital Solutions Consulting		

The Graduate programmes are available in all eight of the programmes listed above.

Visit aonearlycareers.co.uk for further details regarding available roles and locations.



Internship,
Industrial
Placements
and Graduate
Positions

Actuarial Consulting – General Insurance

Our Actuarial & Analytics team is a group of actuarial and insurance specialists who are uniquely placed to provide tailored consulting solutions to clients including multinational corporations, captive insurance vehicles, commercial insurance companies and specialist global reinsurers. Together, we help our clients make well informed, risk-based decisions when operating in a sophisticated, dynamic global market.

Actuarial Consulting – Pensions

As a market leader in actuarial consulting, Aon has been advising companies and trustees on their defined benefit pension schemes for over 60 years. We help our clients identify and manage the financial and operational risks associated with their pension schemes, by analysing past and current trends to predict future pension payments for their employees. Due to the complex nature of our work, our clients rely heavily upon our expert advice and you will gain exposure to many diverse projects.

Investment Consulting

Aon advises on pension funds and institutional investors whose assets total approx. \$3 trillion. In a fast moving and increasingly complex investment world, we enable our clients to take advantage of long-term investment trends and short-term opportunities in order to meet their objectives. Our Consultant Development Group is the starting point for graduates specialising in providing investment advice. Some will focus on technical research while others will support consultants advising clients while they develop the skills and specialism that will ensure a successful career.

Insurance Strategy Consulting Aon Inpoint – Strategy and Market Management

Aon Inpoint provides strategic advice and support to many of the most prestigious companies in the global insurance, reinsurance, and health and benefits markets. We help insurers and reinsurers navigate a fast-changing market environment to drive profitable, sustainable growth and business results. As part of the Aon Inpoint team you will focus on strategy development and market engagement, working from our global headquarters in London.



"Aon is passionate about career development as I've experienced of this through attending workshops, Q&A/mentoring sessions and training in my team, which supports my constant learning in various forms. I also find that Aon encourages cross-team collaboration where I have completed tasks with colleagues outside my team and my input was valued during meetings. I particularly liked that the programme is made up of a diverse and large cohort. This enabled me to create my own network at the start of my career at Aon."

Antonia, 2019 Graduate

Insurance, Reinsurance and Risk Management

Hurricanes and earthquakes to terrorism and piracy – life is full of risk. Aon's Insurance, Reinsurance and Risk Management Stream estimates and spreads risk to minimise the impact of major catastrophes. Our colleagues apply a client-focused approach that leverages our global network of resources, industry leading data and analytics and specialised expertise. Whether placed in our Insurance or Reinsurance divisions, the variety of placements and classes of business, covering both technical and client-facing roles, will help you decide where you are best suited to specialise.

Employee Benefits Broking and Consulting

How do employers increase staff retention, be an employer of choice, or build a cost-effective staff benefits solution? We use our leverage as market leader to provide advice and consultancy services to over 3,500 clients, placing £480 million of insured benefits into the UK market every year. As a graduate you will be spending time in health & risk consulting, along with broking, on a rotational programme. Your learning and development will be fast-paced and hands-on to give you the necessary technical knowledge and client.

Human Capital Solution Consulting

Aon's Human Capital Solutions practice works collaboratively with clients to understand the people, jobs and rewards they need to succeed in the digital age. We are partners and trusted advisors to all types of companies, from the largest global organisations and FTSE 100 household names, to smaller emerging companies, and companies in between to support their people agenda. Whether you specialise in rewards solutions (all employee or executive reward) or performance, you will be working with a diverse range of companies from across the UK and Europe.

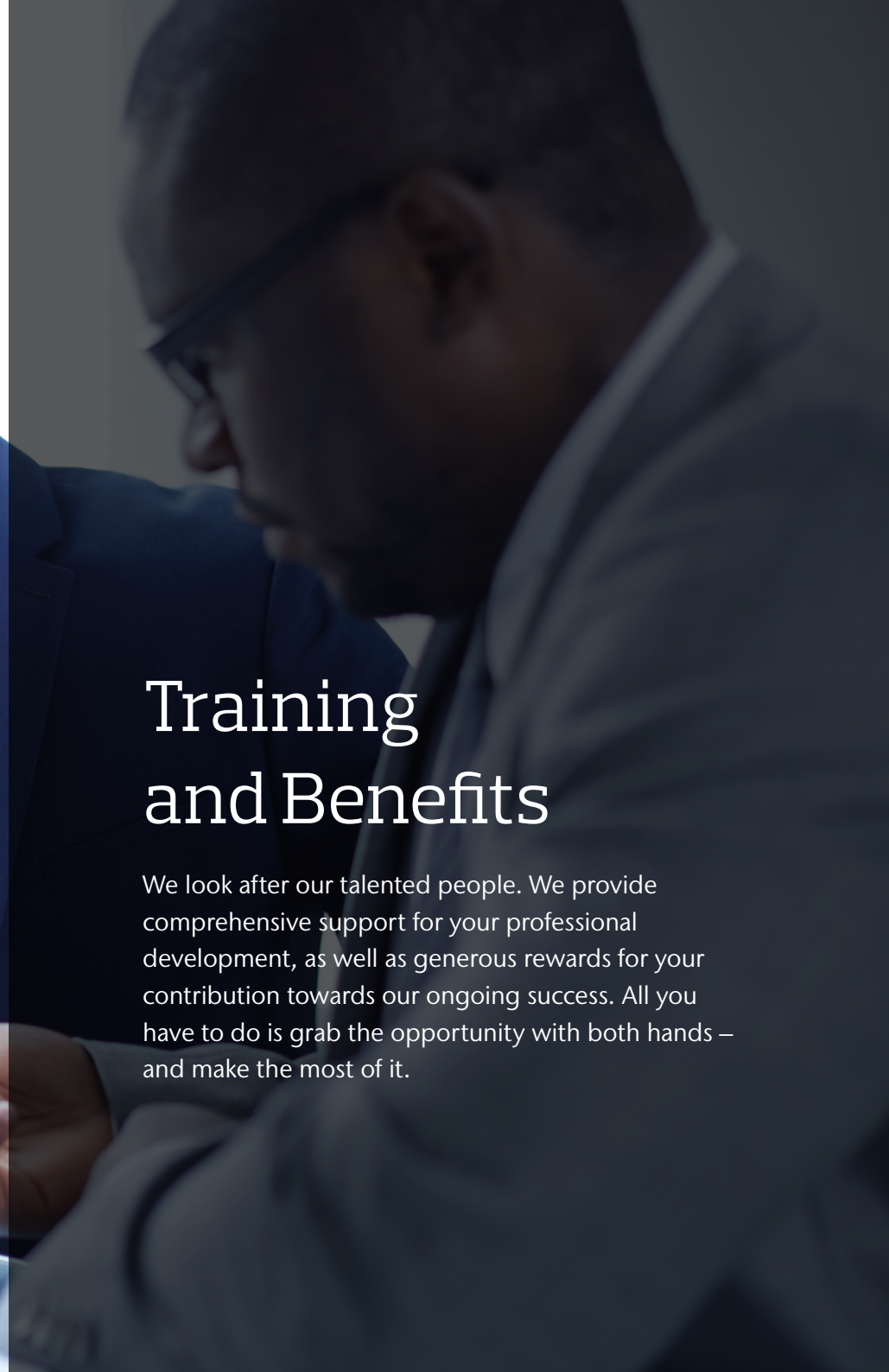
Cyber Security

Organisations across many industries are engaged in an unwanted struggle against multiple and unexpected adversaries, ranging from organized crime rings to nation states and terrorist groups, as well as disgruntled employees and online vigilantes. Participants will be immersed in our digital forensics, incident response, eDiscovery and proactive security businesses. From the very beginning of the programme, you will be immersed in learning activities focused on boosting your business and client management skills and equipping you with technical qualifications.



"The environment that I am in has motivated me to improve myself personally and professionally whilst Aon's support network provides a positive environment for me to be myself allowing me to reach my full potential. When looking to apply for a graduate role I looked at three main requirements; a strong brand, varied work and a role that would continuously push me to develop my overall skillsets. One year later and I'm glad to say that it not only met my requirements for a graduate role but surpassed them."

Sameer, 2019 Graduate



Training and Benefits

We look after our talented people. We provide comprehensive support for your professional development, as well as generous rewards for your contribution towards our ongoing success. All you have to do is grab the opportunity with both hands – and make the most of it.

Training

There are a number of core skills that we will expect you to bring, such as numeracy, an analytical mind and consultancy skills, but we don't expect you to be the finished article when you join us. A hunger to learn is vital in order to benefit from our policy of giving people early responsibility.

Our Development Programmes will fuel your passion for knowledge and improvement. All new joiners receive centralised training and networking opportunities. These will help you develop your understanding of all our businesses and improve your general business acumen, equipping you with the professional skills you will need to be successful

Professional Studies

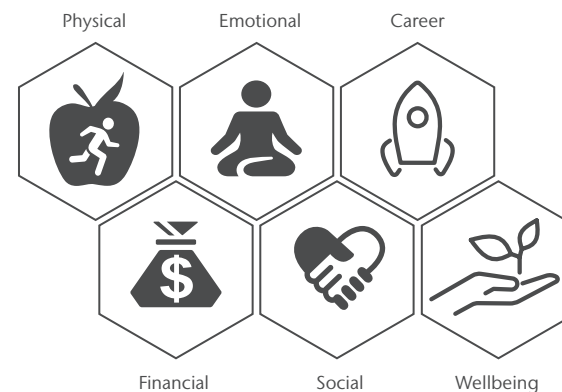
We're committed to your ongoing development. That's why we fully support professional study and qualifications. Most areas of our business will require you to study as part of your development programme but some qualifications are optional.

Our market-leading study packages include fully funded professional qualifications, tutorial support, study materials and study leave, as well as ongoing support and guidance from management, colleagues and the Leadership Development team. Your studying and commitment will also be rewarded with bonuses for passing exams, salary increases and career progression.

Benefits

As a leading global professional services firm, we offer our graduates a highly attractive rewards package. In addition to a competitive salary and outstanding development prospects you can benefit from:

- Aon's agile working policy which provides all new joiners with a company laptop
- Membership of our pension and life assurance schemes
- Access to private healthcare, Virtual GP and health assessments
- Well One, our health and wellbeing app to support you in balancing four key components of whole health: emotional, physical, lifestyle and financial wellbeing
- 25 days annual leave, plus public holidays
- An Employee Assistance Programme providing confidential, impartial advice and support to help you deal with a wide range of issues from coping with stress, financial worries or legal rights
- Access to discounts at a range of gym/leisure centres
- Extras: a discount site and lifestyle service
- Sharesave scheme
- Access to a flexible benefits scheme which allows you to choose benefits that are important to you



Application Process

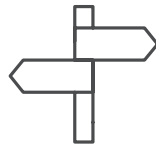
We want our application process to be a two-way street. We get to know more about you. You get to know more about us. That way, we can all arrive at the right decision. Below is a brief summary of each stage of the process so you'll know exactly what to expect:



Stage 1

Online Application

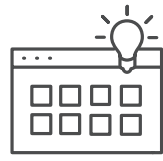
This is where we will capture your personal information, academic history and check your eligibility for the stream that you are applying for.



Stage 2

Situational Judgement Test

This is where we will capture your personal information, academic history and check your eligibility for the stream that you are applying for.



Numerical Reasoning Test

This test has been designed to assess your understanding of tables of statistical and numerical data, as well as your ability to make logical deductions.



Stage 3

Video Interview

Once you've passed our online tests you'll be invited to record answers to a number of short interview questions. These will be strength and scenario-based questions that will probe areas including your knowledge of Aon and the industry we operate in, your motivation for the role and to tell us a little more about yourself.



Stage 4

Shortlisting

If your video submission is successful, you will be placed onto a shortlist which the business will review to fill places at our assessment centres. We cannot guarantee places at assessment centres for all candidates who are successful at this stage due to the volume of very strong applicants.



Stage 5

Assessment Centre

Next, we'll put you to the test through a range of group and individual exercises. Depending on your performance, you could be offered a position at this stage.



Stage 6

Final Interview

In some instances, you may be invited to a final formal interview which will focus on:

- Your knowledge about our business and the industry
- Your experience
- Your drive and motivation

Please check the website for specific deadlines, however we strongly encourage early applications.

To explore our opportunities in more detail and submit a formal application please visit aonearlycareers.co.uk

About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

Aon UK Limited is authorised and regulated by the Financial Conduct Authority.

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