



# ASTON CHARLES

Specialist Insurance Recruitment

## A Personalised Service from Industry Experts

Mindful of the fact that the recruitment industry doesn't always enjoy the best of reputations, our mission from the start has been to provide our clients and candidates with the professional recruitment service that they deserve.

Aston Charles services a number of (Re)Insurance clients in Continental Europe, from large multinationals to SME's. Our main markets are the UK, Switzerland (Zurich), Germany, France, Spain and BeNeLux.

**We listen, we consult, we don't bombard our clients with irrelevant CVs, and we know the insurance industry very well.**

As an award-winning business, we are very proud to support the growth and development of a diverse range of insurance organisations throughout the UK, Ireland and Continental Europe. In fact, we strive to be part of the very fabric of this fascinating industry.

Our clients include, but are by no means limited to, international insurers, global and regional broking houses, niche underwriting agencies, loss adjusting practices, major banks, Lloyd's syndicates, consultancies, software sales companies and claims management firms.

It's no coincidence that most of our business is gained via personal recommendations from clients and candidates who welcome our straightforward approach - open, honest and consultative recruitment.

We would be delighted to assist you with any recruitment requirements for your (re) insurance business.

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I find Aston Charles to be personable, responsive, articulate and professional in all business and recruitment matters. They go out of their way to provide a solution tailored to your actual requirements, and I would have no hesitation in recommending them.

Gordon Duncan Head of Corporate  
Lockton Companies LLP

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## Actuarial & Financial Mathematics

- Life Actuarial (Valuation, Reserving, Capital Modelling, Pricing, Audit, Consultant, In-Force Management) team member positions
- General Insurance Actuarial team member positions across many lines of business
- Team-lead, project lead and senior management appointments
- Chief Actuaries, Director-level appointments
- Credit, Market and Operational Risk
- Data Analytics & Modeling
- Quantitative Risk Analyst/Managers

## Underwriting (Composites, MGAs & Lloyd's Syndicates)

- Underwriting Assistants to Chief Underwriting Officers
- Business Development Executives/Managers
- Account Managers
- Pricing Analysts/Managers
- Product Developers
- Agency Managers
- Board-level Appointments

## Finance

- Financial Accountants
- Technical Accountants
- Reinsurance Accountants
- Cost Controllers
- Financial Controllers
- Auditors (Internal and External)
- Heads of Financial Accounting and Reporting
- Heads of Technical Accounting
- Chief Financial Officers

## Sales/Business Development

- Business Developers (national market specific across Europe)
- Account Managers
- Origination Managers
- Chief Marketing Officers
- Software Sales

# The benefits of using Aston Charles

- Most importantly, we love what we do and we are totally committed to the highest standards of professionalism.
- The majority of our consultants have previously worked directly in the insurance industry and therefore have a very good understanding of the roles for which they are recruiting.
- We take great pride in our 'open, honest and consultative' approach, which means that we are not here to simply fill vacancies, but to act as trusted advisers to our valued clients.
- All of our candidates are thoroughly interviewed, fully briefed on the roles for which they are applying, and only submitted to a client with their express permission.
- We have a vast network of both active and passive candidates throughout Continental Europe.
- We offer bespoke search strategies, including a superior headhunting service.
- We continually invest in state of the art technology and in-depth market intelligence, which means that we can reach out to talented candidates much faster than the majority of our competitors.
- In accordance with Swiss recruitment laws, we work with APC International in providing candidates for Swiss vacancies.
- Our consultants are encouraged to keep abreast of the latest industry developments and regularly attend lectures and social events held by their local Insurance Institutes.
- We frequently visit clients in Continental Europe, as we believe that meeting in person on a regular basis is integral in nurturing a successful business relationship.

As well as having multi-disciplined insurance recruiters, we also have specialist consultants covering specific areas such as Actuarial, Underwriting, Broking, Credit Insurance, Claims, Risk Management, Senior Appointments and Mergers & Acquisitions. In order to tackle the well-publicised diminishing number of technical experts in certain areas,

we also assist in sourcing high calibre Trainees.

We recruit across all disciplines within the GI and L&H market including Commercial/Corporate, Private Clients, Financial Lines, Professional Risks, Marine, Credit, Motor, Protection and Pensions.



## Recent Assignments Completed

### **Team Move (Aviation Insurance)**

UK National Broker

### **Head of Underwriting Operations**

Mutual Society

### **Head of Country**

Global Broker

### **Marine Director**

National Broker

### **Chief Life Actuary Middle East**

Global Reinsurer

### **UK Head of Compliance**

Global Broker

### **Senior Consultant**

Big 4 Consulting Firm

### **Branch Managing Director**

National Broker

### **Actuarial - Pre-Sales Consultant**

Software Sales Company

### **Chief Operating Director**

Claims Management Company

### **Head of Financial Accounting and Reporting EMEA**

Global Insurer

### **Technical Accountant**

Swiss Reinsurer

### **Origination Manager (Germany)**

Global Reinsurer

### **Senior Data Analytics & Modeling**

Big 4 Consulting firm

### **Life Actuary**

Global Reinsurer

## Company Values

**Our company values are at the very heart of our business.  
They enable us to deliver the first-class service that you deserve:**

- We will always be open and honest with you.
- We listen and consult. We're 'people people'; approachable, empathetic and we embrace diversity; always respectful.
- We're proactive and results-driven. We work hard, using passion and enterprise to achieve the perfect outcome.
- And we're totally committed to the best possible levels of industry knowledge; proud of our 'trusted advisor' status within our specialist market.

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**Aston Charles' enthusiasm and passion for what they do comes through loud and clear. They have a knack of asking the right questions, always listen carefully and act with complete integrity. Completely reliable in terms of quality and timescales.**

**Andrew Scott Operations Director  
ATG Health & Safety  
Consultants Ltd**

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For further information:

### London

0345 193 2421

New London House, 6 London Street  
London, EC3R 7LP

### Leeds

0345 193 2460

No 2, Wellington Place  
Leeds, West Yorkshire LS1 4AP

[info@astoncharles.co.uk](mailto:info@astoncharles.co.uk)

[www.astoncharles.co.uk](http://www.astoncharles.co.uk) in f 