

When you join the team at Unum, you become part of an organization committed to helping you thrive.

Here, we work to provide the employee benefits and service solutions that enable employees at our client companies to thrive throughout life's moments. And this starts with ensuring that every one of our team members enjoys opportunities to succeed both professionally and personally. To enable this, we provide:

- + Award-winning culture
- + Inclusion and diversity as a priority
- + Performance Based Incentive Plans
- + Competitive benefits package that includes: Health, Vision, Dental, Short & Long-Term Disability
- + Generous PTO (including paid time to volunteer!)
- + Up to 9.5% 401(k) employer contribution
- + Mental health support
- + Career advancement opportunities
- + Student loan repayment options
- + Tuition reimbursement
- + Flexible work environments

****** *All the benefits listed above are subject to the terms of their individual Plans_** .

And that's just the beginning!

With 10,000 employees helping more than 39 million people worldwide, every role at Unum is meaningful and impacts the lives of our customers. Whether you're directly supporting a growing family, or developing online tools to help navigate a difficult loss, customers are counting on the combined talents of our entire team. Help us help others, and join Team Unum today!

General Summary:

The Actuarial Development Program (ADP) at Unum has been in existence for over 40 years, and provided guidance and support to hundreds of actuaries early in their careers. Many have built on the foundation provided by the ADP and grown into executive leaders at Unum and across the insurance industry.

Unum's ADP is built around three key elements:

- ?Targeted development of actuarial, financial and leadership skills
- ?Rotational work assignments to promote broad business awareness
- ?Comprehensive exam support towards the pursuit of Fellowship

Each ADP participant has a unique development plan based on their own abilities, experience

and career aspirations. Development opportunities are offered in forums including on-the-job training, classroom training, leadership programs, and speaker series. In addition, all ADP participants have frequent interaction with corporate officers.

Roughly every 18 months, ADP participants rotate to a new area of the business to learn a new product or discipline, gain new perspectives, and continue their development as actuaries. Traditional actuarial rotations take place in areas such as pricing, reserve valuation, and claims risk analysis, but some rotations extend well beyond traditional financial roles.

Unum expects ADP participants to make consistent progress towards Fellowship. The exam process is rigorous, and Unum recognizes this by providing significant assistance and rewards to reflect the commitment required. Our Actuarial Education Program provides company-paid study time, covers the cost of textbooks, study guides, preparatory seminars, and exam fees, and offers generous salary increases for each exam passed.

This is an intermediate level position that requires an Associate Actuary Designation (ASA). The candidate to fill this role must have significant technical expertise and relies on increasing business knowledge. While some review by a senior actuary is expected, this individual will take initiative in identifying, researching and analyzing complex issues and concepts. This position will participate in cross-functional initiatives to gain increasing business exposure and knowledge.

This job is responsible for activities surrounding pricing and rate development; overseeing assigned actuarial projects and developing and implementing sound actuarial policies and practices to help Unum meet its financial objectives; providing technical support for other areas such as Product Management & Development, Underwriting & Rating, and Sales. Minimum qualifications include receiving a designation of Associate in the Society of Actuaries, and two to four years of relevant work experience. Generally, there are no direct reports associated with this position.

Principal Duties and Responsibilities

- + Perform analysis of emerging experience, monitor marketplace and economic trends and review implications.
- + Support development of analysis framework
- + Recommend updated pricing, valuation or reserving assumptions
- + Regularly communicate research findings and analysis to management
- + Effectively work with any number of other cross functional/operational areas (e.g. underwriting, compliance, customer care) on specific initiatives.
- + Depending on area assigned, develop pricing or valuation tools, prepare state filings, financial reports and tax returns.
- + Act as mentor for student actuaries and interns
- + Prepare routine reports
- + May perform other duties as assigned

Job Specifications

- + Bachelors degree required

- + A designation of Associate in the Society of Actuaries
- + Desire to attain FSA status
- + A minimum of two years hands-on experience and in-depth knowledge of business analysis, pricing, valuation, ALM or corporate experience.
- + Strong problem solving ability and project management skills.
- + Hands on experience with current technology (excel, one programming language, plus mainframe systems or database utility)
- + Solid written and verbal communication skills
- + Demonstrated leadership ability

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Unum and Colonial Life are part of Unum Group, a Fortune 500 company and leading provider of employee benefits to companies worldwide. Headquartered in Chattanooga, TN, with international offices in Ireland, Poland and the UK, Unum also has significant operations in Portland, ME, and Baton Rouge, LA – plus over 35 US field offices. Colonial Life is headquartered in Columbia, SC, with over 40 field offices nationwide.

The base salary range for applicants for this position is listed below. Unless actual salary is indicated above in the job description, actual pay will be based on skill, geographical location and experience.

\$89,400.00-\$174,800.00

Additionally, Unum offers a portfolio of benefits and rewards that are competitive and comprehensive including healthcare benefits (health, vision, dental), insurance benefits (short & long-term disability), performance-based incentive plans, paid time off, and a 401(k) retirement plan with an employer match up to 5% and an additional 4.5% contribution whether you contribute to the plan or not. All benefits are subject to the terms and conditions of individual Plans.

Company:

Unum

Unum is an equal opportunity employer, considering all qualified applicants and employees for hiring, placement, and advancement, without regard to a person's race, color, religion, national origin, age, genetic information, military status, gender, sexual orientation, gender identity or expression, disability, or protected veteran status.