



## POSITION: Actuarial Analyst – 2023 Internship

### WHO WE ARE?

We're Mercer - a global consulting leader in health, wealth and career. Mercer has more than 25,000 colleagues based in 43 countries. We help clients worldwide from small businesses to Fortune 1000 companies advance the health, wealth and performance of their most vital asset – their people.

### WHAT ARE THE INTERNSHIP OPPORTUNITIES?

- Wealth (Retirement) Consulting Business | Analytical Services
- Wealth (Investment) Consulting Business
- Health Consulting Business
- Pension Administration Services
- International Consulting Business (Montreal, US, Europe)

### WHAT WE VALUE?

- Strong analytical skills and working knowledge of Excel and others MS-Office software programs
- Excellent interpersonal, verbal, and written communication skills
- Intellectual curiosity; seeking opportunities to develop new skills
- Ability to work in teams and be flexible to work under tight deadlines and changing client needs
- Superior organizational skills and strong attention to detail
- Bilingualism (English/French)

### WHAT'S IN IT FOR ME?

- Be challenged to deliver impactful solutions for organizations of any size and varied industries and have a direct impact on their employees.
- Be part of our great training and development programs, including our actuarial education program
- Opportunity to work with the best tools, resources and some of the smartest people in the industry
- Be part of a work environment that promotes social connection and work-life flexibility

### PREFERRED QUALIFICATIONS?

- Completion of one (1) year towards a bachelor's degree in actuarial science, mathematics, statistics, finance, administration or a related field when internship begins

### JOIN US

At Mercer, we believe that diversity and inclusion are vital components of our future and our goal is to leverage the unique skillsets that each person brings to the company. We provide our employees with a supportive, collaborative environment that leads to innovative ideas and the ability to make an impact. If you thrive on a challenge and enjoy connecting with people, we're looking for you!

### WHAT'S NEXT?

Please provide a cover letter, your resume and your most recent transcript at the latest by September 15th, 2022, via our website at [www.mercer.ca](http://www.mercer.ca) (Careers Section). We will review application submissions and you will be contacted if you are selected for an interview. Kindly mention for each internship(s) you are applying, your preference order for the city(ies) (Montreal, Ottawa, Toronto or other) and the semester(s) for which you request an internship (Winter 2023, Summer 2023 or Fall 2023).

#### WHAT A TYPICAL DAY LOOKS LIKE IN WEALTH (RETIREMENT) CONSULTING BUSINESS | ANALYTICAL SERVICES?

- Perform retirement and post-retirement benefits actuarial valuation including validation of data, analysis of the plan's gains and losses, analysis of the plan's asset performance, and preparation of the valuation report and related forms
- Production of year-end accounting disclosure and projection of expenses for plans under various financial reporting standards including IFRS, CPA and FAS
- Complete benefit calculations, review plan documents, produce employee benefit statements and prepare annual government forms
- Participation in the design and pricing of client's employee pension plans and executive pension benefits, including cash flow modelling, demographic projections and evaluation of liabilities within an asset-liability framework
- Production of various experience studies to refine demographic and financial assumptions used in actuarial valuations
- Designing and implementing strategies to manage defined benefit pension plan volatility, including funding strategy, plan design and risk transfer solutions
- Work in an integrated team of professionals from different offices to resolve modern actuarial problems in the Canadian pension landscape, including union negotiations, risk transfer and public policy

#### WHAT A TYPICAL DAY LOOKS LIKE IN WEALTH (INVESTMENT) CONSULTING BUSINESS?

- Conduct quantitative and qualitative analysis utilizing Mercer proprietary tools
- Produce quarterly performance reports for our clients
- Critically analyze different investment markets, managers' investment styles, and portfolio characteristics, and evaluate their impact on investment performance each quarter
- Communicate with investment managers, record keepers and custodians to gather and/or clarify client-specific data for reporting
- Play an important role in investment manager searches, asset allocation studies, and other ad-hoc investment-related projects
- Support consultants in servicing existing clients and prospects
- Demonstrate ease and effectiveness when dealing with clients and colleagues at all levels
- Represent and promote the "face" of Mercer, both internally and externally

#### WHAT A TYPICAL DAY LOOKS LIKE IN HEALTH CONSULTING BUSINESS?

- Develop strategies and solutions related to the costs and funding of group insurance plans
- Participate in actuarial valuations of post-retirement benefits, including data validation, setting assumptions, analyzing plan gains and losses and preparing the valuation report
- Validate and compare premiums for group benefit plans under renewals, quotes or benchmarking exercises with other companies in the industry
- Produce quarterly experience monitoring reports for clients and analyze the impact of any recent changes
- Analyze financial statements of group insurance plans and review the financial agreement to suit the client needs
- Evaluate employer obligations by participating in each step of an actuarial valuation
- Assist in updating national databases of Mercer clients
- Work in collaboration with professionals to resolve technical actuarial problems specific to group insurance and the business sector
- Familiarize oneself with Mercer products and services as well as group benefit market trends in order to meet client needs
- Understand group benefit coverage by reviewing contractual documents for the employer and employees



#### WHAT A TYPICAL DAY LOOKS LIKE IN PENSION ADMINISTRATION SERVICES?

- Calculate pension benefits and prepare statements of entitlements resulting from various events (termination of employment, retirement, death, divorce, transfer, etc.) for members of pension plans
- Update and manage client's databases
- Prepare annual statements for active and inactive members
- Calculate pension adjustments (PA) and pension adjustment reversals (PAR)
- Prepare annual information returns for submission to governmental authorities
- Work in collaboration with professionals to meet the needs of our clients and their employees
- Participate in the continuous improvements of systems and procedures
- Act as a resource person for clients and their employees on plan benefits and other administration processes
- Understand the provisions of the plans and the various applicable laws

#### WHAT A TYPICAL DAY LOOKS LIKE IN INTERNATIONAL CONSULTING BUSINESS?

- Work as a global benefit coordinator for a multinational client foreign benefit renewals activities
- Work in collaboration with a consultant to consolidate worldwide pension and other post-employment benefits financial reporting
  - Coordinate phases of the project with local actuaries across the globe
  - Review disclosures and assumptions provided by local actuaries for reasonableness, consistency and compliance with appropriate accounting standard
- Work in collaboration with a consultant for benefits review projects
  - Research Mercer internal documentation and surveys on market practices information in foreign countries, such as recent benefit trends and legislative changes
  - Coordinate benefit review projects with the involved parties (i.e. client local office and HQ, Mercer international consultant, local Mercer specialist, etc.)

Mercer's roots are in Canada – founded 75 years ago and continues to be one of the elite Canadian business and employment brands. Currently, the Canadian business earns \$340+M CAD in revenue and employs 1,000+ colleagues across Mercer's core services areas. Along with Marsh, Guy Carpenter and Oliver Wyman, Mercer is one of four Marsh & McLennan businesses with a significant Canadian presence.

Mercer believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's more than 25,000 employees are based in 43 countries and the firm operates in over 130 countries. Mercer is a business of Marsh & McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with 81,000 colleagues and annual revenue of \$19 billion. Through its market-leading businesses including Marsh, Guy Carpenter and Oliver Wyman, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit <https://www.me.mercer.com/>. Follow Mercer on Twitter [@Mercer](#).

At Mercer, we're creating a culture where you can bring your authentic self to work. When you join us, you bring your inclusive energy and enthusiasm to a team that values you personally and professionally – regardless of who you are, what you look like, where you were raised or born, who you love or what your religious beliefs are. You are welcome here.