**FAQ – UWA/PRUW**

**How can a BC become an Underwriting Analyst (UWA)?**

* There will be an opening for UWA positions posted internally. BCs fulfilling the requirements can apply. After the interview process, TL/SH will engage with stakeholders to specify the exact market / client(s) / portfolio to be handled by the UWA.

**What will the interview look like?**

* Besides the regular interview questions, applicants for UWA will receive Business Case prior to the interview, and on the interview itself they will present their assessment and reasoning.

**Who will participate at the interview?**

* Ideally TL representative, SUWA, stakeholder(s) (e.g. MUW).

**Can a Facultative BC apply for a Treaty UWA?**

* Yes.

**Who can apply for this position – only BCI or also BCII?**

* Everybody – BCI and also BCII.

**Is salary increase connected with UWA position?**

* Yes, salary & TAPI adjustment – similar to BCI to BCII promotion.

**How often will the UWA position be opened?**

* Ideally once a year, however, if there is a need on the stakeholders' side, we will initiate the hiring process more often.

**Should the applicants expect that they stay in their original teams and work as UWA?**

* Not necessarily, as one of the conditions is to be willing to work in a different team. However, if the situation allows the applicants to remain in their original teams, it would be the preferred option.

**How many UWA positions will be opened?**

* The actual number of positions will depend on the number of successful candidates and their placement in the markets with stakeholders being interested in this level of cooperation.

**What if there are more successful candidates than UWA positions?**

* It will be a skillset interview, all successful candidates will be placed as UWA(s).

**When do the new UWA(s) start in their positions?**

* After the interview, the leadership team will agree with the MUW/UW community on the set-up. The new UWA(s) will start at their positions within 3 months after the interview.

**Will the UWA have reduced BC portfolio?**

* No, as F band position the UWA needs to handle his/her portfolio and do additional UWA tasks – this is consistent with Goal Setting for BC where he/she needs to allocate freed-up capacity for other tasks besides the BC portfolio. UWA(s) are not expected to have an expert role.

**What will be the key responsibilities for UWA?**

* Providing extended support to MUW or UW, knowledge sharing. Please see job description for more details

**What would be the future career road for UWA?**

* Ideally becoming Senior UWA (SUWA). Opening of SUWA position(s) depends on market need. It is the key for UWA to build knowledge, expertise and relationship with MUW/UW.

**What can help me to become UWA?**

* Your own proactivity in carreer development iro UW direction, exposure to UW tasks, shadowing, 121 with SUWA/TLs; self-learning, PRUW training program.

**What is PRUW?**

* PrUW Yourself! is a working group and a platform that was created in order to expand technical knowledge of BCs through trainings, shadowing, self-study and project work. The main aim of the group is to increase the skillset of our people to be able to fully support our stakeholders and be prepared in case of extending the core tasks of BC to UWA. The next goal of the group is to spread the knowledge at our department and support other BCs in studying and gaining experience.

**Does a BC need to be part of PRUW training program before applying for UWA role?**

* No, it is not a requirement, however the BC needs to have extended reinsurance knowledge to be able to provide the assessment and pass the interview process.

**Will there be another PRUW training program "Season 2?"**

* Yes, ideally we will have the program opened once in a year (in the first half).

**What will the PRUW Season 2 look like?**

* Similar to Season 1; ideally, the successful UWA(s) will be leading the Second season.

**What will the PRUW Season 2 participation look like?**

* Nomination based on the interest, needs, skills and opportunities, discussion with TL and Training group.