



# Financial and Insurance Services Industry

**New Zealand**

**Positions Surveyed | September 2023**



## Positions surveyed

<b>Job family: Actuarial</b>			
	<b>Chief Actuary - Multi-Focus</b>	FININS.AS.MAMF.5	Senior Actuary – Multi-Area Multi-focus
FININS.AS.CAMF.7	Chief Actuary Multi-Focus	FININS.AS.MAMF.4	Actuary – Multi-Area Multi-focus
	<b>Multi-Area - Commercial Lines</b>	FININS.AS.MAMF.3	Actuarial Analyst – Multi-Area Multi-focus
FININS.AS.MACL.6	Principal Actuary – Multi-Area Commercial Lines*	FININS.AS.MAMF.2	Actuarial Student – Multi-Area Multi-focus*
FININS.AS.MACL.5	Senior Actuary – Multi-Area Commercial Lines*		<b>Combined</b>
FININS.AS.MACL.4	Actuary – Multi-Area Commercial Lines*	FININS.AS.MA00.6	Multi-Area - Combined - Level 6
FININS.AS.MACL.3	Actuarial Analyst - Multi-Area Commercial Lines*	FININS.AS.MA00.5	Multi-Area - Combined - Level 5
	<b>Multi-Area - Personal Lines</b>	FININS.AS.MA00.4	Multi-Area - Combined - Level 4
FININS.AS.MAPL.6	Principal Actuary – Multi-Area Personal Lines*	FININS.AS.MA00.3	Multi-Area - Combined - Level 3
FININS.AS.MAPL.5	Senior Actuary – Multi-Area Personal Lines*	FININS.AS.MA00.2	Multi-Area - Combined - Level 2*
FININS.AS.MAPL.4	Actuary – Multi-Area Personal Lines*	FININS.AS.RE00.6	Reserving/Valuation - Combined - Level 6*
FININS.AS.MAPL.3	Actuarial Analyst – Multi-Area Personal Lines*	FININS.AS.RE00.5	Reserving/Valuation - Combined - Level 5*
	<b>Multi-Area - Group Life</b>	FININS.AS.RE00.4	Reserving/Valuation - Combined - Level 4*
FININS.AS.MACO.6	Principal Actuary – Multi-Area Group Life*	FININS.AS.RE00.3	Reserving/Valuation - Combined - Level 3*
FININS.AS.MACO.5	Senior Actuary – Multi-Area Group Life*	FININS.AS.PR00.6	Pricing - Combined - Level 6*
FININS.AS.MACO.4	Actuary – Multi-Area Group Life*	FININS.AS.PR00.5	Pricing - Combined - Level 5
FININS.AS.MACO.3	Actuarial Analyst Group Life*	FININS.AS.PR00.4	Pricing - Combined - Level 4
	<b>Multi-Area - Individual Life</b>	FININS.AS.PR00.3	Pricing - Combined - Level 3
FININS.AS.MALF.6	Principal Actuary – Multi-Area Individual Life*		<b>Reserving/Valuation - Commercial Lines</b>
FININS.AS.MALF.5	Senior Actuary – Multi-Area Individual Life*	FININS.AS.RECL.6	Principal Actuary – Reserving/Valuation Commercial Lines*
FININS.AS.MALF.4	Actuary – Multi-Area Individual Life*	FININS.AS.RECL.5	Senior Actuary – Reserving/Valuation Commercial Lines*
FININS.AS.MALF.3	Actuarial Analyst – Multi-Area Individual Life*	FININS.AS.RECL.4	Actuary – Reserving/Valuation Commercial Lines*
	<b>Multi-area - Multi-focus</b>		
FININS.AS.MAMF.6	Principal Actuary – Multi-Area Multi-focus		

FININS.AS.RECL.3	Actuarial Analyst – Reserving/Valuation Commercial Lines*	FININS.AS.REMF.6	Principal Actuary – Valuation/PricingReserving/ Valuation Multi-focus*
	<b>Reserving/Valuation - Personal Lines</b>	FININS.AS.REMF.5	Senior Actuary – Reserving/Valuation Multi- focus*
FININS.AS.REPL.6	Principal Actuary – Reserving/Valuation Personal Lines*	FININS.AS.REMF.4	Actuary – Reserving/Valuation Multi- focus*
FININS.AS.REPL.5	Senior Actuary – Reserving/Valuation Personal Lines*	FININS.AS.REMF.3	Actuarial Analyst – Reserving/Valuation Multi- focus*
FININS.AS.REPL.4	Actuary – Reserving/Valuation Personal Lines*		<b>Pricing - Commercial Lines</b>
FININS.AS.REPL.3	Actuarial Analyst - Reserving/Valuation Personal Lines*	FININS.AS.PRCL.6	Principal Actuary – Pricing Commercial Lines*
	<b>Reserving/Valuation - Group Life</b>	FININS.AS.PRCL.5	Senior Actuary – Pricing Commercial Lines*
FININS.AS.RECO.6	Principal Actuary – Reserving/Valuation Group Life*	FININS.AS.PRCL.4	Actuary – Pricing Commercial Lines*
FININS.AS.RECO.5	Senior Actuary – Reserving/Valuation Group Life*	FININS.AS.PRCL.3	Actuarial Analyst – Pricing Commercial Lines*
FININS.AS.RECO.4	Actuary – Reserving/Valuation Group Life*		<b>Pricing - Personal Lines</b>
FININS.AS.RECO.3	Actuarial Analyst – Reserving/Valuation Group Life*	FININS.AS.PRPL.6	Principal Actuary – Pricing Personal Lines*
	<b>Reserving/Valuation - Individual Life</b>	FININS.AS.PRPL.5	Senior Actuary – Pricing Personal Lines*
FININS.AS.RELF.6	Principal Actuary – Reserving/Valuation Individual Life*	FININS.AS.PRPL.4	Actuary – Pricing Personal Lines*
FININS.AS.RELF.5	Senior Actuary – Reserving/Valuation Individual Life*	FININS.AS.PRPL.3	Actuarial Analyst – Pricing Personal Lines*
FININS.AS.RELF.4	Actuary – Reserving/Valuation Individual Life*		<b>Pricing - Group Life</b>
FININS.AS.RELF.3	Actuarial Analyst – Reserving/Valuation Individual Life*	FININS.AS.PRCO.6	Principal Actuary – Pricing Group Life*
	<b>Reserving/Valuation - Multi- focus</b>	FININS.AS.PRCO.5	Senior Actuary – Pricing Group Life*
		FININS.AS.PRCO.4	Actuary – Pricing Group Life*
		FININS.AS.PRCO.3	Actuarial Analyst – Pricing Group Life*
			<b>Pricing - Individual Life</b>
		FININS.AS.PRLF.6	Principal Actuary – Pricing Individual Life*
		FININS.AS.PRLF.5	Senior Actuary – Pricing Individual Life*
		FININS.AS.PRLF.4	Actuary – Pricing Individual Life*

FININS.AS.PRLF.3	Actuarial Analyst – Pricing Individual Life*		
	<b>Pricing - Multi-focus</b>	FININS.CI.HCCL.7	<b>Head of Carrier Placements - Commercial Lines</b>
FININS.AS.PRMF.6	Principal Actuary – Pricing Multi-focus*		Head of Carrier Placements Commercial Lines*
FININS.AS.PRMF.5	Senior Actuary – Pricing Multi-focus*		<b>Multi-Area - Commercial Lines</b>
FININS.AS.PRMF.4	Actuary – Pricing Multi-focus	FININS.CI.MACL.6	Placement Director Commercial Lines*
FININS.AS.PRMF.3	Actuarial Analyst – Pricing Multi-focus	FININS.CI.MACL.5	Placement Manager Commercial Lines*
		FININS.CI.MACL.3	Placement Executive Commercial Lines*
<b>Job family: Analytics, Modelling &amp; Reporting</b>			
	<b>Multi-area - Multi-focus</b>		<b>Head of Carrier Placements - Personal Lines</b>
FINFIN.AB.MAMF.7	Head of Data Analytics	FININS.CI.HCPL.7	Head of Carrier Placements Personal Lines*
FINFIN.AB.MAMF.6	Senior Manager Data Analytics		<b>Multi-Area - Personal Lines</b>
FINFIN.AB.MAMF.5	Manager Data Analytics	FININS.CI.MAPL.6	Placement Director Personal Lines*
FINFIN.AB.MAMF.4	Senior Data Analyst		Placement Manager Personal Lines*
FINFIN.AB.MAMF.3	Data Analyst	FININS.CI.MAPL.5	Placement Executive Personal Lines*
	<b>Predictive Analytics - Multi-focus</b>	FININS.CI.MAPL.3	Placement Executive Personal Lines*
FINFIN.AB.PAMF.6	Senior Manager Predictive Analytics*		<b>Head of Carrier Placements - Employee Benefits</b>
FINFIN.AB.PAMF.5	Manager Predictive Analytics*	FININS.CI.HCEB.7	Head of Carrier Placements Employee Benefits*
FINFIN.AB.PAMF.4	Senior Analyst - Predictive Analytics*		<b>Multi-Area - Employee Benefits</b>
FINFIN.AB.PAMF.3	Analyst - Predictive Analytics	FININS.CI.MAEB.6	Placement Director Employee Benefits*
	<b>Head of Catastrophe Modelling - Multi-focus</b>	FININS.CI.MAEB.5	Placement Manager Employee Benefits*
FININS.AB.HCMF.7	Head of Catastrophe Modelling*	FININS.CI.MAEB.3	Placement Executive Employee Benefits*
	<b>Catastrophe Modelling - Multi-focus</b>		<b>Head of Carrier Placements - Multi-Focus</b>
FININS.AB.CMMF.6	Senior Manager - Catastrophe Modelling*	FININS.CI.HCMF.7	Head of Carrier Placements Multi-Focus*
FININS.AB.CMMF.5	Manager - Catastrophe Modelling*		<b>Multi-area - Multi-focus</b>
FININS.AB.CMMF.4	Senior Analyst - Catastrophe Modelling*	FININS.CI.MAMF.6	Placement Director Multi-Focus*
FININS.AB.CMMF.3	Analyst - Catastrophe Modelling*	FININS.CI.MAMF.5	Placement Manager Multi-Focus*
		FININS.CI.MAMF.3	Placement Executive Multi-Focus*
<b>Job family: Brokerage - Carrier Placements</b>			
			<b>Combined</b>

<i>FININS.CI.HC00.7</i>	<i>Head of Carrier Placements - Combined - Level 7*</i>
<i>FININS.CI.MA00.6</i>	<i>Multi-Area - Combined - Level 6*</i>
<i>FININS.CI.MA00.5</i>	<i>Multi-Area - Combined - Level 5*</i>
<i>FININS.CI.MA00.3</i>	<i>Multi-Area - Combined - Level 3*</i>

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**Job family: Brokerage - Client Service and Reporting**

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	<b>Head of Client Services - Multi-Focus</b>
<i>FININS.CR.HAMF.7</i>	<i>Head of Client Service Multi-Focus*</i>
	<b>Account Management / Customer Service - Commercial Lines</b>
<i>FININS.CR.AMCL.5</i>	<i>Client Service Manager Commercial Lines*</i>
<i>FININS.CR.AMCL.3</i>	<i>Client Service Executive Commercial Lines*</i>
	<b>Account Management / Customer Service - Personal Lines</b>
<i>FININS.CR.AMPL.5</i>	<i>Client Service Manager Personal Lines*</i>
<i>FININS.CR.AMPL.3</i>	<i>Client Service Executive Personal Lines*</i>
	<b>Account Management / Customer Service - Employee Benefits</b>
<i>FININS.CR.AMEB.5</i>	<i>Client Service Manager Employee Benefits*</i>
<i>FININS.CR.AMEB.3</i>	<i>Client Service Executive Employee Benefits*</i>
	<b>Account Management / Customer Service - Multi-Focus</b>
<i>FININS.CR.AMMF.5</i>	<i>Client Service Manager Multi-Focus*</i>
<i>FININS.CR.AMMF.3</i>	<i>Client Service Executive Multi-Focus</i>
	<b>Combined</b>
<i>FININS.CR.AM00.5</i>	<i>Account Management / Customer Service - Combined - Level 5*</i>

<i>FININS.CR.AM00.3</i>	<i>Account Management / Customer Service - Combined - Level 3</i>
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**Job family: Brokerage - National Practice Group**

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	<b>National Practice Leader - Multi-Focus</b>
<i>FININS.NP.NPMF.7</i>	<i>National Practice Leader Multi-Focus*</i>
	<b>Regional Practice Leader - Multi-Focus</b>
<i>FININS.NP.RPMF.6</i>	<i>Regional Practice Leader Multi-Focus*</i>
	<b>Technical Expert - Multi-Focus</b>
<i>FININS.NP.TEMF.4</i>	<i>Technical Expert Multi-Focus*</i>

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**Job family: Brokerage - Relationship Management**

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	<b>Account Executive - Commercial Lines</b>
<i>FININS.RM.AECL.7</i>	<i>Head of Account Commercial Lines*</i>
	<b>Account Executive - Commercial - Large Accounts</b>
<i>FININS.RM.AECL.6</i>	<i>Account Director Commercial - Large Accounts*</i>
<i>FININS.RM.AECL.5</i>	<i>Account Manager Commercial - Large Accounts*</i>
<i>FININS.RM.AECL.4</i>	<i>Senior Account Executive Commercial - Large Accounts*</i>
<i>FININS.RM.AECL.3</i>	<i>Account Executive Commercial - Large Accounts*</i>
<i>FININS.RM.AECL.2</i>	<i>Associate Account Executive Commercial - Large Accounts*</i>
	<b>Account Executive - Commercial - Mid-sized Accounts</b>
<i>FININS.RM.AECM.6</i>	<i>Account Director Commercial - Mid-sized Accounts*</i>
<i>FININS.RM.AECM.5</i>	<i>Account Manager Commercial - Mid-sized</i>

	<i>Accounts*</i>		<b>Account Executive - Employee Benefits - Mid- sized Accounts</b>
<i>FININS.RM.AECM.4</i>	<i>Senior Account Executive Commercial - Mid-sized Accounts*</i>	<i>FININS.RM.AEEM.6</i>	<i>Account Director Employee Benefits - Mid-sized Accounts*</i>
<i>FININS.RM.AECM.3</i>	<i>Account Executive Commercial - Mid-sized Accounts*</i>	<i>FININS.RM.AEEM.5</i>	<i>Account Manager Employee Benefits - Mid-sized Accounts*</i>
<i>FININS.RM.AECM.2</i>	<i>Associate Account Executive Commercial - Mid-sized Accounts*</i>	<i>FININS.RM.AEEM.4</i>	<i>Senior Account Executive Employee Benefits - Mid- sized Accounts*</i>
	<b>Account Executive - Commercial - Small Accounts</b>	<i>FININS.RM.AEEM.3</i>	<i>Account Executive Employee Benefits - Mid- sized Accounts*</i>
<i>FININS.RM.AECS.6</i>	<i>Account Director Commercial - Small Accounts*</i>	<i>FININS.RM.AEEM.2</i>	<i>Associate Account Executive Employee Benefits - Mid-sized Accounts*</i>
<i>FININS.RM.AECS.5</i>	<i>Account Manager Commercial - Small Accounts*</i>		<b>Account Executive - Employee Benefits - Small Accounts</b>
<i>FININS.RM.AECS.4</i>	<i>Senior Account Executive Commercial - Small Accounts*</i>	<i>FININS.RM.AEES.6</i>	<i>Account Director Employee Benefits - Small Accounts*</i>
<i>FININS.RM.AECS.3</i>	<i>Account Executive Commercial - Small Accounts*</i>	<i>FININS.RM.AEES.5</i>	<i>Account Manager Employee Benefits - Small Accounts*</i>
<i>FININS.RM.AECS.2</i>	<i>Associate Account Executive Commercial - Small Accounts*</i>	<i>FININS.RM.AEES.4</i>	<i>Senior Account Executive Employee Benefits - Small Accounts*</i>
	<b>Account Executive - Employee Benefits</b>	<i>FININS.RM.AEES.3</i>	<i>Account Executive Employee Benefits - Small Accounts*</i>
<i>FININS.RM.AEEB.7</i>	<i>Head of Account Employee Benefits*</i>	<i>FININS.RM.AEES.2</i>	<i>Associate Account Executive Employee Benefits - Small Accounts*</i>
	<b>Account Executive - Employee Benefits - Large Accounts</b>		<b>Account Executive - Personal Lines</b>
<i>FININS.RM.AEEL.6</i>	<i>Account Director Employee Benefits - Large Accounts*</i>	<i>FININS.RM.AEPL.7</i>	<i>Head of Account Personal Lines*</i>
<i>FININS.RM.AEEL.5</i>	<i>Account Manager Employee Benefits - Large Accounts*</i>	<i>FININS.RM.AEPL.6</i>	<i>Account Director Personal Lines*</i>
<i>FININS.RM.AEEL.4</i>	<i>Senior Account Executive Employee Benefits - Large Accounts*</i>	<i>FININS.RM.AEPL.5</i>	<i>Account Manager Personal Lines*</i>
<i>FININS.RM.AEEL.3</i>	<i>Account Executive Employee Benefits - Large Accounts*</i>	<i>FININS.RM.AEPL.4</i>	<i>Senior Account Executive Personal Lines*</i>
<i>FININS.RM.AEEL.2</i>	<i>Associate Account Executive Employee Benefits - Large Accounts*</i>	<i>FININS.RM.AEPL.3</i>	<i>Account Executive Personal Lines*</i>

FININS.RM.AEPL.2	Associate Account Executive Personal Lines*	FININS.SA.VPCL.3	Producer/Broker Commercial - Large Accounts*
	<b>Account Executive - Multi-Focus</b>	FININS.SA.VPCL.2	Associate Broker Commercial - Large Accounts*
FININS.RM.AEMF.7	Head of Account Multi-Focus*		<b>Sales / Producer Sales Manager - Commercial - Mid-sized Accounts</b>
FININS.RM.AEMF.6	Account Director Multi-Focus*		
FININS.RM.AEMF.5	Account Manager Multi-Focus*	FININS.SA.PSCM.7	Regional Head - Commercial Mid-Sized Accounts*
FININS.RM.AEMF.4	Senior Account Executive Multi-Focus*	FININS.SA.PSCM.6	Branch Manager - Commercial Mid-Sized Accounts*
FININS.RM.AEMF.3	Account Executive Multi-Focus*		<b>Sales / Validated Producer - Commercial - Mid-Sized Accounts</b>
FININS.RM.AEMF.2	Associate Account Executive Multi-Focus*		
	<b>Combined</b>	FININS.SA.VPCM.5	Producer Sales Manager Commercial - Mid-Sized Accounts*
FININS.RM.AE00.7	Account Executive - Combined - Level 7*		
FININS.RM.AE00.6	Account Executive - Combined - Level 6*	FININS.SA.VPCM.4	Senior Broker Commercial - Mid-Sized Accounts*
FININS.RM.AE00.5	Account Executive - Combined - Level 5	FININS.SA.VPCM.3	Producer/Broker Commercial - Mid-Sized Accounts*
FININS.RM.AE00.4	Account Executive - Combined - Level 4*	FININS.SA.VPCM.2	Associate Broker Commercial - Mid-Sized Accounts*
FININS.RM.AE00.3	Account Executive - Combined - Level 3		<b>Sales / Producer Sales Manager - Commercial - Small Accounts</b>
FININS.RM.AE00.2	Account Executive - Combined - Level 2*		
<b>Job family: Brokerage - Sales</b>		FININS.SA.PSCS.7	Regional Head - Commercial Small Accounts*
	<b>Sales / Producer Sales Manager - Commercial - Large Accounts</b>	FININS.SA.PSCS.6	Branch Manager - Commercial Small Accounts*
FININS.SA.PSCL.7	Regional Head Commercial - Large Accounts*		<b>Sales / Validated Producer - Commercial - Small Accounts</b>
FININS.SA.PSCL.6	Branch Manager Commercial - Large Accounts*	FININS.SA.VPCS.5	Producer Sales Manager Commercial - Small Accounts*
	<b>Sales / Validated Producer - Commercial - Large Accounts</b>	FININS.SA.VPCS.4	Senior Broker Commercial - Small Accounts*
FININS.SA.VPCL.5	Producer Sales Manager Commercial - Large Accounts*	FININS.SA.VPCS.3	Producer/Broker Commercial - Small Accounts*
FININS.SA.VPCL.4	Senior Broker Commercial - Large Accounts*	FININS.SA.VPCS.2	Associate Broker Commercial - Small

	<i>Accounts*</i>		<b>Sales / Producer Sales Manager - Employee Benefits - Small Accounts</b>
	<b>Sales / Producer Sales Manager - Employee Benefits - Large Accounts</b>	<i>FININS.SA.PSES.7</i>	<i>Regional Head - Employee Benefits - Small Accounts*</i>
<i>FININS.SA.PSEL.7</i>	<i>Regional Head Employee Benefits - Large Accounts*</i>	<i>FININS.SA.PSES.6</i>	<i>Branch Manager - Employee Benefits Small Accounts*</i>
<i>FININS.SA.PSEL.6</i>	<i>Branch Manager Employee Benefits - Large Accounts*</i>		<b>Sales / Validated Producer - Employee Benefits - Small Accounts</b>
	<b>Sales / Validated Producer - Employee Benefits - Large Accounts</b>	<i>FININS.SA.VPES.5</i>	<i>Producer Sales Manager Employee Benefits - Small Accounts*</i>
<i>FININS.SA.VPEL.5</i>	<i>Producer Sales Manager Employee Benefits - Large Accounts*</i>	<i>FININS.SA.VPES.4</i>	<i>Senior Broker Employee Benefits - Small Accounts*</i>
<i>FININS.SA.VPEL.4</i>	<i>Senior Broker Employee Benefits - Large Accounts*</i>	<i>FININS.SA.VPES.3</i>	<i>Producer/Broker Employee Benefits - Small Accounts*</i>
<i>FININS.SA.VPEL.3</i>	<i>Producer/Broker Employee Benefits - Large Accounts*</i>	<i>FININS.SA.VPES.2</i>	<i>Associate Broker Employee Benefits - Small Accounts*</i>
<i>FININS.SA.VPEL.2</i>	<i>Associate Broker Employee Benefits - Large Accounts*</i>		<b>Sales / Producer Sales Manager - Personal Lines</b>
	<b>Sales / Producer Sales Manager - Employee Benefits - Mid-sized Accounts</b>	<i>FININS.SA.PSPL.7</i>	<i>Regional Head - Personal Lines*</i>
<i>FININS.SA.PSEM.7</i>	<i>Regional Head - Employee Benefits - Mid-Sized Accounts*</i>	<i>FININS.SA.PSPL.6</i>	<i>Branch Manager - Personal Lines*</i>
<i>FININS.SA.PSEM.6</i>	<i>Branch Manager - Employee Benefits Mid-Sized Accounts*</i>	<i>FININS.SA.VPPL.5</i>	<b>Sales / Validated Producer - Personal Lines</b>
	<b>Sales / Validated Producer - Employee Benefits - Mid- sized Accounts</b>	<i>FININS.SA.VPPL.4</i>	<i>Producer Sales Manager Personal Lines*</i>
<i>FININS.SA.VPEM.5</i>	<i>Producer Sales Manager Employee Benefits - Mid- sized Accounts*</i>	<i>FININS.SA.VPPL.3</i>	<i>Senior Broker Personal Lines*</i>
<i>FININS.SA.VPEM.4</i>	<i>Senior Broker Employee Benefits - Mid-sized Accounts*</i>	<i>FININS.SA.VPPL.2</i>	<i>Producer/Broker Personal Lines</i>
<i>FININS.SA.VPEM.3</i>	<i>Producer/Broker Employee Benefits - Mid-sized Accounts*</i>	<i>FININS.SA.VPPL.1</i>	<i>Associate Broker Personal Lines*</i>
<i>FININS.SA.VPEM.2</i>	<i>Associate Broker Employee Benefits - Mid-sized Accounts*</i>		<b>Sales / Producer Sales Manager - Multi-Focus</b>
		<i>FININS.SA.PSMF.7</i>	<i>Regional Head - Multi- Focus*</i>
		<i>FININS.SA.PSMF.6</i>	<i>Branch Manager Multi-focus</i>
		<i>FININS.SA.VPMF.5</i>	<b>Sales / Validated Producer - Multi-Focus</b>
		<i>FININS.SA.VPMF.4</i>	<i>Producer Sales Manager Multi-Focus*</i>
		<i>FININS.SA.VPMF.3</i>	<i>Senior Broker Multi-Focus Producer/Broker Multi- Focus</i>



FININS.SA.VPMF.2	Associate Broker Multi-Focus <b>Combined</b>	FINCCB.RM.CBMF.3	Senior Associate - Corporate
<i>FININS.SA.PS00.7</i>	<i>Sales / Producer Sales Manager - Combined - Level 7*</i>	<i>FINCCB.RM.CBMF.2</i>	<i>Analyst - Corporate*</i>
FININS.SA.PS00.6	Sales / Producer Sales Manager - Combined - Level 6	<i>FINCCB.RM.ELMF.5</i>	<b>Equipment Leasing &amp; Finance - Multi-focus</b> <i>Manager - Property/Equipment/Asset Finance*</i>
FININS.SA.VP00.5	Sales / Validated Producer - Combined - Level 5	<i>FINCCB.RM.ELMF.4</i>	<i>Banker/Business Development Manager - Property/Equipment/Asset Finance*</i>
FININS.SA.VP00.4	Sales / Validated Producer - Combined - Level 4	<i>FINCCB.RM.ELMF.3</i>	<i>Account Manager - Property/Equipment/Asset Finance*</i>
FININS.SA.VP00.3	Sales / Validated Producer - Combined - Level 3	<i>FINCCB.RM.ELMF.2</i>	<i>Analyst - Property/Equipment/Asset Finance*</i>
FININS.SA.VP00.2	Sales / Validated Producer - Combined - Level 2		
<b>Job family: Business, Commercial &amp; Corporate Banking - Relationship Management</b>			
	<b>Multi-area - Multi-focus</b>		<b>Middle Market Corporate Banking - Agricultural Financing</b>
FINCCB.RM.MAMF.7	Head of Business, Commercial & Corporate Banking	FINCCB.RM.MCAG.5	Senior Banker - Agribusiness
FINCCB.RM.MAMF.6	Regional Manager - Business, Commercial & Corporate Banking	FINCCB.RM.MCAG.4	Banker - Agribusiness
	<b>Head of Business Banking - Multi-focus</b>	FINCCB.RM.MCAG.3	Senior Associate - Agribusiness
<i>FINCCB.LE.BYMF.7</i>	<i>Head of Business Banking*</i>	FINCCB.RM.MCAG.2	Analyst - Agribusiness
	<b>Business Banking - Multi-focus</b>	<i>FINCCB.LE.ERMF.7</i>	<b>Head of Middle Market Corporate Banking - Multi-focus</b> <i>Head of Commercial Banking*</i>
<i>FINCCB.RM.BBMF.6</i>	<i>Regional Manager - Business*</i>		<b>Middle Market Corporate Banking - Multi-focus</b>
FINCCB.RM.BBMF.5	Senior Banker - Business	<i>FINCCB.RM.MCMF.6</i>	<i>Regional Manager - Commercial*</i>
FINCCB.RM.BBMF.4	Banker - Business	<i>FINCCB.RM.MCMF.5</i>	<i>Senior Banker - Commercial*</i>
FINCCB.RM.BBMF.3	Senior Associate - Business	FINCCB.RM.MCMF.4	Banker - Commercial
FINCCB.RM.BBMF.2	Analyst - Business	FINCCB.RM.MCMF.3	Senior Associate - Commercial
	<b>Head of Corporate Banking - Multi-focus</b>	<i>FINCCB.RM.MCMF.2</i>	<i>Analyst - Commercial*</i>
<i>FINCCB.LE.CSMF.7</i>	<i>Head of Corporate Banking*</i>		<b>Head of Transaction Banking - Multi-focus</b>
	<b>Corporate Banking - Multi-focus</b>	<i>FINCCB.LE.HSMF.7</i>	<i>Head of Transaction Banking*</i>
FINCCB.RM.CBMF.6	Regional Manager - Corporate		<b>Transaction Banking - Multi-focus</b>
<i>FINCCB.RM.CBMF.5</i>	<i>Senior Banker - Corporate*</i>		
FINCCB.RM.CBMF.4	Banker - Corporate		

FINCCB.RM.TBMF.6	Regional Manager - Transaction Banking*	FININS.CL.MVPL.4	Senior Motor Vehicle Assessor - Personal Lines
FINCCB.RM.TBMF.5	Senior Banker - Transaction Banking*	FININS.CL.MVPL.3	Motor Vehicle Assessor - Personal Lines
FINCCB.RM.TBMF.4	Banker - Transaction Banking*	FININS.CL.MV00.3	<b>Combined</b> Motor Vehicle Assessor - Combined - Level 3
FINCCB.RM.TBMF.3	Senior Associate - Transaction Banking*	FININS.CL.MV00.4	Motor Vehicle Assessor - Combined - Level 4
FINCCB.RM.TBMF.2	Analyst - Transaction Banking*	FININS.CL.CL00.6	Claims Specialist / Processing - Combined - Level 6
<b>Job family: Investment Banking - Relationship Management</b>		FININS.CL.CL00.5	Claims Specialist / Processing - Combined - Level 5
	<b>Head of Investment Banking - Multi-focus</b>	FININS.CL.CL00.4	Claims Specialist / Processing - Combined - Level 4
FINIBD.LE.EJMF.7	Head of Investment Banking*	FININS.CL.CL00.3	Claims Specialist / Processing - Combined - Level 3
	<b>Industry Coverage - Cross-Industry / Regional &amp; Country Coverage</b>	FININS.CL.CL00.2	Claims Specialist / Processing - Combined - Level 2
FINIBD.RM.ICCC.6	Director*	FININS.CL.CL00.1	Claims Specialist / Processing - Combined - Level 1
FINIBD.RM.ICCC.5	Associate Director*		
FINIBD.RM.ICCC.4	Relationship Manager*		
FINIBD.RM.ICCC.3	Associate*		
FINIBD.RM.ICCC.2	Analyst*		
<b>Job family: Claims</b>			<b>Chief Claims Officer - Multi-focus</b>
	<b>Assessing Manager - Multi-focus</b>	FININS.CL.CIMF.7	Chief Claims Officer
FININS.CL.AMMF.6	National Assessing Manager Multi-focus*		<b>Claims Specialist / Processing - Commercial Liability</b>
FININS.CL.AMMF.5	Assessing Manager Multi-focus	FININS.CL.CLGL.6	National Claims Manager Commercial Liability*
	<b>Assessor - Personal Lines</b>	FININS.CL.CLGL.5	Region/Branch Claims Manager Commercial Liability
FININS.CL.ASPL.4	Senior Home Assessor - Personal Lines*	FININS.CL.CLGL.4	Claims Supervisor/Team Leader Commercial Liability*
FININS.CL.ASPL.3	Home Assessor - Personal Lines	FININS.CL.CLGL.3	Senior Claims Consultant - Commercial Liability
	<b>Motor Vehicle Assessor - Commercial Lines</b>	FININS.CL.CLGL.2	Claims Consultant - Commercial Liability
FININS.CL.MVCL.4	Senior Motor Vehicle Assessor - Commercial Lines*		<b>Claims Specialist / Processing - Commercial Motor</b>
FININS.CL.MVCL.3	Motor Vehicle Assessor - Commercial Lines*		
	<b>Motor Vehicle Assessor - Personal Lines</b>		

<i>FININS.CL.CLMO.6</i>	<i>National Claims Manager Commercial Motor*</i>	<i>FININS.CL.CLSL.4</i>	<i>Claims Supervisor/Team Leader Specialties - Other*</i>
<i>FININS.CL.CLMO.5</i>	<i>Region/Branch Claims Manager Commercial Motor</i>	<i>FININS.CL.CLSL.3</i>	<i>Senior Claims Consultant Specialties - Other*</i>
<i>FININS.CL.CLMO.4</i>	<i>Claims Supervisor/Team Leader Commercial Motor*</i>	<i>FININS.CL.CLSL.2</i>	<i>Claims Consultant Specialties - Other*</i>
<i>FININS.CL.CLMO.3</i>	<i>Senior Claims Consultant - Commercial Motor*</i>		<b>Claims Specialist / Processing - Specialties - Rural</b>
<i>FININS.CL.CLMO.2</i>	<i>Claims Consultant - Commercial Motor</i>	<i>FININS.CL.CLCR.6</i>	<i>National Claims Manager Rural*</i>
	<b>Claims Specialist / Processing - Commercial Property</b>	<i>FININS.CL.CLCR.5</i>	<i>Region/Branch Claims Manager Rural*</i>
<i>FININS.CL.CLPR.6</i>	<i>National Claims Manager Commercial Property*</i>	<i>FININS.CL.CLCR.4</i>	<i>Claims Supervisor/Team Leader Rural*</i>
<i>FININS.CL.CLPR.5</i>	<i>Region/Branch Claims Manager Commercial Property*</i>	<i>FININS.CL.CLCR.3</i>	<i>Senior Claims Consultant - Rural*</i>
<i>FININS.CL.CLPR.4</i>	<i>Claims Supervisor/Team Leader Commercial Property*</i>	<i>FININS.CL.CLCR.2</i>	<i>Claims Consultant - Rural*</i>
			<b>Claims Specialist / Processing - Personal Lines</b>
<i>FININS.CL.CLPR.3</i>	<i>Senior Claims Consultant - Commercial Property</i>	<i>FININS.CL.CLPL.6</i>	<i>National Claims Manager Personal Lines</i>
<i>FININS.CL.CLPR.2</i>	<i>Claims Consultant - Commercial Property*</i>	<i>FININS.CL.CLPL.5</i>	<i>Region/Branch Claims Manager Personal Lines</i>
	<b>Claims Specialist / Processing - Specialties - Marine</b>	<i>FININS.CL.CLPL.4</i>	<i>Claims Supervisor/Team Leader Personal Lines</i>
<i>FININS.CL.CLMA.6</i>	<i>National Claims Manager Commercial Marine*</i>	<i>FININS.CL.CLPL.3</i>	<i>Senior Claims Consultant - Personal Lines</i>
<i>FININS.CL.CLMA.5</i>	<i>Region/Branch Claims Manager Commercial Marine*</i>	<i>FININS.CL.CLPL.2</i>	<i>Claims Consultant - Personal Lines</i>
<i>FININS.CL.CLMA.4</i>	<i>Claims Supervisor/Team Leader Commercial Marine*</i>	<i>FININS.CL.CLAH.6</i>	<b>Claims Specialist / Processing - Accident &amp; Health</b>
<i>FININS.CL.CLMA.3</i>	<i>Senior Claims Consultant - Commercial Marine*</i>	<i>FININS.CL.CLAH.5</i>	<i>National Claims Manager Accident &amp; Health*</i>
<i>FININS.CL.CLMA.2</i>	<i>Claims Consultant - Commercial Marine</i>	<i>FININS.CL.CLAH.4</i>	<i>Region/Branch Claims Manager Accident &amp; Health*</i>
	<b>Claims Specialist / Processing - Specialties - Other</b>	<i>FININS.CL.CLAH.3</i>	<i>Claims Supervisor/Team Leader Accident &amp; Health*</i>
<i>FININS.CL.CLSL.6</i>	<i>National Claims Manager Specialties - Other*</i>	<i>FININS.CL.CLAH.2</i>	<i>Senior Claims Consultant Accident &amp; Health*</i>
<i>FININS.CL.CLSL.5</i>	<i>Region/Branch Claims Manager Specialties - Other*</i>		<i>Claims Consultant Accident &amp; Health*</i>
			<b>Claims Specialist / Processing - Life</b>

FININS.CL.CLLA.6	National Claims Manager Life*		<b>Claims Analysis / Quality - Multi-Focus</b>
FININS.CL.CLLA.5	Region/Branch Claims Manager Life*	FININS.CL.CYMF.5	Claims Quality Manager Multi-Focus*
FININS.CL.CLLA.4	Claims Supervisor/Team Leader Life*	FININS.CL.CYMF.4	Claims Quality Team Leader Multi-Focus*
FININS.CL.CLLA.3	Senior Claims Consultant Life*	FININS.CL.CYMF.3	Claims Quality Analyst Multi-Focus*
FININS.CL.CLLA.2	Claims Consultant Life*		<b>Subrogation / Claims Recovery - Multi-focus</b>
	<b>Claims Specialist / Processing - Disability</b>	FININS.CL.SUMF.5	Claims Recovery Manager
FININS.CL.CLDI.6	National Claims Manager Disability*	FININS.CL.SUMF.4	Claims Recovery Team Leader
FININS.CL.CLDI.5	Region/Branch Claims Manager Disability*	FININS.CL.SUMF.3	Senior Claims Recovery Consultant
FININS.CL.CLDI.4	Claims Supervisor/Team Leader Disability*	FININS.CL.SUMF.2	Claims Recovery Consultant
FININS.CL.CLDI.3	Senior Claims Consultant Disability*		<b>Job family: Customer Service</b>
FININS.CL.CLDI.2	Claims Consultant Disability*		<b>Call Centre - Multi-focus</b>
	<b>Claims Specialist / Processing - Multi-focus</b>	FINFIN.CR.CCMF.6	Contact Centre General Manager
FININS.CL.CLMF.6	National Claims Manager Multi-focus	FINFIN.CR.CCMF.5	Contact Centre Manager
FININS.CL.CLMF.5	Region/Branch Claims Manager Multi-focus	FINFIN.CR.CCMF.4	Customer Service Team Leader/Senior Product Advisor
FININS.CL.CLMF.4	Claims Supervisor/Team Leader Multi-focus	FINFIN.CR.CCMF.3	Product Advisor
FININS.CL.CLMF.3	Senior Claims Consultant - Multi-focus	FINFIN.CR.CCMF.2	Senior Customer Service Consultant
FININS.CL.CLMF.2	Claims Consultant - Multi-focus	FINFIN.CR.CCMF.1	Customer Service Consultant
FININS.CL.CLMF.1	Claims Administrator		<b>Job family: Clinical Advisory</b>
	<b>Insurance Fraud Management / Claims Investigation - Multi-Focus</b>		<b>Clinical Advisory - Multi-Focus</b>
FININS.CL.IFMF.5	Claims/Fraud Investigation Manager Multi-Focus	FININS.DR.DRMF.7	Chief Medical Officer Multi-Focus*
FININS.CL.IFMF.4	Claims/Fraud Investigation Team Leader Multi-Focus*	FININS.DR.DRMF.6	Head of Clinical Advisory Multi-Focus*
FININS.CL.IFMF.3	Claims/Fraud Investigator	FININS.DR.DRMF.5	Senior Medical Advisor Multi-Focus*
	<b>Technical Claims - Multi-Focus</b>	FININS.DR.DRMF.4	Medical Advisor Multi-Focus*
FININS.CL.TMMF.4	Technical Claims Consultant	FININS.DR.DRMF.3	Clinical Case Manager Multi-Focus*
FININS.CL.TMMF.5	Technical Claims Manager*	FININS.DR.DRMF.2	Clinical Coder Multi-Focus*
			<b>Clinical Governance - Multi-Focus</b>

<i>FININS.DR.CGMF.6</i>	<i>Head of Clinical Governance Multi-Focus*</i>
<i>FININS.DR.CGMF.5</i>	<i>Clinical Governance Manager Multi-Focus*</i>
<i>FININS.DR.CGMF.4</i>	<i>Clinical Governance Advisor Multi-Focus*</i>

**Job family: Compliance, AML & Control**

	<b>Head of Compliance - Multi-focus</b>
<i>FININF.CP.CCMF.6</i>	<i>Head of Compliance</i>
	<b>Multi-area - Multi-focus</b>
<i>FININF.CP.MAMF.5</i>	<i>Compliance Manager</i>
<i>FININF.CP.MAMF.4</i>	<i>Senior Compliance Officer</i>
<i>FININF.CP.MAMF.3</i>	<i>Compliance Officer</i>

**Job family: Consumer Banking - Branch Delivery**

	<b>Head of Retail Banking - Multi-focus</b>
<i>FINCNB.LE.FNMF.7</i>	<i>General Manager/Head of Retail Banking</i>
	<b>Branch Leadership - Regional Management</b>
<i>FINCNB.BD.BLRM.6</i>	<i>Regional Manager - Retail Banking</i>
	<b>Branch Sales - Branch Manager - Flagship / Large</b>
<i>FINCNB.BD.BSFL.5</i>	<i>Branch Manager large (&gt;12 staff)*</i>
	<b>Branch Sales - Branch Manager - Medium Branch / Small</b>
<i>FINCNB.BD.BSMB.5</i>	<i>Branch Manager small/medium (&lt;12 staff)</i>
	<b>Branch Sales - Personal Banker</b>
<i>FINCNB.BD.BSPE.4</i>	<i>Senior Personal Banker</i>
<i>FINCNB.BD.BSPE.3</i>	<i>Personal Banker*</i>
	<b>Branch Customer Service - Multi-Focus</b>
<i>FINCNB.BD.CSMF.4</i>	<i>Team Leader - Retail Banking*</i>
<i>FINCNB.BD.CSMF.2</i>	<i>Senior Customer Service Consultant</i>
<i>FINCNB.BD.CSMF.1</i>	<i>Customer Service Consultant</i>

	<b>Combined</b>
<i>FINCNB.BD.BS00.5</i>	<i>Branch Sales - Combined - Level 5</i>
<i>FINCNB.BD.BS00.4</i>	<i>Branch Sales - Combined - Level 4</i>
<i>FINCNB.BD.BS00.3</i>	<i>Branch Sales - Combined - Level 3*</i>

**Job family: Consumer Banking - Sales**

	<b>Direct Sales - Consumer Lending</b>
<i>FINCNB.SA.DSCL.5</i>	<i>Manager Mobile Lending*</i>
<i>FINCNB.SA.DSCL.4</i>	<i>Senior Mobile Lender*</i>
<i>FINCNB.SA.DSCL.3</i>	<i>Mobile Lender*</i>
	<b>Direct Sales - Mortgage Banking</b>
<i>FINCNB.SA.DSMB.5</i>	<i>Manager Mortgage Broking*</i>
<i>FINCNB.SA.DSMB.4</i>	<i>Senior Mortgage Broker*</i>
<i>FINCNB.SA.DSMB.3</i>	<i>Mortgage Broker*</i>
	<b>Direct Sales - Premier Banking</b>
<i>FINCNB.SA.DSPB.5</i>	<i>Regional Manager Private Banking*</i>
<i>FINCNB.SA.DSPB.4</i>	<i>Senior Client Manager*</i>
<i>FINCNB.SA.DSPB.3</i>	<i>Client Manager*</i>

**Job family: Consumer Banking - Operations**

	<b>Loan Processing</b>
<i>FINCNB.CO.CBLP.5</i>	<i>Manager - Lending Operations</i>
<i>FINCNB.CO.CBLP.4</i>	<i>Team Leader - Lending Operations*</i>
<i>FINCNB.CO.CBLP.3</i>	<i>Senior Lending Officer - Lending Operations</i>
<i>FINCNB.CO.CBLP.2</i>	<i>Lending Officer</i>
	<b>Processing &amp; Transaction Support - Multi-Focus</b>
<i>FINCNB.CO.CBMF.5</i>	<i>Manager - Processing &amp; Transaction Support</i>
<i>FINCNB.CO.CBMF.4</i>	<i>Team Leader - Processing &amp; Transaction Support</i>
<i>FINCNB.CO.CBMF.3</i>	<i>Senior Processing &amp; Transaction Support Officer</i>
<i>FINCNB.CO.CBMF.2</i>	<i>Processing &amp; Transaction Support Officer</i>

	<b>Collections - Multi-focus</b>		<b>Provider Management - Accident &amp; Health</b>
FINCNB.CS.COMF.5	Manager - Loss Recovery Operations	FININS.PV.PVAH.6	Head of Provider Management*
FINCNB.CS.COMF.4	Team Leader - Loss Recovery Operations	FININS.PV.PVAH.5	Manager Provider Management*
FINCNB.CS.COMF.3	Senior Loss Recovery Officer	FININS.PV.PVAH.4	Provider Management Team Leader*
FINCNB.CS.COMF.2	Loss Recovery Officer	FININS.PV.PVAH.3	Provider Management Specialist*
	<b>Combined</b>	FININS.PV.PVAH.2	Provider Relations Coordinator*
FINCNB.CO.CB00.5	Consumer Banking Operations - Combined - Level 5	<hr/>	
FINCNB.CO.CB00.4	Consumer Banking Operations - Combined - Level 4	<b>Job family: Product Management / Development</b>	
FINCNB.CO.CB00.3	Consumer Banking Operations - Combined - Level 3		<b>Multi-Area - Commercial Lines</b>
FINCNB.CO.CB00.2	Consumer Banking Operations - Combined - Level 2	FININS.PR.MACL.6	Head of Product Commercial Lines*
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<b>Job family: Fund Administration</b>		FININS.PR.MACL.4	Product Manager Commercial Lines*
	<b>Retirement Plan Services Operations - Plan Administration</b>	FININS.PR.MACL.3	Associate Product Manager Commercial Lines*
FINASM.AO.RPPG.5	Scheme Administration Manager / Operations Manager*	FININS.PR.MAPL.6	<b>Multi-Area - Personal Lines</b>
FINASM.AO.RPPG.4	Scheme Administration Team Leader*	FININS.PR.MAPL.5	Head of Product Personal Lines*
FINASM.AO.RPPG.3	Senior Scheme Administrator*	FININS.PR.MAPL.4	Senior Product Manager Personal Lines*
FINASM.AO.RPPG.2	Scheme Administrator level 3*	FININS.PR.MAPL.3	Product Manager Personal Lines*
FINASM.AO.RPPG.1	Scheme Administrator level 1 - 2*	FININS.PR.MAMF.6	Associate Product Manager Personal Lines*
<hr/>			<b>Multi-Area - General Multi-Focus</b>
<b>Job family: Fund Administration - Unit Pricing</b>		FININS.PR.MAMF.5	Head of Product General Multi-Focus
	<b>Pension Fund Accounting - Multi-focus</b>	FININS.PR.MAMF.4	Senior Product Manager General Multi-Focus
FINASM.FU.PFMF.5	Manager - Unit Pricing*	FININS.PR.MAMF.3	Product Manager General Multi-Focus
FINASM.FU.PFMF.4	Senior Unit Pricing Analyst*	FININS.PR.MAGP.6	Associate Product Manager General Multi-Focus*
FINASM.FU.PFMF.3	Unit Pricing Analyst*		<b>Multi-Area - Group Life</b>
FINASM.FU.PFMF.2	Assistant Unit Pricing Analyst*		Head of Product Group Life*
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<b>Job family: Health Insurance - Provider Management</b>			

FININS.PR.MAGP.5	Senior Product Manager Group Life*	FININS.IU.UNGL.4	Senior Underwriter Commercial Liability
FININS.PR.MAGP.4	Product Manager Group Life*	FININS.IU.UNGL.3	Underwriter Commercial Liability
FININS.PR.MAGP.3	Associate Product Manager Group Life*		<b>Underwriting - Commercial Motor</b>
	<b>Multi-Area - Individual Life</b>	FININS.IU.UNMO.6	National Underwriting Manager Commercial Motor*
FININS.PR.MAIP.6	Head of Product Individual Life*		
FININS.PR.MAIP.5	Senior Product Manager Individual Life*	FININS.IU.UNMO.5	Underwriting Manager Commercial Motor
FININS.PR.MAIP.4	Product Manager Individual Life*	FININS.IU.UNMO.4	Senior Underwriter Commercial Motor
FININS.PR.MAIP.3	Associate Product Manager Individual Life*	FININS.IU.UNMO.3	Underwriter Commercial Motor*
	<b>Multi-Area - Life Multi-focus</b>		<b>Underwriting - Commercial Property</b>
FININS.PR.MALP.6	Head of Product General Multi-Focus*	FININS.IU.UNPR.6	National Underwriting Manager Commercial Property*
FININS.PR.MALP.5	Senior Product Manager General Multi-Focus*		
FININS.PR.MALP.4	Product Manager General Multi-Focus*	FININS.IU.UNPR.5	Underwriting Manager Commercial Property
FININS.PR.MALP.3	Associate Product Manager General Multi-Focus*	FININS.IU.UNPR.4	Senior Underwriter Commercial Property
	<b>Combined</b>	FININS.IU.UNPR.3	Underwriter Commercial Property
FININS.PR.MA00.6	Multi-Area - Combined - Level 6		<b>Underwriting - Specialties - Marine</b>
FININS.PR.MA00.5	Multi-Area - Combined - Level 5	FININS.IU.UNMA.6	National Underwriting Manager Specialties - Marine*
FININS.PR.MA00.4	Multi-Area - Combined - Level 4		
FININS.PR.MA00.3	Multi-Area - Combined - Level 3	FININS.IU.UNMA.5	Underwriting Manager Specialties - Marine
		FININS.IU.UNMA.4	Senior Underwriter Specialties - Marine*
		FININS.IU.UNMA.3	Underwriter Specialties - Marine
	<b>Chief Underwriting Officer - Multi-Focus</b>		<b>Underwriting - Specialties - Rural</b>
FININS.IU.CUMF.7	Chief Underwriter Multi-Focus	FININS.IU.UNCR.6	National Underwriting Manager Specialties - Rural*
	<b>Underwriting - Commercial Liability</b>	FININS.IU.UNCR.5	Underwriting Manager Specialties - Rural*
FININS.IU.UNGL.6	National Underwriting Manager Commercial Liability*	FININS.IU.UNCR.4	Senior Underwriter Specialties - Rural*
FININS.IU.UNGL.5	Underwriting Manager Commercial Liability		

**Job family: Insurance Underwriting**

FININS.IU.UNCR.3	Underwriter Specialties - Rural*	FININS.IU.UNMF.2	Assistant Underwriter Multi-Focus
	<b>Underwriting - Specialties - Other</b>		<b>Combined</b>
FININS.IU.UNSL.6	National Underwriting Manager Specialties - Other*	FININS.IU.UN00.6	Underwriting - Combined - Level 6
FININS.IU.UNSL.5	Underwriting Manager Specialties - Other*	FININS.IU.UN00.5	Underwriting - Combined - Level 5
FININS.IU.UNSL.4	Senior Underwriter Specialties - Other*	FININS.IU.UN00.4	Underwriting - Combined - Level 4
FININS.IU.UNSL.3	Underwriter Specialties - Other*	FININS.IU.UN00.3	Underwriting - Combined - Level 3
	<b>Underwriting - Personal Lines</b>	FININS.IU.UN00.2	Underwriting - Combined - Level 2
FININS.IU.UNPL.6	National Underwriting Manager Personal Lines*	FININS.IU.RK00.6	Risk Engineering - Combined - Level 6
FININS.IU.UNPL.5	Underwriting Manager Personal Lines	FININS.IU.RK00.5	Risk Engineering - Combined - Level 5
FININS.IU.UNPL.4	Senior Underwriter Personal Lines	FININS.IU.RK00.4	Risk Engineering - Combined - Level 4
FININS.IU.UNPL.3	Underwriter Personal Lines		<b>Reinsurance Facultative - Multi-Focus</b>
	<b>Underwriting - Group Life</b>	FININS.IU.FAMF.6	National Reinsurance Underwriting Manager - Facultative*
FININS.IU.UNGP.6	National Underwriting Manager Group Life*	FININS.IU.FAMF.5	Reinsurance Underwriting Manager - Facultative*
FININS.IU.UNGP.5	Underwriting Manager Group Life*	FININS.IU.FAMF.4	Reinsurance Underwriting Team Leader Multi-Focus*
FININS.IU.UNGP.4	Underwriting Team Leader Group Life*	FININS.IU.FAMF.3	Reinsurance Underwriter - Facultative*
FININS.IU.UNGP.3	Underwriter Group Life*		<b>Reinsurance Treaty - Multi-Focus</b>
	<b>Underwriting - Individual Life</b>	FININS.IU.TRMF.6	National Reinsurance Underwriting Manager - Treaty*
FININS.IU.UNIP.6	National Underwriting Manager Individual Life*	FININS.IU.TRMF.5	Reinsurance Underwriting Manager - Treaty*
FININS.IU.UNIP.5	Underwriting Manager Individual Life*	FININS.IU.TRMF.4	Reinsurance Underwriting Team Leader - Treaty*
FININS.IU.UNIP.4	Underwriting Team Leader Individual Life*	FININS.IU.TRMF.3	Reinsurance Underwriter - Treaty*
FININS.IU.UNIP.3	Underwriter Individual Life*		<b>Reinsurance Multi-Area - Multi-Focus</b>
	<b>Underwriting - Multi-Focus</b>	FININS.IU.MAMF.6	National Reinsurance Underwriting Manager - Multi-Area*
FININS.IU.UNMF.6	National Underwriting Manager Multi-Focus		
FININS.IU.UNMF.5	Underwriting Manager Multi-Focus		
FININS.IU.UNMF.4	Senior Underwriter Multi-Focus		
FININS.IU.UNMF.3	Underwriter Multi-Focus		



FININS.IU.MAMF.5	Reinsurance Underwriting Manager - Multi-Area*	FINASM.PM.REMF.2	Investment Support - Real Estate*
FININS.IU.MAMF.4	Reinsurance Underwriting Team Leader - Multi-Area*		<b>Equities - Multi-Focus</b>
FININS.IU.MAMF.3	Reinsurance Underwriter - Multi-Area*	FINASM.PM.EQMF.7	Head of Portfolio - Equities*
	<b>Risk Engineering - Commercial Lines</b>	FINASM.PM.EQMF.6	Senior Portfolio Manager - Equities*
FININS.IU.RKCL.6	National Loss Control/Risk Engineering Manager Commercial Lines*	FINASM.PM.EQMF.5	Portfolio Manager - Equities*
FININS.IU.RKCL.5	Loss Control/Risk Engineering Manager Commercial Lines*	FINASM.PM.EQMF.4	Senior Analyst - Equities*
FININS.IU.RKCL.4	Loss Control/Risk Engineer Commercial Lines*	FINASM.PM.EQMF.3	Analyst - Equities*
	<b>Risk Engineering - Personal Lines</b>	FINASM.PM.EQMF.2	Investment Support - Equities*
FININS.IU.RKPL.6	National Loss Control/Risk Engineering Manager Personal Lines*		<b>Fixed Income - Multi-Focus</b>
FININS.IU.RKPL.5	Loss Control/Risk Engineering Manager Personal Lines*	FINASM.PM.FIMF.7	Head of Portfolio - Fixed Income*
FININS.IU.RKPL.4	Loss Control/Risk Engineer Personal Lines*	FINASM.PM.FIMF.6	Senior Portfolio Manager - Fixed Income*
	<b>Risk Engineering - Multi-focus</b>	FINASM.PM.FIMF.5	Portfolio Manager - Fixed Income*
FININS.IU.RKMF.6	National Loss Control/Risk Engineering Manager Multi-focus	FINASM.PM.FIMF.4	Senior Analyst - Fixed Income*
FININS.IU.RKMF.5	Loss Control/Risk Engineering Manager Multi-focus	FINASM.PM.FIMF.3	Analyst - Fixed Income*
FININS.IU.RKMF.4	Loss Control/Risk Engineer Multi-focus	FINASM.PM.FIMF.2	Investment Support - Fixed Income*
		FINASM.PM.MUMF.7	<b>Multi-Asset - Multi-Focus</b>
		FINASM.PM.MUMF.6	Head of Portfolio - Multi-Asset
		FINASM.PM.MUMF.5	Senior Portfolio Manager - Multi-Asset
		FINASM.PM.MUMF.4	Portfolio Manager - Multi-Asset
		FINASM.PM.MUMF.3	Senior Analyst - Multi-Asset*
		FINASM.PM.MUMF.2	Analyst - Multi-Asset
			Investment Support - Multi-Asset

**Job family: Investments - Portfolio Management**

	<b>Real Estate - Multi-Focus</b>
FINASM.PM.REMF.7	Head of Portfolio - Real Estate*
FINASM.PM.REMF.6	Senior Portfolio Manager - Real Estate*
FINASM.PM.REMF.5	Portfolio Manager - Real Estate*
FINASM.PM.REMF.4	Senior Analyst - Real Estate*
FINASM.PM.REMF.3	Analyst - Real Estate*

**Job family: Investments - Research**

FINASM.RE.MAMF.7	Head of Research*
FINASM.RE.MAMF.6	Senior Research Manager*
FINASM.RE.MAMF.5	Research Manager*
FINASM.RE.MAMF.4	Senior Research Analyst*
FINASM.RE.MAMF.3	Research Analyst*

**Job family: Investments - Trading**

FINASM.TR.MAMF.7	Head of Trading - Multi-Asset*
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FINASM.TR.MAMF.6	Senior Manager Trading - Multi-Asset*
FINASM.TR.MAMF.5	Manager Trading - Multi-Asset*
FINASM.TR.MAMF.4	Senior Analyst Trading - Multi-Asset*
FINASM.TR.MAMF.3	Trading Analyst - Multi-Asset*

**Job family: Leadership**

	<b>Chief Executive Officer - Multi-focus</b>
FINFIN.LE.AIMF.8	Chief Executive Officer
	<b>Chief Executive Officer - Business Unit - Multi-focus</b>
FINFIN.LE.AJMF.7	GM Single Function
	<b>Chief Administration Officer - Business Unit - Multi-focus</b>
FINFIN.LE.AEMF.7	General Manager/Head of Operational or Support Function
	<b>Corporate Tax - Head of Corporate Tax</b>
FININF.FI.CTHC.7	General Manager/Head of Taxation
	<b>Chief Risk Officer - Multi-focus</b>
FINFIN.LE.RKCR.7	Chief Risk Officer

**Job family: Reinsurance - Ceded**

	<b>Multi-area - Multi-focus</b>
FININS.CX.MAMF.5	Reinsurance Manager*
FININS.CX.MAMF.3	Reinsurance Analyst*

**Job family: Reinsurance - Finance**

	<b>Reinsurance Accounting - Multi-Focus</b>
FININS.FI.RAMF.5	Reinsurance Accounting Manager Multi-Focus*
FININS.FI.RAMF.4	Senior Reinsurance/Technical Accountant Multi-Focus*
FININS.FI.RAMF.3	Reinsurance/Technical Accountant Multi-Focus*
FININS.FI.RAMF.2	Reinsurance Administrator Multi-Focus*

**Job family: Reinsurance - Retrocession**

	<b>Multi-area - Multi-focus</b>
FININS.RI.MAMF.5	Retrocession Manager*
FININS.RI.MAMF.3	Retrocession Analyst*

**Job family: Relationship Management**

	<b>Group Sponsor Relationship Management - Multi-focus</b>
FINFIN.RM.GSMF.7	Head of Group Sponsor Relationship Management*
FINFIN.RM.GSMF.6	National Account Manager - Group Sponsor Relationship Management*
FINFIN.RM.GSMF.5	Account Manager - Group Sponsor Relationship Management*
FINFIN.RM.GSMF.4	Senior Account Executive - Group Sponsor Relationship Management*
FINFIN.RM.GSMF.3	Account Executive - Group Sponsor Relationship Management*
FINFIN.RM.GSMF.2	Assistant Account Executive - Group Sponsor Relationship Management*
	<b>Intermediary Account Management - Multi-focus</b>
FINFIN.RM.IKMF.7	Head of Intermediary Account Management*
FINFIN.RM.IKMF.6	National Account Manager - Intermediaries*
FINFIN.RM.IKMF.5	Account Manager - Intermediaries
FINFIN.RM.IKMF.4	Senior Account Executive - Intermediaries
FINFIN.RM.IKMF.3	Account Executive - Intermediaries
FINFIN.RM.IKMF.2	Assistant Account Executive - Intermediaries*
	<b>Account Management - Multi-Area</b>
FINFIN.RM.RMMF.7	Head of Account Management - Multi-Area*
FINFIN.RM.RMMF.6	National Account Manager - Multi-Area
FINFIN.RM.RMMF.5	Account Manager - Multi-Area*

FINFIN.RM.RMMF.4	Senior Account Executive - Multi-Area	FININF.RK.ORMF.4	Senior Risk Analyst - Operational Risk
FINFIN.RM.RMMF.3	Account Executive - Multi-Area	FININF.RK.ORMF.3	Risk Analyst - Operational Risk
<i>FINFIN.RM.RMMF.2</i>	<i>Assistant Account Executive - Multi-Area*</i>		
<b>Job family: Risk Management</b>		<b>Job family: Sales</b>	
	<b>Credit Risk Management - Head of Credit Risk Management</b>		<b>Multi-area - Multi-focus</b>
FININF.RK.CKHC.6	Head of Credit Risk	FINFIN.SA.MAMF.7	Head of Sales
	<b>Credit Risk Management - Multi-focus</b>	FINFIN.SA.MAMF.6	Senior Sales/Business Development Manager
FININF.RK.CKMF.5	Credit Risk Manager	FINFIN.SA.MAMF.5	Sales/Business Development Manager
FININF.RK.CKMF.4	Senior Risk Analyst - Lending & Credit Risk	FINFIN.SA.MAMF.4	Senior Sales Representative/Business Development Specialist
FININF.RK.CKMF.3	Risk Analyst - Lending & Credit Risk	FINFIN.SA.MAMF.3	Sales Representative/Business Development Associate
	<b>Enterprise Risk Management - Head of Enterprise Risk Management</b>		<b>Direct Professional Sales - Multi-Focus</b>
<i>FININF.RK.ERHE.6</i>	<i>Head of Enterprise Risk*</i>	<i>FINFIN.SA.DPMF.6</i>	<i>Senior Sales Manager - Direct*</i>
	<b>Enterprise Risk Management - Multi-focus</b>	<i>FINFIN.SA.DPMF.5</i>	<i>Sales Manager - Direct*</i>
<i>FININF.RK.ERMF.5</i>	<i>Enterprise Risk Manager*</i>	<i>FINFIN.SA.DPMF.4</i>	<i>Senior Sales Representative - Direct*</i>
<i>FININF.RK.ERMF.4</i>	<i>Senior Risk Analyst - Enterprise Risk*</i>	<i>FINFIN.SA.DPMF.3</i>	<i>Sales Representative - Direct*</i>
FININF.RK.ERMF.3	Risk Analyst - Enterprise Risk		<b>Direct Response Sales - Multi-focus</b>
	<b>Market Risk Management - Head of Market Risk Management</b>	<i>FINFIN.SA.DRMF.2</i>	<i>Telesales Representative*</i>
<i>FININF.RK.MFHM.6</i>	<i>Head of Market Risk*</i>	<i>FINFIN.SA.GSMF.6</i>	<b>Group Sales - Multi-focus</b> <i>Senior Sales Manager - Group Sales*</i>
	<b>Market Risk Management - Multi-focus</b>	<i>FINFIN.SA.GSMF.5</i>	<i>Sales Manager - Group Sales*</i>
<i>FININF.RK.MFMF.5</i>	<i>Market Risk Manager*</i>	<i>FINFIN.SA.GSMF.4</i>	<i>Senior Sales Representative - Group Sales*</i>
<i>FININF.RK.MFMF.4</i>	<i>Senior Risk Analyst - Market Risk*</i>	<i>FINFIN.SA.GSMF.3</i>	<i>Sales Representative - Group Sales*</i>
FININF.RK.MFMF.3	Risk Analyst - Market Risk		<b>Bancassurance - Multi-focus</b>
	<b>Operational Risk Management - Head of Operational Risk Management</b>	<i>FINFIN.SA.BAMF.6</i>	<i>Senior Sales Manager - Bancassurance*</i>
FININF.RK.ORHO.6	Head of Operational Risk	<i>FINFIN.SA.BAMF.5</i>	<i>Sales Manager - Bancassurance*</i>
	<b>Operational Risk Management - Multi-focus</b>	<i>FINFIN.SA.BAMF.4</i>	<i>Senior Sales Representative - Bancassurance*</i>
FININF.RK.ORMF.5	Operational Risk Manager	<i>FINFIN.SA.BAMF.3</i>	<i>Sales Representative - Bancassurance*</i>

FINFIN.SA.SSMF.5	<b>Sales Support - Multi-Focus</b> Manager - Sales Support Operations	FINWMT.PS.FPCF.6	Head of Financial Advice - Multi-focus*
FINFIN.SA.SSMF.4	Team Leader - Sales Support	FINWMT.PS.FPCF.5	Practice Manager - Financial Advice - Multi-focus
FINFIN.SA.SSMF.3	Senior Sales Administrator/Internal Sales Representative	FINWMT.PS.FPCF.4	Senior Financial Advisor - Multi-focus*
FINFIN.SA.SSMF.2	Sales Administrator/Internal Sales Representative	FINWMT.PS.FPCF.3	Financial Advisor - Multi-Focus*
<b>Job family: Wealth Management Retail Brokerage - Product Specialist</b>			<b>Financial Planning - Paraplanning</b>
	<b>Financial Planning - Certified Financial Planner</b>	FINWMT.PS.FPPP.2	Para Planner - Financial Advice - Multi-focus

**Please note:** \*these positions are available to be surveyed but did not print within this survey cycle. Please provide data where possible for these positions next cycle. For a softcopy version of all positions surveyed please refer to Aon's website: [aondatacentre.com.au](http://aondatacentre.com.au). If you require assistance with locating the Position Descriptions please contact **Ryan Zhang** on +61 2 9253 7921 or [ryan.zhang@aon.com](mailto:ryan.zhang@aon.com).