

A Technology Career with Hymans Robertson

Established in 1921, Hymans Robertson (www.hymans.co.uk) is one of the UK's leading pensions, benefits and risk consultancies. We have offices in London, Birmingham, Glasgow and Edinburgh and work with a wide range of corporate clients, trustees and public sector organisations.

We operate as an independent partnership, an important distinction in a market where many of our competitors have been merging or are part of larger organisations. We pride ourselves on the quality and impartiality of the advice we give to our clients, while our ownership structure and lack of shareholders ensures that there is no compulsion to put profit ahead of integrity.

Our consultants are free to voice their opinions, frankly, honestly and without restriction.

It's clearly a successful formula as our clients tend to stay with us for much longer than the industry average.

We provide all the services you'd expect, plus a few more beside:

- ◆ Actuarial and defined benefit consulting
- ◆ Benefits and reward consulting
- ◆ Defined contribution consulting
- ◆ Enterprise risk management
- ◆ Investment consulting
- ◆ Pensions administration
- ◆ Pension risk management
- ◆ Specialist services (including communications and project management)
- ◆ Workplace savings solutions (including auto-enrolment and flexible benefit solutions)

We are growing fast and actively looking to strengthen our IT team.

Take a look overleaf to learn more about the importance we attach to technology, what our people think about us and to find 10 great reasons why an IT career with us might just be the ideal career move to maximise your true potential:





10 great reasons to join us in 2014

1

Right Place, Right Time, Right Industry

Working in pensions has never been so interesting!

The pension and benefits landscape is undergoing huge change which will affect every working person. Hymans Robertson is well positioned to influence this change positively and proactively, providing acutely needed commercial solutions which will make a genuine impact on peoples' lives, well-being and financial security for the longer term.

A prime example of our innovative and market-leading approach is our Guided Outcomes™ ('GO') initiative.

'GO' is a pioneering and unique product, a green-field development which harnesses our intellectual capability to deliver ground breaking defined contribution pensions and benefits guidance to employers and employees through online and offline media.

'GO' aims to demystify the pensions challenges facing employees, by focusing on retirement outcomes, and with the help of advanced analytics behind the scenes, will provide clear, simple and understandable guidance and retirement solutions.

Initial market reaction has been hugely positive and development of the technology that will power 'GO' is well underway. We are as excited about its potential as our clients.

In addition to our 'GO' initiative we have many other strategic, client-facing eBusiness products under development, as well as numerous internal facing software application programmes. It all adds up to an environment which will stretch and challenge the most passionate technology professional!

2

Shared Values

We have a clear set of business values that underpin everything we do:

- ◆ **Friendly:** We build open and meaningful relationships with our clients, delivering excellent solutions with a personal service.
- ◆ **Partnering:** We work alongside our clients to help them achieve their aims and personally commit to their long-term success and wellbeing.
- ◆ **Straightforward:** We aim to be clear, direct, easy to understand, and attentive and respectful to clients and colleagues.
- ◆ **Confident:** We are confident in our abilities and ambitious for our clients. We aim to provide innovation and real value in our solutions.

These values underpin everything that we do as a firm and are complemented by a genuine sense of social responsibility that lies at the core of our business philosophy.

3

We Manage Our Own Destiny

We offer the very best professional advice, without bias and with an open and clear agenda aimed to add real value. We put clients at the heart of the business and provide them with the advice and solutions that truly meet their needs.

Clients seem to appreciate this by staying with us for the long term; enjoying the benefits we bring through guiding them safely through well considered risks and options. We pride ourselves on finding the solution and making firm recommendations (not just outlining the options) that deliver the right outcomes. It's about putting forward fresh ideas, revealing the bigger picture and using our expertise to ensure that our clients can feel confident in their decisions.

4

The Way We Work

We want everyone in the firm to thrive, from the very first day they walk through the doors.

We want people to seize the initiative, be creative, push forward and grow with us. Our vision for our employees is simple, to make their job at Hymans Robertson the best that they have ever had.

We'll encourage you every step of the way. You'll be working on behalf of an impressive range of clients across countless different industries, influencing their businesses decisions and making a real impact on their success.

We offer both trustee and corporate consultancy services, and we're also the UK's leading public sector benefits consultancy.

With such a huge variety of areas to work in, you'll have the space to grow your career the way you want to.

5

Intellectual Challenge

We offer an environment rich in challenge and opportunity. We are constantly pushing the barriers and developing new client solutions that offer exciting opportunities for personal learning and team based solution driven activity.

Ours is an environment where you will not be pigeon holed into filling a narrow and repetitively driven role.

We encourage people to challenge constructively and think expansively. By capitalising upon our peoples' passion for their individual disciplines and desire to break through existing boundaries, we can enhance our capacity to excel and deliver outstanding value and service to our clients.

6

Latest Technology, Processes and Methodologies

We invest in the very latest technologies and processes to facilitate the delivery of our ground-breaking business solutions.

We employ the most up to date range of Microsoft product technology solutions and employ Agile / Scrum methodologies adopting a Behavioural Driven Development approach to software design and implementation.

7

Our Awards

We were thrilled to win a raft of awards during 2013 including a hat-trick at the UK Pensions Awards, scooping Actuarial Consultancy of the Year, Investment Consultancy of the Year and Auto-enrolment Adviser of the year - for the second year running.

These were followed by two wins at the 2013 Employee Benefits Awards for Best Flexible Benefits Plan and Best Workplace Savings Strategy within our own internal employee benefits offerings.

We are also particularly proud of our 2 star rating from Best Companies which is based on feedback from our own people.

The start of 2014 has seen further success as we retained our 2 Star Best Companies award with an even higher employee engagement score, while we at the end of February we were delighted to learn that we have debuted at Number 42 in the 2014 Sunday Times 'Best Companies to work for list'.





8

Constant Learning

Ours is a culture rich in constant learning. Whether it is professional qualifications, new legislation, new software, new client accounts or a new job role, all of these changes will require us to develop different skills and acquire new knowledge.

We invest heavily in a wide range of learning and professional development programmes to help ensure that our people fulfil their true potential. Our programmes vary enormously, some are developed for specific practices, others for particular people and are all planned to enhance personal fulfilment and collective contribution.

In addition, you will benefit from our highly collaborative working environment, which offers opportunities to learn from people at every level of the business.

9

Growing Client Base

We have an ever expanding client base that spans a truly broad commercial spectrum; just take a look at what our clients say about us:

“

We switched to Hymans Robertson in 2002; our main reason for selecting them was their partnering approach. We have retained the same excellent client team for many years, and their in-depth knowledge of the way we work is valuable to us.

Adrian Devlin, Trustee and Company Secretary, Bacardi-Martin UK

Hymans Robertson have been our advisers for 12 years. During this time the firm has grown considerably, yet I am pleased to say that we have always received consistently high quality advice delivered by the same first class team of people.

Barry Shannon, Chairman of Trustees of the CMP Batteries Scheme. ”

“

We enjoy working with Hymans Robertson – the team is a great blend of people who are experts in their fields, they provoke our thinking and are excellent at execution. The relationship is strong – because the people are bright and interesting.

Charles Coase, Trustee Director and Chairman of the Investment Committee, Diageo plc. ”

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Excellent Reward and Unlimited Potential

Our work has a huge impact on peoples' lives and we offer career opportunities which will excite and stretch you more than you ever imagined.

You can expect to benefit from a highly competitive basic salary, profit-share bonus scheme and an award winning benefits package that includes extensive flexible benefit options.

Sound interesting? If you have a true passion for technology and think you could benefit from our challenging and collegiate working environment, designed to allow you to maximise your potential - then we would love to hear from you.

Learn more at www.hymans.co.uk and www.hymanscareers.co.uk

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