



# Recruitment Specialists

## Solvency II

Cornwallis Elt has developed an exceptional practice servicing the Business Change, Technology and Risk Change recruitment needs of the Insurance and Life & Pensions communities. We have an outstanding track record of delivery driven by a broad candidate network and detailed database in this sector, coupled with an in-depth understanding of our clients' businesses, their processes and the challenges they face.

Our primary focus is on recruiting professionals with a deep understanding of Life / Insurance business products and processes as well as the specific applications and technologies within this area. We recruit on a contract, permanent and retained search basis.

Our clients include some of the most successful and pre-eminent firms within Life & Pensions, the Lloyd's and London Market, leading Insurance Brokers and Global Insurance and Risk Services companies.

Many organisations within these markets are looking to ramp up their delivery capability around Solvency II in the first half of 2010. In a short space of time it is likely that competition for talented, experienced resource will become fierce and the pool of relevant candidates limited, especially at a time when Risk and Change professionals will be high on the wish-lists of the banking community. We believe that a partnership approach with specialist recruiters, as opposed to generalist suppliers, will allow firms access to a wider network as well as a more focused pool of relevant, experienced professionals through to 2012 and beyond.

2 Finch Lane  
London  
EC3V 3NA

Telephone +44 (0)20 7763 7070  
Fax +44 (0)20 7929 1282  
E-mail [enquiries@cornwalliselt.com](mailto:enquiries@cornwalliselt.com)

[www.cornwalliselt.com](http://www.cornwalliselt.com)



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We also recognise that different organisations currently have a range of varying ideas as to the backgrounds of candidates they expect to be relevant to their Solvency II Programmes. As such, we have built a candidate pool of Risk and Change specialists with experience in either Basel II, previous Insurance-related regulatory initiatives (A-Day etc) or actuarial process change, all of which will be relevant to the Solvency II framework and which we believe will cover all contingencies. Our candidate “silos” are concentrated on the following skill sets:

- Programme / Project Managers (Risk, Change, Actuarial Process)
- Business Analysts
- Documentation Specialists
- Business Architects / Business Process Analysts
- Qualified Actuaries
- Actuarial Students (part-qualified) / Actuarial Analysts
- Subject Matter Experts / Regulatory Liaison
- Data / Management Information Specialists

We are confident in our ability to quickly deliver the best talent in the market to any Solvency II initiative. If you are interested in discussing our services further, please do not hesitate to contact **Matt Pizzey**, Solvency II Consultant, on **0207 763 7077** or at **[matt.pizzey@cornwalliselt.com](mailto:matt.pizzey@cornwalliselt.com)**.

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