

**Information
for candidates**

Hello!



Get to know us better

A word from our CEO

Hello,

Thank you for your interest in furthering your career at QBE. I appreciate that there are many career opportunities out there, so we are delighted you have chosen to explore a career with us.

At QBE, we don't just provide business insurance. We make a positive difference in people's lives - committing to help people and businesses protect themselves from risk and build resiliency by being the most consistent and innovative risk partner for our customers and the communities where we operate.

How do we do this? By placing our customers at the heart of our approach, thinking about the challenges they face from their position and working collaboratively to solve their problems. We have a truly international reach, insuring and reinsuring from multiple locations around the world, while having the skills and local knowledge to operate at a local level.

This is possible thanks to the values that our people hold, how they work, and how they live the 'QBE DNA'. Everything we do is underpinned by it - because it's not just what we do that matters, it's how we do it that makes the difference, so we can be resilient in the face of challenges and reach our full potential.

Supporting you to grow and shape your career at QBE is incredibly important if we're to be successful. Careers are no longer as linear as they used to be, we learn different skills for jobs that may not have existed a few years ago, and by developing different skills they allow us to explore and experiment with different career directions that are as individual as our people. So, it's critical that we give you the opportunity to build your breadth of skills and provide you with a range of experiences to meet the demands we face at work today, and in the years ahead.

We want to create a workplace culture where all our people, and all the ways that we are different, feel included. We know this will in turn spark creativity, drive innovation, help us attract and hold onto great people and deliver the best outcomes for our customers.

I believe this is a special place to work, and hope you enjoy exploring and developing your career with us.

Best wishes,

Jason Harris
CEO, QBE International



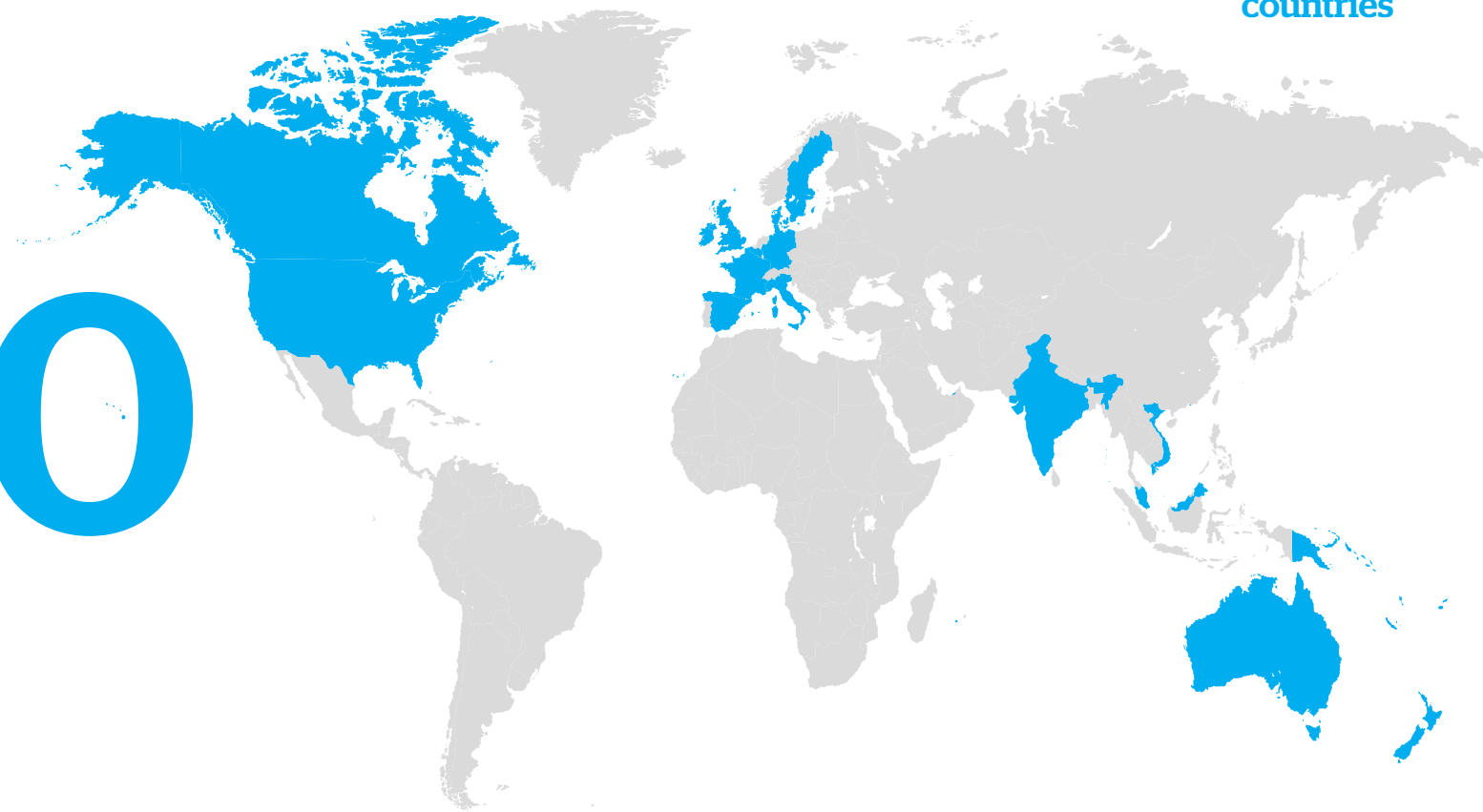
Explore


About QBE


QBE is one of the world's top insurers and reinsurers. We're big enough to make a difference, small enough to be fleet of foot, and a large part of the modern world depends on our cover. We have customers as varied as bus and coach fleet operators and major international infrastructure consortiums. We're proud to be the buffer between the best-laid plans and uncertain reality.

27
countries

14,000
employees





Our purpose is
enabling a more
resilient  future.

Live well

Life at QBE

We want you
to feel *rewarded*
and inspired to
perform at your
best and reach
your potential.



Our culture

Everything we do is underpinned by our QBE DNA. We know it's not just what we do that matters, but **how we do it** [↗](#) that makes the difference. No individual person is the custodian of our culture – every one of us contributes to shaping our culture, through our actions large and small.

We are **customer-focused**
#OutsideIn

We are **technical experts**
#KnowYourStuff

We are **fast-paced**
#RampItUp

We are **accountable**
#OwnItNow

We are **inclusive**
#ValueAllViews

We are **courageous**
#DoTheRightThing



QBE DNA

We are **a team**
#Together

Life at QBE



I was brought up to be curious and never accept the status quo, which has served me well during my career. I think my colleagues would say I have a curious mind, which has led me to widening my skill set and working out how it all connects together. There's always training at QBE and we're all supported to seek out development opportunities and spend some time on another team to broaden our horizons."

Product Development Manager, E-trade

At My Best

Our blend of wellbeing initiatives and benefits [offer flexibility](#) to suit what matters most to you. At My Best is our way of showing you that we have your back. We understand that one size doesn't fit all and that priorities can change depending on your life stage.



Work life blend

A variety of ways to help support you in achieving a blend of work and home life. Life outside QBE matters to you, so it matters to us.



Finance

We provide you with a range of support so you can manage your finances effectively and become more financially aware.



Health

Wellbeing is a focus for us at QBE. We encourage our people to look after themselves and to have a healthy mind and body.



Community

Connecting people and communities to make a real difference. We want you to feel a sense of purpose and be empowered to bring your whole self to work.



Career

We are here to give you the confidence to achieve your ambitions. We aim to provide an experience that is both fulfilling and meaningful. Your contribution matters.

Life at QBE



QBE is a supportive environment where you're able to be yourself and I've realised I'm autistic whilst working here. Accepting the diagnosis was difficult at first but I now feel comfortable telling my colleagues about it and they're very understanding.

While that's been a personal challenge, working through it has been important to my career, as now I understand and can explain myself a lot better.”

Principal Technologist

Flex@QBE

At QBE, our people are our most precious asset. We commit to being an inclusive, fair and supportive employer, and our [flexible working](#) opportunities are open to all. We recognise your ambitions and commitments outside of work and will support you to make it work whilst ensuring the job gets done and our customers receive a seamless experience.



Life at QBE



Returning to work after a six-year career break to care for my young family was certainly daunting but being open about the need for flexibility led to arrangements that worked for me and the company. I've taken an unconventional route from a degree in archaeology (no jokes about ancient IT systems necessary!) to leading an IT function, so I'm hoping I'm proof that you can carve out your own career path to be successful and balanced with your home life."

Regional Chief Information Officer, European Operations

Bring your whole self

We are focused on creating a [diverse and inclusive](#) workplace that respects all employees, irrespective of their differences. That's because it's the right thing to do – but also because it's good for business. Having a sustained commitment to diversity is essential for attracting people with varied backgrounds and experiences, who bring with them fresh ideas that can help us grow in new and innovative ways.

Employee network groups

Our vision is to empower our people to be their best by creating an environment where everyone's contribution and voice is valued, where we have a collective sense of purpose and a community of empowered individuals working collaboratively.



Working for a better world

We believe in sustainable partnerships. And our approach is not limited to commercial concerns. It's reflected in how we invest our premiums and support our communities. We have a responsibility to help build a more resilient future for everyone.

Premiums4Good

We invest our customers' premiums in social impact and green bonds, supporting a wide range of projects around the world.

We call this initiative Premiums4Good and we are well on our way to achieving our ambition of US\$2 billion impact investments by 2025.

Learn more about our commitment to sustainability and download our 2021 Sustainability Report [here](#).

QBE Foundation

We want to help find solutions to the problems of tomorrow, but we also want to tackle those the world is facing today. That's why we set up the [QBE Foundation](#), directing our charitable efforts to the most pressing issues. In the last 10 years we have supported charities around the world and donated more than £10 million to good causes.

While we are international in our outlook, we are local in our operations. Our people are part of their communities and we are proud to support their charitable efforts.

Prepare



**Prepare
to shine**

We're looking forward to our follow-up meeting with you. Here are some useful [hints and tips](#) to set you up for success during your interview. You can also reach out to your recruiter who will provide you with guidance and support.

Prepare to shine



What I'd say to anyone looking to take the next step with their development is be courageous, and don't be afraid to make mistakes. One thing I've learned in my own career is that not every step works out - but that's OK. As a business we are about taking risk."

Global Head of Underwriting, Credit & Surety

Good luck!