

# Working from home: insights from Actuarial professionals

The debate around working from home continues to shape the recruitment landscape, and actuarial professionals are no exception. As organisations navigate the balance between office-based and remote working, understanding what candidates truly value has never been more important.

To gain deeper insights into these preferences, we surveyed **700 actuarial professionals** to explore their attitudes toward hybrid and remote working. This report delves into what actuarial professionals are seeking in a new role and provides a breakdown of preferences within the general insurance and life insurance sectors, comparing current working patterns to those of their ideal scenarios. For employers, it offers actionable insights into how to align workplace strategies with the needs of today's talent market.

## What are candidates looking for in a new role?

When speaking with actuarial professionals, one of the most common themes is the desire for greater flexibility in working arrangements. While some still prefer the routine and structure of being in the office five days a week, the majority are seeking a more hybrid or fully remote setup. The key factors influencing candidate preferences include:



These preferences are shaping the expectations of actuarial candidates as they explore new opportunities. Striking the right balance between office and home working will be critical for employers aiming to attract and retain top talent.

## Overall findings from our market research

We recently conducted a survey as part of our market research to understand what candidates prioritise when it comes to remote work and achieving a healthy work-life balance. This survey was launched at the IFoA GIRO and Life Conferences, and we also expanded its reach by sharing LinkedIn polls from our experienced actuarial recruiters.

Number of days in the office	Current average number of days employees are in office from survey findings	Preferred average number of days employees want to spend in the office
0 days	21%	20%
1 day	12%	26%
2 days	37%	28%
3 days	20%	15%
4 days	1%	6%
5 days	9%	5%

# Key findings from IFoA GIRO and Life conferences

IFoA GIRO Conference - key findings		
WFH days	Current	Preferred
0 days	10%	8%
1 day	10%	34%
2 days	38%	26%
3 days	32%	24%
4 days	4%	6%
5 days	6%	2%

IFoA Life Conference - key findings		
WFH days	Current	Preferred
0 days	27%	7%
1 day	12%	21%
2 days	36%	44%
3 days	13%	16%
4 days	1%	2%
5 days	11%	10%

## Key takeaways for employers

The findings of our survey highlight the importance of flexibility when it comes to attracting and retaining top actuarial talent. Employers who adopt a more candidate-centric approach to working arrangements are likely to gain a competitive edge in the current market. Actuarial professionals are expressing a clear preference for hybrid or remote roles, emphasising the value they place on work-life balance, reduced commuting times, and the ability to tailor their work environments to their needs.



However, it's equally important to recognise that preferences are not universal. While many candidates favour reduced office attendance, some still appreciate the structure and collaboration opportunities provided by being in the workplace more regularly. This diversity underscores the need for adaptable policies and a balanced approach, that accommodates a range of individual circumstances.



By listening to candidate feedback, emphasising the productivity benefits of flexible working, and demonstrating a willingness to adapt to varying preferences, employers can position themselves as forward-thinking organisations. This approach will not only attract fantastic candidates but also foster greater employee satisfaction and long-term loyalty.



## Contact us

If you're currently looking at your recruitment strategy and want to better understand what candidates value in today's workplace, our actuarial team has extensive experience in helping employers navigate these trends and develop tailored strategies to meet candidate expectations.

To discuss how we can support your hiring needs, get in touch with our team today.

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