

A world of opportunities

Global Associate Program 2007



“The success of our business is built on the contributions of our highly talented people around the world – people who work every day to position us at the forefront of the insurance industry.

We are continually looking for people who share our desire to be the best at what we do, and who can help us to provide competitive service and value propositions to our customers.

Through the Global Associate Program we are offering outstanding career opportunities to people who strive to be leaders in their field. This is your opportunity to join us and develop your skills alongside some of the strongest talent in the marketplace.”

Peter Goerke
Group Head of Human Resources



About Zurich

Zurich Financial Services is an insurance-based financial services provider with a global network that focuses its activities in its key chosen markets.

Founded in 1872, Zurich is headquartered in Zurich, Switzerland. Zurich has offices in more than 120 countries and employs about 55,000 people.

The Global Associate Program

The Global Associate Program is for those with the drive to become senior technical experts and leaders within the insurance industry. If you want to work for a top global company, if you are keen to experience working in different countries and are determined to succeed then this could be the perfect opportunity for you.

Training that leads you around the world

As a Global Associate you'll undergo an intensive program which includes classroom learning and personal mentoring, and experience of a rotational assignment at both a domestic and international level.

To support this, you will have the opportunity to network with your international colleagues throughout the year.

To a role in your chosen business segment

You will graduate the program fully prepared to play a key role in your chosen business segment, and will be able to take advantage of working for a leading Zurich company anywhere in the world.

Right from the start, you'll play an important role in a segment chosen from a variety of business disciplines which currently could include:

Claims

- You'll learn how to interpret policy language, gather information to determine damage and liability and be able to negotiate a settlement to satisfy our customer needs.

Finance

- You'll learn financial methods, tools and parameters to use in financial practices, and be taught how to control and manage numerical material.

Information Technology

- We'll give you responsibility upfront to use your know-how and creativity in our trend-setting global organization to influence and make your contribution to our information technology environment. You'll learn from business leaders and experts from around the world how we use some of the latest technology to deliver innovative business solutions.

Life

- You'll learn to understand the target markets, the products, the distribution channels and the internal processes of the Life business. You'll be taught how the Life business is evaluated and how the value drivers are managed. You'll learn about Global Life's Strategy and "The Zurich Way" which is the way how we do business.

Risk Engineering

- You'll learn how to complete a risk assessment, develop risk control plans, and deliver risk engineering consulting services.

Underwriting

- You'll learn to be results focused, customer centric and have the ability to trade and negotiate within a fast moving, constantly changing marketplace. You'll have an enquiring mind, an ability to probe, analyze and provide a sound rationale for actions taken.

For an updated list of participating business disciplines please visit www.zurich.com/careers/GAP

What does the program involve?

If you're accepted into the Global Associate Program you can look forward to extensive technical and specialist training from the most experienced people in our business. We will help you to develop your talents and apply them to the challenging and exciting business of insurance. This is a superb opportunity to begin to drive your career forward and enjoy the rewards of becoming a highly experienced specialist in your chosen field as you move towards future leadership opportunities.

Key stages of the Program

Induction

You'll take part in a global induction where you'll learn about our business and your role as a Global Associate.

Home country assignment (primary discipline)

You'll receive expert, in-depth training while working in your chosen area of our business.

Home country assignment (secondary discipline)

You'll receive expert, in-depth training in a secondary discipline to give you greater understanding of the breadth of our business.

Strategic training

You will have expert tutorials from our global senior management teams on the long-term strategy, vision and mission for the Zurich business.

International assignment (primary discipline)

You'll work in a Zurich business outside your home country to gain further valuable experience and expertise in your chosen specialist area.

Graduation

After successfully completing the program you'll graduate and take up your new role in a specific business segment.



An outstanding opportunity for the talented few

If you think you have what it takes, are a top performer in your graduating class and have English as a fluent language with a level of competence in a second language, we'd like to hear from you.

You'll need to be prepared to take on the challenge of excelling in a global company and you must be willing to take on assignments outside your home country during and at the end of the program to maximize your career opportunities. Associates are required to be internationally mobile for a minimum of 24 months within the Global Associate Program.

To find out more about this world of opportunities, our selection processes and how to apply in your chosen country, please visit us at:

www.zurich.com/careers/GAP

Zurich Global Associate Program locations in 2007 include:

Australia	Ireland	Sweden
Canada	Italy	Switzerland
China	Japan	Taiwan
Finland	Latin America	United Kingdom
France	Portugal	United States
Germany	South Africa	
Hong Kong	Spain	

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