

BMS Early Careers Programme – Data Stream

This is a fantastic opportunity to join our Early Careers programme, working closely with a variety of experienced Data and Analytics professionals, with exposure across other areas of the group. This position will provide an opportunity to join a growing and busy business, learning ‘on-the-job’ in a dynamic and collaborative environment whilst studying for an industry recognised qualification.

This role will be based in our London office, with the opportunity to work from home in a hybrid fashion. Find out what it’s like to work at BMS [here](#).

About BMS

BMS is a dynamic, independent global broker established in 1980, delivering specialist insurance, reinsurance, and capital markets advisory services. Our purpose is to help people, businesses and communities flourish and prosper in a world of risk.

We are a global brand with offices located across the US, Canada, Latin America, Australia, Europe and Asia with both a strong local focus and understanding of market needs. Being independent gives our brokers the freedom to deliver the best solutions and combined with our collaborative team approach, single platform worldwide and renowned personal service, we are the independent broker of choice.

About the department

We believe that we have an amazing opportunity to thrive in an industry that is ready for change and where being a data and insight driven business can be transformative. We have grown significantly in the last few years and our ambition is to continue to grow in the future, and as a member of the Data and Analytics Team, you will be a key part of our journey towards building a human led, data driven, and technology enabled business.

Throughout this apprenticeship programme, you will have the opportunity to support the team with varied duties, including:

- Collecting and compiling data from different sources.
- Performing database queries, both routine and ad-hoc, extracting data for analysis

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- Assisting with the production of a range of ad-hoc and standard data analysis reports.
- Assisting in the production of performance dashboards and reports.
- Assisting with data quality checking and cleansing.
- Extracting and manipulating data from multiple existing data sources (including unfamiliar sources) to enable complex new analysis and help others do so.
- Gathering new data or combining existing data sources.
- Exploring and sharing innovative data visualisation and presentation techniques to communicate data findings to users. Helping others understand the advantages and disadvantages of different ways of presenting data.

We believe in creating a team culture that enables you to do your best work and provide the best service; that nurtures you to grow and develop a mastery of skills; that sees collaboration as key to success; that recognises and rewards your contribution; that ensures you feel included, seen, and really listened to; that provides a clear sense of purpose for the role.

What we're looking for – skills and capabilities

Entry Requirements

- At least five GCSEs with grades 9-4/A*-C, including English and Maths
- Level 3 qualifications such as A Levels, NVQ or BTEC

Competencies Required

We are looking for driven individuals, with curiosity, creativity, the ability to think critically. These supplement the five core BMS values:

- Accountable
- Entrepreneurial
- Collaborative
- Empowering
- Disciplined

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What's in it for me?

This role offers a competitive salary and bonus, 27 days holiday, plus access to our personalised benefits platform, Your Rewards, including:

- comprehensive private medical cover for you and your dependents
- complimentary annual health checks
- access to a virtual 24hr GP
- critical illness cover
- gym subsidy & dedicated wellbeing support
- retail discounts
- opportunity to purchase equity
- defined contribution pension with at least 7.5% from BMS

In addition, apprentices will also receive:

- £200 clothing allowance upon joining
- £50 per month BMS contribution into a workplace ISA for the duration of the apprenticeship scheme
- Membership to the Chartered Institute of Insurance
- £400 qualification award upon completion professional qualification
- Full study support including revision aids, exams and study days
- Student discounts

Through our Diversity, Equity and Inclusion (DEI) vision, we are committed to 'building a culture of belonging for all, valuing diverse perspectives and embracing authenticity.' As such, we have created our 'BMS Together' programme, with dedicated training, collaborative committees and intentional partnerships. In support of our ESG vision, we offer two additional paid days each year to take part in charitable work.

BMS offers flexible and hybrid working policies and we're happy to discuss options with you upon application. Please let our team know if you require any adjustments to support you through the application process.

How to apply?

Applications open on 10th January 2024 and close on 31st January 2024.

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