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| **Role title:** | Senior Pricing Analyst/Pricing Data Scientist (International) | **Responsible to:** | Pricing & Data Science Manager (International) |
| **Division:** | Underwriting, Pricing & Insurance | **Department:** | Underwriting & Pricing (International) |
| **Direct Reports and Level:** | None | **Scope:** | South Africa, Asia, New Zealand, Australia, Caribbean & Bermuda medical and dental |
| **Scale:** | N/A |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Implement 2 | **Role Family** | Member Risk & Exposure |

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| **Overall Role Purpose** |
| The Senior Pricing Analyst (International) designs, develops, and implements robust market leading pricing models/algorithms and strategies for the International portfolio, helping to support best in class, data driven pricing decisions whilst building for the future. The role is instrumental in helping MPS deliver sustainable growth and financial security in the long-term plan. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational**   * Design, develop, and implement market leading pricing models/algorithms and strategies that will deliver fair and competitive prices for our members whilst supporting MPS sustainability and growth plans (Members & Income & COR) as set in MPS’s long term strategic goals. * Lead regular, detailed portfolio monitoring to identify pockets of over and under performance from which to drive appropriate pricing strategies. * Support the delivery of the divisional strategy to plan, cost, and quality. * Provide peer review and support to pricing analysts to reinforce desired culture and delivery of strategic priorities | * Timely delivery of Pricing algorithms and models * Delivery of subscription settings to plan. * Corporate Strategic priorities Vs plan * Division Plan delivery Vs plan * Delivery of projects to plan * Achievement of objectives |
| **Financial**   * Delivery of MPS pricing strategy ensuring the sustainability of MPS through a robust technical pricing methodology which is then informed by market and competitive insight to result in the final retail price (subscriptions) taken to market. | * Member numbers Vs plan * Income Vs plan * MPS Combined Operating Ratios * MPS Target Pricing Strength Achieved |
| **Member**   * Understand effect of pricing on members and broaden understanding of impacts within stakeholder groups. * Establish a culture and capability in Lean / continuous improvement to drive operational efficiency and great member experiences and outcomes. | * Net Promoter Score * Member Satisfaction Survey |
| **People**   * Take personal accountability for own training, competence, performance and engagement of self and colleagues ensuring clarity on own accountabilities and comply with all governance, policy standards and processes. * Supporting, coaching, mentoring, and sharing of skills and expertise with pricing analysts and other stakeholders. * Take an active role in promoting a more inclusive environment, which aligns with our commitment to celebrate and promote diversity. | * Stakeholder feedback * Values rating |
| **Risk**   * Ensuring that pricing is cognisant of the risks involved in clinical negligence and indemnity (both claims and “non-claims”) * Understand the risk management appetite in role, including the reporting of any perceived risks and compliance with relevant controls. | * Risk & Control Self- Assessments Audit Actions |

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| **Responsibilities (RACI)** |
| * Collaborate with Pricing and data Science Manager and key stakeholders in the to design, develop, and implement market leading pricing models/algorithms and strategies that will deliver fair and competitive prices for our members whilst supporting MPS sustainability and growth plans (Members & Income & COR) as set in MPS’s long term strategic goals. * Work with the Data Scientist on the maintenance and deployment (into pricing model) of Data Science (Machine Learning) rating models that predict claims frequency & cost, conversion, cancellation, retention, and lifetime value. * Coordinate the creation of MI suite(s) for * Monitoring the validity of current and potential rating factors. * Evaluation of the success of previous pricing initiatives and come up with new pricing proposals. * Forecasts of the benefit that will be achieved from new pricing initiatives. * Collaborate with Pricing Systems Developer to ensure that Pricing and DS requirements are captured in the design and development of pricing tools. Validate pricing tools output. * Leading and signing off regular analysis in order to set subscriptions appropriately & accurately across assigned MPS segments business and make sure that appropriate controls are incorporated into process, ensuring that all pricing is completed in line with the MPS Pricing Methodology and Procedures document and MPS Pricing Policy. Ensure the final rates are set and go live is achieved. * Present analytical findings to relevant committee(s) to influence stakeholders and gain approval for pricing strategies and/or initiatives. * Develop and use segment(s) knowledge and experience to act as Pricing and Data Science team SME for assigned segment(s) and build strong relationships across the business and engage with stakeholders from all divisions to promote and justify/preserve pricing recommendations and initiatives including implementation of potential new factors. * Lead and sign off the creation, cleanse, validate, and reconcile membership and claims datasets for model development, subscriptions setting and MI suite, ensuring that data quality is of the highest standard. * Collaborate with key stakeholders to investigate and review the usability of external data sources and make recommendations on their use and liaise with Digital and Change to ingest these data into MPS data warehouse in order to feed into pricing data sets and models. * Coordination of pricing changes in conjunction with Digital and Change, making sure changes proceed as planned, answering any queries relating to progress. * Represent Pricing and Data Science on company projects (e.g PAS & ALBA) to ensure that pricing and data science requirements are incorporated into the design and development of new systems and initiatives with a particular focus on data requirements, model deployment & testing (Pricing & Data Science) and MI outputs and champion the evolution of analytics culture across MPS and the use of alternative advanced modelling techniques * Supporting, coaching, mentoring, and sharing of skills and expertise with pricing analysts and other stakeholders. * Build strong relationships with in-country managers to ensure that local trends, developments and strategies are built in the pricing methodology. |
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| **Key Governance Responsibilities** |
| * Pricing Committee Attendee. * Segment planning meeting attendee. * May attend PPUC (Product, Pricing and Underwriting Committee), as required. |

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| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading others |
| Building Capability in Self and Others | Leading others |
| Influencing Others | Leading Self |
| Collaborating for Results | Leading others |
| Leading Self and Others | Leading Self |
| Commercial and Risk Thinking | Leading others |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Post graduate numerical degree and/or relevant post study work experience. * knowledge of insurance portfolio key performance indicators such as LR and COR * Knowledge of predictive modelling for Risk and/or Demand models * Knowledge of predictive modelling software such as R and Python * Advanced Microsoft Excel skills * Proficient in SQL | * Keen analytical and logical problem-solving skills. * Commercial awareness and the ability to innovate in an ever-changing environment. * Pragmatic business sense including some knowledge of finance, accounting, economics. * Collaborative stakeholder relationship building. * Good communication skills and ability to influence senior stakeholders. * Ability to plan and prioritise own work and that of a small project team. * Ability to deliver under strict deadlines whilst maintaining reliability and accuracy. * Ability to support others, coaching and sharing of skills and expertise with peers. | * Previous experience within a general insurance/indemnity pricing role. * Experience in managing a book of insurance/indemnity business. * Previous experience with (Machine Learning) data driven pricing models/algorithms and strategies. |
| **Desirable** | * Knowledge of clinical negligence indemnity * Associate level actuarial and/or CII exam experience or equivalent on the job learning * Knowledge of general insurance pricing techniques * Awareness of other appropriate (actuarial) statistical techniques for insurance analysis | * Understanding of various Data Science models, analytical techniques & principles | * Providing pricing reviews for lines of general insurance or indemnity business * Previous experience collaborating with underwriters, actuaries, marketing, and other stakeholders within an insurance/indemnity business. * Experience in pricing software * Experience of working in regulated environment |