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| **Role title:** | Pricing Analyst (UK & Ire) | **Responsible to:** | Pricing & Data Science Manager (UK & Ire) |
| **Division:** | Commercial Services | **Department:** | Underwriting & Pricing (UK & Ireland) |
| **Direct Reports and Level:** | None | **Scope:** | UK & Ireland, Medical & Dental, All Segments |
| **Scale:** | N/A |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Core 1 | **Role Family** | Member Risk & Exposure |

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| **Overall Role Purpose** |
| The Pricing Analyst (UK & Ire) undertakes the day to day technical and retail pricing for the UK & Ireland portfolio, helping to support best in class, data driven pricing decisions. 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**   * Undertake regular, detailed portfolio monitoring to identify pockets of over and under performance from which to drive appropriate pricing analyses. * Support the development and 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 | * Corporate Strategic priorities Vs plan * Division Plan delivery Vs plan * Delivery of projects to plan |
| **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 * Manage all spend within organisation policy | * 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. | * Delivery of Personal Development Plan to plan * One to one / performance review meetings Vs Plan |
| **Risk**   * Ensuring that pricing is cognisant of the risks involved in clinical negligence and indemnity (both claims and “non-claims”) * Work within relevant business processes and controls helping to manage the division within risk appetite; comply with policies and regulatory requirements | * Risk & Control Self- Assessments Audit Actions |

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| **Responsibilities (RACI)** |
| * Complete regular analysis in order to set subscriptions appropriately & accurately across MPS worldwide business and make sure that appropriate controls are incorporated into process. Ensure the final rates are set and go live is achieved. * Present analytical findings to Pricing Committee for approval. * Engage with internal stakeholders from all divisions to ensure that there is awareness of pricing recommendations and the reasons for these. * Extracting data on membership and claims, as necessary, to complete analysis for subscription setting. Mine data and regularly monitor data for insights and trends to inform the business on claims experience, member numbers and lifetime value. * Provide responses to individual member pricing queries. * Ensure all pricing is completed in line with the MPS Pricing Methodology and Procedures document and MPS Pricing Policy. * Liaise with and assist the wider underwriting and pricing team with implementation of potential new factors / ways of pricing and growing and maintaining MPS’s data warehouse, the Types of Work emulator and making sure that data quality is of the highest standard * Provide assistance with pricing changes in conjunction with Digital and Change, making sure changes proceed as planned, answering any queries relating to progress and attending change meetings. * Undertaking other ad hoc duties and tasks that from time to time may be allocated to the role holder that are appropriate to the level or role. |

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| **Key Governance Responsibilities** |
| * Pricing Committee Attendee * May attend PPUC (Product, Pricing and Underwriting Committee), as required |

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

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** |  | * Keen analytical and problem-solving skills * Pragmatic business sense including some knowledge of finance, accounting, economics * Solid presentation skills * Internal stakeholder management/relationship building * Strong prioritisation skills | * Experience in using Microsoft Excel to a high standard |
| **Desirable** | * Numerical degree * Associate level actuarial and/or CII exam experience or equivalent on the job learning * Knowledge of general insurance pricing techniques * Knowledge of clinical negligence indemnity | * Understanding of various Data Science models, analytical techniques & principles | * Providing pricing reviews for lines of general insurance or indemnity business * Experience in pricing software * Experience of working in regulated environment * Some post- degree business experience or relevant post graduate qualification * Experience in SQL |