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| **Role title:** | Pricing Analyst – Healthcare Protection | **Responsible to:** | Commercial Lines Pricing Manager |
| **Division:** | Commercial Services | **Department:** | Product & Pricing |
| **Direct Reports and Level:** | None | **Scope:** | Global Pricing |
| **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 Commercial Services Division is at the forefront of managing the financial risk of MPS worldwide. The Pricing Analyst – Healthcare Protectionwill be a technical analyst responsible for pricing Healthcare Protection corporates, for maintenance of the HCP pricing tools, methodology, documentation and training. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational** * Support the development and delivery of the Commercial Services 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
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| **Financial*** Help support delivery of MPS pricing strategy ensuring the sustainability of MPS through a robust actuarial and 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 reporting on variance to budget to the Commercial Services leadership team
 | * Member numbers Vs plan
* Income Vs plan
* MPS Combined Operating Ratios
* MPS Target Pricing Strength Achieved
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| **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
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| **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
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| **Risk*** Ensuring that pricing is cognisant of the risks involved in clinical negligence and indemnity (both claims and “non-claims”) particular in regard to long-tail exposure to birth injury risks
* 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)** |
| * To be the main resource for completing premium calculations for MPS’s Healthcare Protection business, making sure premiums are set appropriately and accurately and that appropriate controls are incorporated into the process.
* Be the main point of contact for Healthcare Protection pricing queries and attend Healthcare Protection working group meetings as Pricing representative.
* Liaise with the Senior Pricing Analyst, Commercial Lines to make sure that analysis, assumptions and results are correct and resolve any issues that may arise.
* Keep up to date with regulatory requirements.
* Assist the Data and MI Analyst with the maintenance and development of a data warehouse for Healthcare Protection, ensuring that the data quality is of the highest standard.
* Attend Healthcare Protection working group meetings as Pricing representative.
* Ensure internal and external stakeholders are appropriately informed of pricing requirements and activity.
* Provide updates to the Product and Pricing team on Healthcare Protection activity and to the Pricing Manager on resource demands from Healthcare Protection.
* Develop and maintain the Healthcare Protection pricing spreadsheets and ensure that the MPSUW Ltd Pricing Methodology and Procedure documents are reviewed and kept up to date.
* Provide training to other members of the Pricing Team on Healthcare Protection pricing to ensure that there is adequate cover.
* Undertaking other 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** |
| * Attendee of Pricing Committee
* May attend IMPOC (Insurance Management and Product Oversight 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** | * Numerical degree
 | * 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
 | * Some post- degree business experience or relevant post graduate qualification
* Experience in using Microsoft Excel to a high standard
* Experience in SQL
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| **Desirable** | * 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
 |  | * Providing pricing reviews for lines of general insurance or indemnity business
* Experience in pricing software
* Experience of working in regulated environment
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