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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 |
| **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 |
| **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”) 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 |
| **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 |