



# *Verlingue Career Returner Programme*

*Exceptional | Proud | Inclusive*



**Investor in  
Customers<sup>®</sup>**  
Gold 2024



## *The Background*

With the insurance sector continuing to grow and thrive, imaginative new thinking is needed to attract talent back in the insurance sector, especially broking!

We understand people take career breaks for a variety of reasons and know that Career Returners can bring a wealth of strengths back to the workplace when they return.

## *The Opportunity*

A structured personal and professional development programme within a permanent role for Career Returners to attract the best talent back to the industry and help them to restart a successful career in insurance. As a values driven business, we offer flexibility and recognise the talent and skills Career Returners can add to Verlingue. We will actively support Career Returner applicants as part of our Talent Acquisition Strategy.







## *Career Returners*

If you are

- Returning to work after a career break
- Wanting to return to the insurance industry having worked in another sector
- Looking for a new, permanent job opportunity
- Keen to work for a values driven business that encourages a culture of wellbeing and inclusivity
- Aligned with our values of Exceptional, Proud and Inclusive

The Verlingue Career Returners Programme could be your next career move

## *Making Returning Easy*

Returning to work after a long period of time away can be challenging. We're focused on helping people settle back into employment, ensuring that they feel inspired and capable of delivering their best every day.

- You will receive ongoing support from your manager and HR
- Access to internal and external training to help you with your personal and professional development
- Links to the Verlingue Returners Community, where you can connect with other returner colleagues
- Vacancies will be advertised all year round, so that when it comes to returning to work, we're ready whenever you are.

# Programme Overview



## Bespoke Development Plan

Your training and development route map will be tailored to your specific needs and experiences, and your career aspirations. This can also include professional qualification support. You will have a business mentor to support and guide you during the programme.



## Supportive Work Environment

As you will become part of the Verlingue family, the environment you will work in will be highly supportive and collaborative which will help you transition back into a working environment and means you have the right support for your individual needs.



## Flexible Working Practices

In recognition that you may have other commitments to work around, but due to your experience are better able to balance and manage these priorities, we offer more flexibility around working practices to help you achieve these.



## Recognising and Valuing You

We recognise that with your experience you will bring wider knowledge and experience that will be invaluable to our business and will contribute to the wider team skills set.

# Our Opportunities

Because we deal with many different types of insurance as well as employee benefits, career development opportunities at Verlingue are abundant.

We have a range of roles being launched across the Group regularly, including opportunities for flexible working.

We advertise all of our roles on various job boards, LinkedIn and on our Website <https://www.verlingue.co.uk/careers/#c6454>



Client Service	Sales & Marketing	Broking
Claims	Finance	Operations
IT	HR	Compliance

# *Here is what our current return to work colleagues say....*

*After an 8-year break to raise a family, I was apprehensive about my return to work. I found genuine interest from Verlingue - not only in my relevant previous insurance expertise - but my wider range of skills I have developed whilst outside the industry.*

*Since joining, the whole team have been fantastic, welcoming me from the start with support, collaboration and an inclusive, flexible approach towards working practices. As a result, my confidence quickly returned, and I thoroughly enjoyed the transition. I was able to slip back into working life without impacting negatively on family life.*

***Lucy Titley-Warden – Client Adviser***

*Having previously worked in the UK insurance market for over 20 years prior to moving to the Middle East for 13 years, it was great to have a conversation with a company on my return that understood the value of diversity and the importance of having people with different experience and what value that could bring.*

*Now nearly 4 years on I like to think I have rewarded that trust that was placed in my, having built an effective and cohesive sales team. I would welcome conversations from others either after a career break or looking for a business that looks at your total contribution to join my team.*

***Harvey Monk – Sales Director – Corporate South***

*Returning to work after my first child whilst also coming out of a global lockdown was a horribly daunting experience for me, due to Covid and feeling I had never been away from my child for 13 months.*

*My manager was so understanding of how emotionally challenging this was for me. The business's flexible approach to working hours and location ensured that I could manage my responsibilities at home whilst my child settled into her nursery, whilst also staying productive, and feeling valued and engaged with my team.*

*This made my transition back to work both smooth and rewarding! As such I've continued to progress and have recently secured a new role within the business.*

***Grace Hoyle – Executive Assistant***

*I have just experienced returning to work after maternity leave and, although it was a difficult adjustment at first, my colleagues at Verlingue have really made me feel welcome and I have soon fitted straight back in.*

*Verlingue have been great with allowing me a phased return which has helped me to not feel as overwhelmed as I would have had if I had returned on my full hours immediately. Working with my line-manager we have developed a return-to-work plan which is regularly reviewed and revised.*

***Joanna Bickerstaff – Client Services Manager***



# Who we are

We are part of Verlingue, one of Europe's largest independent family owned, insurance brokers and employee benefits consultants.

We specialise in the placement of General Insurance (Commercial, Corporate and Private Clients), Trade Credit & Employee Benefit programmes to a wide range of industries



Top 15 UK independent broker



200 employees



6 offices



£200 million of premiums into the UK market

Our team are highly qualified and experts in their field, and everybody is given the support and training required to enable them to fulfil their potential.

Verlingue is committed to acting responsibly and supporting the wellbeing of our employees, clients, and partners. Each year we are proud to partner with a local charity.

Verlingue is committed to doing business responsibly and have obtained the EcoVadis silver sustainability award.



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## *Contact us today!*

To find out more, please contact our HR team at [HR@Verlingue.com](mailto:HR@Verlingue.com)

Alternatively, please call our HR team on 0208 290 6900.



## Protecting today. Imagining tomorrow

Our clients see us as their risk management and employee protection experts, working together to drive value creation and enhance performance.

With offices in France, the UK, Switzerland and Portugal, and through our partners in over 100 countries, we work with our customers, over the long term and at all times, to gain a better understanding of them and anticipate new risks in order to design and manage tailor-made insurance solutions with them.

## *Contact us today!*

To find out more, please contact our HR team [HR@Verlingue.co.uk](mailto:HR@Verlingue.co.uk)

[www.verlingue.co.uk](http://www.verlingue.co.uk)

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