

Jude at Zurich Insurance

Who is Jude?

Jude is a People Development Consultant at Zurich Insurance.

About the company

Zurich have been recruiting apprentices since 2014, they bring in a cohort annually. They are based throughout the UK and recruit between 25–35 per year. They can be in a variety of roles: the majority are in insurance, but they also have finance and continuous improvement roles.

The scheme has grown since 2014 and this year they are beginning to take on degree apprentices. These will be in IT and Risk Engineering. It gives people an opportunity to learn an important set of skills for life without the debt of university.

The recruitment process

It's a four-step process. The first one is filling in an online application. This includes some eligibility questions which will help to check you meet the requirements of the apprenticeship programme.

The second step is a values based assessment, where you are asked to choose between different approaches to situations at work. You will need to meet Zurich's requirements before progressing through to the next stage.

The third step is an online video. The questions are pre-recorded by their current apprentices, and candidates will answer them in a virtual environment. You will have the opportunity to demonstrate cognitive skills through engaging games. Each game will take just a few minutes to complete and you can be sure of a fun and enjoyable experience.*

Step 4 Zurich will then invite successful candidates to a Digital assessment centre. Our Digital assessment centres include a video interview and an interactive exercise.

Soft skills they look for

They look for passion and a growth mindset. They need passionate people because passion shines through in day-to-day work. They also need the growth mindset because the insurance industry, like everywhere else, is adapting and changing very quickly. They want to know how candidates can collaborate in a team and that they have good communication skills.

Benefits of hiring apprentices

The main benefit is having a group of young, talented individuals who will give you their opinions and thoughts. We have fantastic employees, young talent who are learning about our industry and are far more advanced in IT will support this team by suggesting "why don't you do it like this...". For me, the benefit is helping us to adapt and change to the new ways of thinking and working.

*If you'd like to get an insight into what you can expect during your interview, you're welcome to start preparing now. We've a helpful, [online tool](#) which can give you valuable experience in answering typical video questions and playing challenging, interactive games. You'll also find useful hints and tips on how you can be successful in video interviews so that we really get to know your skills beyond your CV and application.