



Innovation in technology has both tangible and intangible benefits that help organisations manage risks, increase efficiency and target customers better. FourthLine's technology practice is dedicated to supporting operations in all business units regardless of their size.

## Areas we cover:

- Engineering & Development
- Data Science, Machine Learning & AI
- Cloud Infrastructure
- Business Intelligence
- Advanced Data Analytics
- Cyber Security

## Recent Assignments

Client	Role	Purpose
Series B Fintech Start-up	Head of Machine Learning	To build an engineering team from scratch
RegTech Platform	Application Engineering Manager	Front & back-end application development
Global Insurer	Head of Data	Data warehousing, ingestion, pipeline development, cleansing and aggregation
Tier-1 Management Consultancy	Advanced Analytics Director	Lead and expand the analytics solutions offering for FTSE 50 clients
Investment Bank	Senior DevOps Engineer	Deploying AI applications on GCP
InsurTech Platform	Lead Security Engineer	Vulnerability and threat modelling



# Client Project Story

## Lead Data Engineer for a new role to work with Actuarial teams

### The Client:

A global commercial lines insurer that offers a wide range of products to its customers including p/c, catastrophe and cyber.

### The Challenge:

The predictive analytics team is responsible for pricing assumptions. It is traditionally comprised of qualified actuaries who require clean, structured data for their models.

The team had acquired new 3rd party data sources that allowed them to incorporate additional data and improve the accuracy of the models. However, the initial data from the vendors was noisy and unstructured which created a need for a person to develop and automate systems that enable data ingestion, cleansing, warehousing and visualisation.

The role sat between the IT & Actuarial teams, therefore the hire had to be technically competent with engineering and systems development and also have a strong understanding of the data used in commercial insurance and the structure required by actuaries.



### Our solution:

This was a newly created role and given that data innovation within commercial lines insurance is still at early stages, it was practically impossible to find someone who had done a similar role previously, especially in the UK and so we had to approach the search creatively.

Using our in-depth search methodology, we mapped the market for candidates who had exposure to actuarial teams in commercial insurance and had studied some of the actuarial modules as students, and then had moved into software engineering roles working with innovative technology start-ups for several years.

This process ensured our shortlist consisted of candidates who understood pricing, the data required and the systems that needed to be built for such a task. Furthermore, they were a good cultural fit with the ability to effectively communicate engineering solutions to the actuarial team.

The entire process took 28 days from the time we were approached and encompassed 4 interview stages. Once the offer was accepted by the candidate and they resigned from their existing role, they were counter-offered by their existing employer.

The team at FourthLine was able to highlight and remind the candidate of the benefits and future roadmap of the position. The candidate was clear that the position was better aligned to the candidate's career aspirations. We worked together with the client onboarding team and kept in touch with the candidate until they commenced employment to ensure a smooth transition.



## Next steps

### Get in touch with our team:



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