

Job Title: Actuary - Pricing Retirement

What is ING?

ING Insurance Americas is a vital part of worldwide ING Group, one of the largest diversified financial services organizations in the world with operations in more than 50 countries and 112,000 employees. We're a leading provider of financial products and services for individuals and businesses, including life insurance, annuities, mutual funds, retirement plans and employee benefits. ING recognizes the critical role our employees play in our success as a company...we understand the link between customer satisfaction and employee satisfaction. As a result, we're building a different work experience for our employees, an experience that appeals to what they value most in a work relationship.

Who is our ideal candidate?

Qualifications/Education/Work Experience

- 6-10 years of diverse actuarial and business experience; at least 3-5 years of annuity pricing and product development experience
- FSA is required
- Bachelors degree or higher in Mathematics, Statistics, Actuarial Science or related field.

Competencies

- Customer Focus - Is dedicated to meeting the expectations and requirements of internal and external customers.
- Functional/Technical Skills - Has the functional, technical knowledge and skills to do the job at a higher level of accomplishment.
- Problem Solving - Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers, can surface hidden problems; is excellent at honest analysis, looks beyond the obvious and doesn't stop at the first answers.
- Listening - Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees.
- Informing - Provides the information people need to know to do their jobs and feel good about being a member of the team, unit, and/or organization; provides individuals information so that they can make accurate decisions; is timely with information.
- Time Management - Uses his/her time effectively and efficiently; values time; concentrates his/her efforts on the more important priorities; can attend to a broader range of activities.
- Priority Setting - Spends his/her time and the time of others on what's important; quickly zeros in on the critical few and puts the trivial many aside; can quickly sense what will help or hinder accomplishing a goal; eliminates roadblocks; creates focus.
- Communication - Communicates and negotiates with senior management, advising them as to actuarial implications of positions on business issues; demonstrates critical thinking and expresses ideas clearly, concisely and logically; is able to write clearly and succinctly; can get messages across that have the desired effect.

What are the job responsibilities?

Job Knowledge and Skills

This position is responsible for the overall pricing and risk management for the Institutional Market Segments product lines.

- Actuarial and business knowledge of insurance products, pricing (annuity experience preferred) and risk management experience
- Oral and written communication skills
- Analytical skills
- Spreadsheet/Programming skills

Pricing Manager

- Responsible for overall pricing process including but not limited to pricing workflow, pricing accuracy, communication of results, pricing documentation, etc.
- Determination of appropriate pricing assumptions and underwriting requirements for new and existing business.
- Responsible for development and accuracy of WebWorks (Internet Pricing Tool) for the Corporate Markets.
- Mastery of our pricing tools and evaluation of proposed new tools.
- Evaluation of profitability and risk of new and existing products and product features.
- Creation and evaluation of pricing methodologies for new and existing business.
- Development and maintenance of pricing exception process.
- Overall responsibility of anniversary review process as it relates to the Corporate Markets.
- Market Segments pricing liaison for all product development initiatives. Initiatives include general account and separate account stable value funds, guaranteed living and death benefits, and base variable annuity engine design and re-design.
- Review of all large case pricing and special exceptions.
- Communication to senior management of individual case pricings and market level pricing initiatives.
- Manage communications and financial training of the Institutional Market Segments product area.
- Partner with other functional units to ensure pricing models are current and capture recent methodologies discussed within the company or actuarial community (i.e. reserving, DAC, etc.)

Financial Management

- Development of PARP (Product Approval and Review Process) for new and existing products.
- Responsible for development and sign-off of Medium Term Plan assumptions.
- Responsible for development and sign-off of Value of New Business assumptions.
- Review of VNB experience and identify trends which may need to be reflected in pricing.
- Understanding and mastery of new pricing metrics and how these metrics impact pricing decisions.
- Understanding of product initiatives and their impact on Plan and communication of these results to Product management and Actuarial management.

- Recommendations on initiatives to improve profitability on new and existing business.
- Evaluate experience studies and recommend changes if warranted.
- Management of Delegation of Authority rules. (approval process for pricing individual cases) Includes development of process to evaluate performance of underwriting staff.
- Development of Backend Underwriting process.
- Responsible for product experience reports used to analyze pricing.
- Work with financial area to understand short and long term GAAP earnings implication of pricing decisions.

Technical Support

- Preparation of Actuarial exhibits for state filings. (MAAA Required)
- Assist others within the Actuarial Department and other functional areas by developing programs and using actuarial or analytical skills to address business needs such as assisting Product Manager in responding to agent/client inquiries, preparing actuarial demonstrations for submissions to regulators and responding to regulator questions.

People Management

- Supervise and provide training and career advice to a staff of 6-10 employees consisting of actuarial students and non-students.
- Work closely with product specialists to generate creative solutions to accommodate unique customer requests.

Special Projects

- Responsive to ad hoc special project requests; participate in projects related to product management, product development/implementation.
- Coordinate, prepare and perform actuarial analyses to be used in actuarial recommendations and reporting for special projects.

What else can we tell you?

In addition to a competitive salary and bonus plan, we offer:

- Medical and dental coverage for employees, their spouses, children and domestic partners.
- 401K Savings Plan with a dollar for dollar match for the first 6% of eligible pay, multiple investment options, and immediate eligibility and vesting after 4 years.
- Paid Time Off (PTO) bank of days for employees to use for any reason; 20 days in first full year of employment, 23 days beginning in the fifth year of employment.
- Pension Plan based on length of service and eligible pay; fully funded by ING. Vested after 5 years.
- Health and dependent care spending accounts available. Company provided life insurance for employees; may purchase additional for self, spouses and children.
- Company holidays based on the NYSE calendar, jury duty, military leave, bereavement and community service time.
- Opportunities for professional growth and much more!

ING is an equal opportunity employer and we are committed to maintaining a diverse workforce. In addition, ING's diversity accolades include the 2008 Catalyst Award, 2008 List of Places to work for GLBT Equality and 2006 Hispanic Magazine's "Hispanic Corporate 100: One hundred companies providing the most opportunities for Hispanics."

Please contact: **Kristin H. Tooker, Actuarial and Risk Staffing Manager ING**
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