



Enjoy a Next-step Insurance Career Opportunity with Gauntlet Group

Challenging and rewarding roles in a
Leeds-based insurance broking business

INTRODUCTION

If you are currently employed within an insurance broking business, you may have a role on the administrative side or as part of the sales team. The question that Gauntlet Group would put to you, regardless of which it is, is this. "Is it challenging and rewarding?"

The problem with many insurance businesses is that they are not broad-based. You can quickly get into a rut, doing the same thing with a sense of déjà vu, day after day. That might be because you are simply inputting or handling data, or creating certain reports. It could well be because you are completely pigeon-holed and only able to sell a certain type of insurance product.

Variety is often the vital ingredient lacking within many jobs. Do you really want to be trapped in a job that does not give you the challenge of taking on new and exciting things? Do you want to be marooned with an employer who offers you no clear career path?

Few insurance broking employers can build your skills, your confidence and your career prospects like Gauntlet Group can, so perhaps it's time to take a look at the options?



ROLES

Like any business, we have a range of junior roles that are entry-level and suited to those just setting out on a career path, or perhaps returning to work after some years out. Some may suit those who are completely switching career and reinventing themselves. It is always worth enquiring what jobs Gauntlet Group might have available, managed from out of its head office in Killingbeck in Leeds.

If we focus on the next-tier jobs, we have some very exciting possibilities for those joining our fast-growing commercial broking business. The last few years have seen dynamic growth within a business that has already enjoyed 30 successful years in the industry and on the Leeds business landscape. This growth is fuelling what is almost a continuous need to find the right individuals to fill roles.

The common denominators of the individuals who succeed here are hard work and dedication to being the best they can be within their role. Some may be super-ambitious and want to climb the ladder. Others may just be happy to deliver excellent performance and stay where they are. Either way, we can offer high calibre individuals, who have a good work ethic and positive mentality and outlook, a very fulfilling career, in which variety of task is one of the key benefits of a working day with Gauntlet Group.





TYPES OF CAREER OPPORTUNITY

Candidates can join Gauntlet Group in a variety of ways, whether they are experienced sales account execs who love selling to clients or are solid broking specialists, ready to take on board a risk and find an insurer product suitable for a client's needs.

These two options really sum up what is different about Gauntlet, because our business has two key component parts. The first part is our core Gauntlet Risk Management proposition. Here, we are a commercial insurance broker for clients requiring a wide variety of insurance product. This part of the business means that we have to recruit for members of our internal sales team, at a variety of levels, but also have the support crew on board, in terms of account handlers and administrators.

The other part of our business is that which supports a network of talented brokers, based across the UK, who have set up a broking business in partnership with Gauntlet Group. These brokers are called appointed representatives and are part of what we call our Gauntlet AR Network.

All of these brokers need the support of their own back-office team at Gauntlet, which is why we also recruit for roles that fulfil that requirement. These roles can be administrative but also involve continual liaison with a number of appointed representatives, acting upon their briefs, whatever that may entail. The requirement here can be purely administrative but could also involve broking, free of selling. Here, it would be all about placing a risk for which an appointed representative had generated an enquiry and communicating the options back to the AR. For someone who is not confident at a sales level, this can be a very fulfilling role.

CAREER STEPS

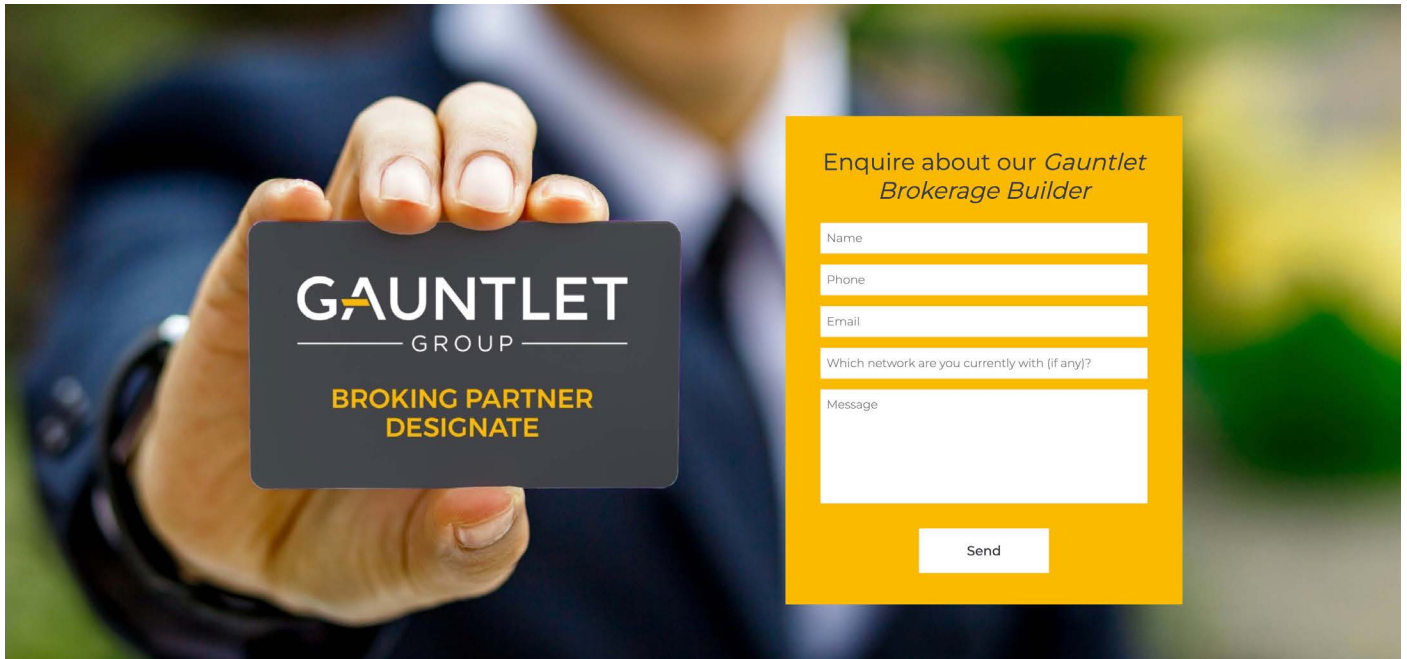
Someone who joins Gauntlet Group, as say an insurance account handler, has a number of exciting career options ahead. Once they have fully embraced their role, they might decide that moving along the sales pathway and towards the role of an account executive is for them. However, they might prefer to be part of the appointed representative support team and eye a role as an AR broker one day, rather than heading into sales.

Either way, the key element of their role will be variety. Whether they are placing risks or selling insurance products, they will be focused on as wide a product range as you can imagine. They will acquire a broad-based level of skill that is totally transferable into any future environment. A skill set can be greatly enhanced with Gauntlet, because new types of challenge are continually available. Learning to sell or place any risk is a valuable part of insurance career development and yet so many of those in insurance careers do not have this opportunity.

Undoubtedly, having this diversity within any role is one way to increase job satisfaction. At a sales level, it also increases the opportunity to sell. No sales individual is in a position where sales of a certain type of insurance product stall, because of something happening in the wider economy or environment. There is always something to get the teeth into.

Employees who leave Gauntlet to take up roles with other brokers, often decide to return, at some point. The grass is not always greener, particularly when not watered with diverse challenges and types of risk to place. Boredom can quickly set in when a role proves to be very limiting and devoid of scope.





THE ULTIMATE CAREER STEP

Those who become AR brokers or account execs with Gauntlet can enjoy well-paid and satisfying careers. For some individuals, however, there is always the allure of being their own boss. The great news, if this could one day suit you, is that there is also a pathway into self-employment, as the owner of your own insurance brokerage.

This is a pathway that several individuals have now taken, through Gauntlet's unique 'Gauntlet Brokerage Builder' programme. Having earned their stripes in their employed role with Gauntlet, they can apply to move into the Gauntlet Brokerage Builder programme, if they wish. There, they can join a 'cohort' of individuals who are all striving to achieve the goal of having their own name above a brokerage's door.

If this is an internal move within Gauntlet, the conditions of employment change but a core salary is still earned, to be boosted by commission. This gears the individual up for the real world of self-employed insurance broking, where they will have to stand completely on their own two feet, albeit with the Gauntlet AR Network's back-office compliance and administrative support.

By achieving all the targets set within the programme, over the course of around 22-24 months, an employee can emerge from the process as their own boss and then partner with Gauntlet Group, as they leave and seek to build their brokerage. Their departure is accompanied by them taking clients that they acquired during their time as a Broking Partner Designate with Gauntlet, so they have a ready-made core customer base.

SUMMING UP

A career with Gauntlet Group gives you options and opportunities. Even if you have no real ambition to move up the ladder, your daily routine will be enjoyable and diverse, rather than limiting and frustrating. If you do wish to progress and develop skills for a different role, you can do so, making a choice of direction not normally available to those within a broking business. To sell or not to sell will be your decision.

The proviso to this is that you have to demonstrate that you have what it takes and work hard. We will provide you with attractive options, such as hybrid working that sees you working from the Leeds head office some days and at home on others, but we expect to see real outputs and achievements, regardless of what your role entails. Show us that you are a team player, have a strong work ethic, are self-motivated, honest and reliable and you will go a long way.

Whatever role you take on board, you will acquire the broad-based skill set that will stand you in good stead for life and you will work with some best-in-class mentors who will help you and inspire you. This will give you viable future options, rather than making your experience so narrow that it limits your capacity to take up future career opportunities.

Although there are no guarantees, there is potentially the ultimate option of having your own name above the door one day. Even if that is not your focus, there is still a lot to put on your vision board, if you take up a role with Gauntlet.

To enquire about the current opportunities that could set you on your journey with the Group and help you start to put that vision board together, please email RogerGaunt@GauntletGroup.com

