

Chubb Associate Program

Qualifications & Success Profile

CHUBB®

About Chubb

We are the world's largest publicly traded property and casualty insurer with operations in 54 countries, exceptional financial strength, and a broad range of personal and commercial insurance products. As an underwriting company, we assess, assume and manage risk with insight and discipline. We service and pay our claims fairly and promptly. We combine the precision of craftsmanship with decades of experience to conceive our craft and deliver the very best insurance coverage and service to individuals and families, and businesses of all sizes.

Chubb's insurance businesses in North America serve clients ranging from the largest multinationals, mid-size companies and small businesses to high net worth individuals, middle-income consumers and farmers and ranchers.

Who We Are

We are a unique global organization with a culture of individuals passionately committed to our respective crafts. With underwriting at our core, each of us contributes to providing the best insurance coverage and service to our clients. Working together, we are one Chubb. Our highly collaborative, inclusive nature helps us drive better business outcomes through diversity of background, experiences, insights and values. We approach problems with a can-do attitude and are committed to developing deep relationships – all while moving quickly to meet client needs.

Chubb Associate Program

We are looking for those interested in a career that helps people mitigate risk and recover from the unexpected through insurance. We're seeking candidates with bachelor's degrees to join our Chubb Associate Program.

As the industry leader in Property & Casualty insurance, Chubb is an employer of choice for individuals aspiring to develop a meaningful career in a fast-paced, high performing company. We're driving digital transformation in our business so opportunities abound. These are full-time positions and offer a compelling opportunity to join a global, growing, financially stable and successful company. We have designed our Chubb Associate Program to hone your skills and talents to help you reach your career goals. By joining the Chubb Associate Program, you will be part of an experience that supports the well-rounded development of critical business skills which in turn contributes to the future success of our company. Our two year program is designed to include hands-on business assignments in one of a variety of disciplines, interactive classroom instruction, team assignments and direct interaction with other early career professionals as well as experienced professionals and engaged leaders. As part of this program you will experience:

- Challenging assignments and the opportunity to contribute to the results of a team
- Collaborative learning and group assignments with program members to help gain broader organizational understanding;
- Technical training to deepen your skill level within your chosen discipline; and an understanding of our broader industry;

- Interpersonal effectiveness skill development to help you enhance communication and interactive skills;
- Executive engagement allowing program members the opportunity to network and learn from Chubb’s thought leaders;
- Peer mentoring support to help members navigate through professional situations in their early development;
- A pathway to leadership development opportunities and global assignments

Desired Qualifications

- Bachelor’s degree in many majors will be considered
- Strong GPA; 3.3 or higher preferred
- Prior work experience (including summer or part time roles) or internships preferred
- Leadership experience through work or involvement in community service, athletics, clubs, or other activities preferred
- Technically adept/digitally savvy

Success Profile

Professionals at Chubb come from many backgrounds and experiences, contributing to the rich diversity in our company. Our success profile is derived from a set of competencies and personal attributes that have proven to lead to meaningful business outcomes which drive the business forward.

Competencies & Personal Attributes	Business Outcomes
Solutions oriented: Ability to identify problems, develop and evaluate options and implement solutions.	<ul style="list-style-type: none"> • Develops out of the box solutions to resolve business issues • Remains ahead of competition through innovative thinking
Intellectual agility: Quickly grasps concepts and information.	<ul style="list-style-type: none"> • Delivers results through technical expertise and analysis
Communication effectiveness: Listens for understanding and speaks and writes with impact	<ul style="list-style-type: none"> • Understands client needs in order to customize solutions that drive growth • Effectively presents Chubb products and services to build business
Collaborative and team oriented: Shares and listens to perspectives and opinions of others and can work in a group in support of a common goal	<ul style="list-style-type: none"> • Achieves business results in partnership with others that are greater than could have been produced individually
Outcome minded: Committed to execution and driving results while taking accountability for outcomes	<ul style="list-style-type: none"> • Meets deadlines and ensures satisfaction leading to new and renewal business • Contributes to profitability through timely execution of business objectives and priorities
Customer focused: Ability to build rapport and respond to client requests without compromising business requirements	<ul style="list-style-type: none"> • Recognized as a trusted business partner for existing and prospective client
Passionate and committed: Conscientious, enthusiastic, hardworking, and dedicated	<ul style="list-style-type: none"> • A reliable and energetic resource that meets tight deadlines with accuracy and compelling work product
Adaptable: Capable of shifting attention to accommodate changes in business priorities and receptive to new ideas and approaches.	<ul style="list-style-type: none"> • Adjusts approach to meet business demands
Confident and capable: Presence and ability to articulate an idea, gain consensus and achieve exceptional results	<ul style="list-style-type: none"> • Demonstrates accountability and ownership of work and successfully delivers on assignments
Values oriented: Upholds and models the characteristics of “Who We Are” and always does the right thing for the company, colleagues and customers	<ul style="list-style-type: none"> • Widely trusted by others; acts with integrity • Fosters collaboration to deliver exceptional products and services to customers

How to apply?

To apply for positions on our career portal and to find information on the Chubb Associate Program, visit our website at: <https://www2.chubb.com/us-en/careers/early-career.aspx>

If you had any questions, send us an email to EarlyCareer@chubb.com

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