

Global service
built around you

North



**Careers
with us**

The North Group is a diversified global marine insurer based in Newcastle upon Tyne with regional offices and subsidiaries in Asia, Australasia, Europe and North America.

We pride ourselves on recruiting the best people we possibly can, as we recognise that our continued success rests upon the calibre and dedication of the people we employ. New recruits will be joining a team of over 400 people working across our UK and overseas office network.

Here at North we provide cover against risk and loss at sea, offering immediate, professional support and ongoing technical and legal expertise. Our services include:

Our comprehensive P&I cover keeps shipowners protected from a broad range of third-party liabilities, such as damage to cargo, personal injury, pollution, collisions, wreck removal, fines and more.

FD&D insurance provides members with cover for legal advice, costs and expenses for disputes that are not covered by other forms of insurance.

Our Loss Prevention service helps members make informed decisions on risk avoidance and claims management.

From our London office, North Hull provides comprehensive cover for Hull and Machinery, plus associated lines of insurance.

Through our Sunderland Marine brand, we provide owners' fixed premium, cover for fishing vessels and small craft as well as aquaculture risks.

Our sole purpose is to support our shipowner Members and Clients to enable them to trade with confidence. Experience and expertise underpin our longstanding relationships; we are aligned with our members' needs and foresee their challenges. Through our leading role in the International Group of P&I Clubs, we also invest in and shape the future of the industry, working with governments and legislators to provide solutions to some of the biggest challenges faced by shipowners.

Essentially, we want to take as much of the worry and the risk away as we can. Life at sea and on the water generally can be a very risk intensive environment; and we want our Members and Clients to be confident that we will be there to protect them when they need us.

Our Members and Clients continue to insure their vessels with North due to our financial stability, breadth of expertise and above all, high levels of personal service.

We also provide access to a range of resources and guidance from an experienced team who have all held seafaring and industry roles. Our experts provide advice on technical and operational issues and deliver training and development programmes. Our technical and industry expertise and enthusiasm are why Members, Clients and industry partners trust and value our contribution and support.

Thank you for considering us for your career.

Paul Jennings
Chief Executive





S&P RATING

17TH
CONSECUTIVE
YEAR

What We Do

If the world of maritime insurance is a change in direction for you, you may not be aware of exactly what we do...

PROVIDING SERVICE

As a mutual, we work solely in the interests of our Members who are mainly shipowners or those chartering ships.

LOSS PREVENTION

Our Loss Prevention department provide direct support to Members, including tailored advice, technical seminars, training and a wide range of publications.

CLAIMS HANDLING

Our claims teams handle P&I and FD&D insurance claims brought to us by our Members.

SUNDERLAND MARINE

Through Sunderland Marine we are a leading insurer of owners' fixed premium, FD&D and ancillary insurance, commercial hull and machinery and aquaculture risks.

12%

OF THE INTERNATIONAL GROUP'S (IG) OWNED TONNAGE IS INSURED BY NORTH

90%

ALTOGETHER, THE 13 IG CLUBS PROVIDE COVER FOR APPROXIMATELY 90% OF THE WORLD'S OCEAN-GOING TONNAGE



IGP&I

CLICK PLAY TO LEARN MORE ABOUT P&I AND THE IG

Who We Are

To provide the highest quality service to our Members, we are made up of a number of professional teams with highly-skilled, committed people.

We Are North

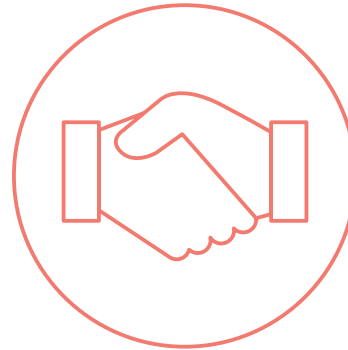
OUR DEPARTMENTS:



P&I Claims



FD&D Claims



Underwriting



Loss Prevention



Finance



Group Risk &
Compliance



People &
Corporate
Services



IT

We Are North

True North Behavioural Framework

Underpinning our core values is the True North behavioural framework – six themes representing the essence of North. We use this on a day to day basis to support recruitment, induction, development, performance reviews and career discussions.

We're looking for people who share the same outlook and approach and are passionate about delivering a great service the North way.

We will continue to strive to make North a genuinely inclusive place to work & seek to present a level playing field for recruitment & appointments.

The framework is made up of six themes:



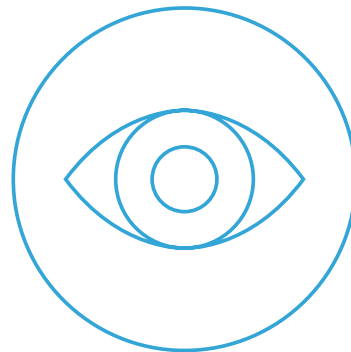
Responsibility and Empowerment



Flexibility and Change



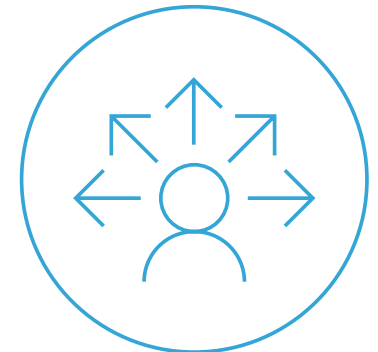
Influence and Collaboration



Motivation and Vision



Responsiveness and Care



Drive and Decisiveness

What We Can Offer You

THESE BENEFITS INCLUDE:



Gym and Keeping Fit

To help you stay fit and active, we have a gym within our head office in Newcastle or if you have your own fitness club membership, we'll contribute toward the cost of this too.



Life Cover

To give you that peace of mind, a generous cover scheme is provided.



Private Healthcare

We'll provide the cover for you and you can choose to add family members at a discounted rate.



Competitive Holiday Scheme

You'll start with 25 days a year and this will increase with service. You're also able to purchase more holidays each year if you'd like to.



Competitive Salary

We regularly benchmark our salaries against others in the industry to make sure we're offering you a highly competitive salary for your role.



Pay Increases and Bonuses

The more you put into your role, the more you'll get out!



Family Leave

We'll support you with your family commitments by giving you time off when you need it. We also offer generous enhanced maternity, adoption and paternity leave.



Car Parking

We operate a car parking scheme with local car parks offering discounted car parking for those based in Newcastle.



Flexible Working

Although the maritime industry operates 24/7, we know you still need to balance your work life with time for your friends, family and leisure activities.

We're dedicated to flexibility wherever possible, based around the needs of your department. Many of our teams are successfully adapting to different working hours, part-time working arrangements and a mixture of home and office working.



Generous Pension Provision

We'll match your employee pension contributions to boost the amount you pay into your pension each month.

Terms and conditions may vary depending on the role and location of work.

Location

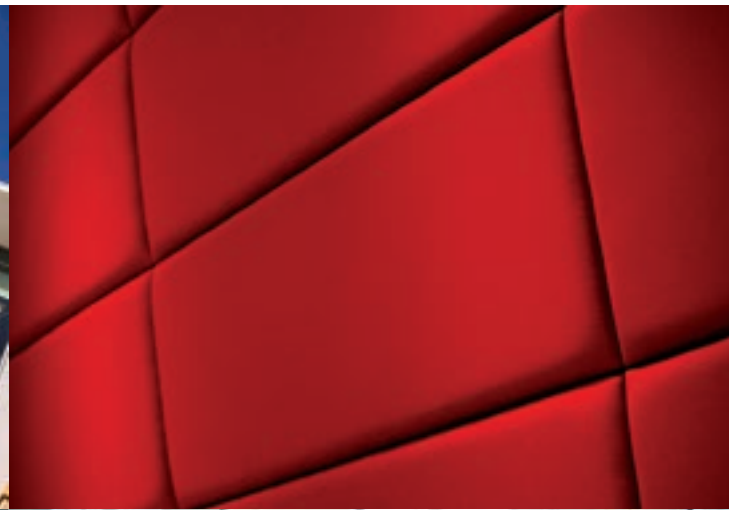
At our head office on Newcastle's Quayside we like to think we have created the perfect working environment for our people. We love our home and we hope you do too!

This attention to detail has been carried throughout our offices across the world.



Our Head Office

- Modern, spacious open-plan offices offering views of the River Tyne and the world-famous Millennium Bridge.
- A place to eat and relax in our spacious Atrium.
- Well-equipped gym on site with both weights and cardio equipment.
- Self-service kitchens throughout the building.
- Free tea, coffee and fruit provided.
- A wide range of meeting rooms.
- Company subsidised car parking within five minutes' walk of the office.
- Situated within walking distance of Newcastle's Metro train network and central train station.
- 15 minutes stroll from Newcastle's city centre.



Living in The North East

The north east of England has been our home for over 160 years and we're proud of our northern roots. Whether it's city living or an escape to the country you're looking for, the north east has it all...

Suburban Homes & Local Attractions

There are many attractive suburbs all within a short commute to North's head office. Gosforth and Jesmond are famed for their Victorian and Edwardian homes, while Tynemouth and Whitley Bay have a mixture of period properties and more modern family homes, some of which are on the seafront. House prices in the north east are significantly lower than some areas in the south, so you could get a lot more for your money.

Transport

Newcastle is home to a major train station and international airport so getting to and from the region couldn't be easier. Direct trains to London can take just 2 hours 45 minutes and there are daily flights to most UK airports.

City Living

Newcastle is a city with a rich history, in recent years it has grown into a metropolitan hub with a lot to offer. From world-class cultural venues such as the Sage Music centre to award-winning restaurants and bars, there truly is something for everyone.

Education

Newcastle offers a range of high-quality public and private schools, including independent schools – Royal Grammar and Dame Allan's. It is also home to the University of Newcastle, one of the country's top universities.

Culture & Nightlife

Our cultural hot-spots include the Theatre Royal, the Baltic Centre for Contemporary Art and the O2 Academy. There's also plenty to keep kids and grown-ups occupied in and around Newcastle including Jesmond Dene, Seven Stories Children's library, Eldon Square and the Metrocentre for shopping and much more!

Northern Coastline

Newcastle sits on the north east coastline and is home to award-winning beaches such as Long Sands at Tynemouth. Sunday mornings see walkers flock to the beach and then up to Tynemouth's picturesque high street to warm up in one of its many tea rooms and bistros.

Rural Escapes

The nearby county of Northumberland is home to several scenic towns all within a commutable distance to our office. Northumberland has over 30 miles of beaches and many places to explore, including over 70 castle sites, Hadrian's Wall, Alnwick Gardens and the Farne Islands.




Our Global Offices

Our head office is located in Newcastle upon Tyne, UK, with regional offices and subsidiaries in Asia, Australasia, Europe and North America.

Our global service built around you, our members, our correspondents and our employees.

Thank you for taking the time to read through our Careers With Us pack, if you would like to speak to a member of the HR team, call us on **0191 232 5221**.
Or, send your CV to **HR@nepia.com**



 Subsidiaries.




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