

People

bms.

Work
with
us.

Our story starts with our people.

Day in, day out, our clients, partners and even our staff rave about our people and our culture. Why? Because the people we have and the way BMS supports and trains them benefits our clients and their business.

Their specialist market knowledge, experience and expertise give our clients and their businesses both intelligent analysis and insight, leading to better policy development and placement.

Our culture promotes the welfare and inclusion of our staff who are both proud and happy to work for BMS and it shows.

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Making a new career choice is an important decision for you. You'll be looking to join a company that enables you to flourish, supports your wellbeing, develops your skills and demonstrates social conscience. You've come to the right place - somewhere you'll feel you belong and are proud to be a part of.

ROANNE GIBBS - MANAGING DIRECTOR
HR (UK & INTERNATIONAL)



Your rewards.

You deserve an employer where you are empowered to be your best self and rewarded for your time, energy and contribution.

Upon joining BMS, you'll have access to our personalised benefits platform, Your Rewards. In the meantime, here's a sneak preview of some of our great perks available to our colleagues.

Financial.

Pay

Competitive pay goes without saying and every year this will be reviewed to make sure it's fair and reflective of your responsibilities.

Bonus

Being a team centric business, our annual bonus scheme is linked to the performance of our collective efforts as well our own value add.

Equity

Opportunity to purchase equity through an annual share trading window – a great perk for being part of an independent company where you can buy into its growth story.

Pension

A defined contribution pension with at least 7.5% contribution from us to your funds.

Discounts

Access to retail discounts saving you money on some of your favourite brands.

Mortgage Advice

Free personalised mortgage and financial planning advice — whether you're buying, remortgaging, or just want some guidance.

Health.

Private Medical

Comprehensive private medical cover with the option to add dependents if you wish, premiums paid by us.

Dental

Take advantage of joining a comprehensive dental insurance plan – available through salary sacrifice giving you additional savings.

Health Checks

Complimentary annual health checks.

24-hour GP

Access to a virtual 24-hour GP service when there simply isn't the time to book an appointment with your GP.

Critical Illness

Cover to give you peace of mind should you become seriously ill.

Therapy

It's there for anything you might want help with or just having someone to talk to. Totally optional, totally confidential, and there if you need it.

Gym Subsidy

Generous contribution from us to you to help with your fitness regime.

Supporting you.

Your wellbeing matters to us. At BMS we're committed to your optimum health so that you can live life to the fullest.

We offer a holistic programme of benefits and events tailored to meet the needs of our diverse workforce so that everyone feels supported.

We know that our business works best and teams really thrive when we are able to spend time in person. Our employees enjoy coming to the office to be creative, exchange ideas, engage with colleagues old and new and be part of a market like no other. We also understand flexibility brings balance which is why we've embraced a hybrid working model to empower our people to take responsibility for how and where their work gets done.

A free wellbeing platform is available for our global employees to support their mental health. We also have mental health first aiders within the business if ever you need a safe space to talk.

All colleagues who work full time get 27 days holiday; you also have the option to buy extra days spreading the cost over the year.

We've added birthday leave to our global benefits - an extra day off for employees to celebrate their birthday.

We've got a range of family support and if ever you're taking leave, we help your transition back to the workplace with coaching and childcare benefits too.

Wellness speakers, nutrition workshops and activities such as yoga are regular fixtures.

We have dedicated Wellbeing Champions across BMS who actively support and strengthen a culture where wellbeing is a valued part of everyday working life.

We consistently score highly on our wellbeing scores within the regular culture surveys. *85% of colleagues say they believe their wellbeing is important to BMS and *80% say they feel supported through emotionally demanding times.

***86%**

would recommend BMS Group as an employer

***84%**

are proud to say they work for BMS Group

***88%**

feel they can be their authentic self at work

*2025 culture survey data

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You don't have to feel like you can't ask questions because everyone is so approachable and will give you the time to understand.”



Developing you.

We know the quality of our people truly sets us apart. We know that you're talented. We also know that we want to provide you with the very best in learning opportunities right from the time of joining us. And there's plenty of those opportunities.

Upskilling

Through our custom-built skill mapping tool, you'll be able to build a personal development plan and track your growth in confidence in selected skills at a time and pace to suit you.

Learning

Behind each skill there's dynamic digital content available on our state-of-the-art learning management platform, BMS Absorb. This combination enables you to find the development you need when you need it.

Reviewing

All employees are encouraged to check in with their managers regularly. The catch? There isn't one - our process is fluid enabling you to agree your

goals convenient to your work commitments. There are even the tools to provide feedback to anyone in the business (and ask for it too!) just to demonstrate the value from working with each other.

Bespoke programmes

Our Early Careers Programme provides an excellent platform to kick start your career with opportunities to obtain qualifications in your area of expertise. As a global business, secondments are actively encouraged to support skill development and promote long standing partnerships with colleagues across the BMS network.

At the right time in your career journey, our bespoke BMS 'Manager as Coach' programme supports you to develop into authentic, competent and an emotionally intelligent manager, equipped with the mindset, skills and tools to achieve great outcomes.

Mentoring

Our global mentoring programme gives you the chance to learn and collaborate with colleagues from across the globe. Open to everyone from senior leaders to new joiners, we live our value of 'We Work as One' by sharing knowledge, experience and perspectives across the Group.

Accelerate

At BMS, we're proud to invest in our people and their potential. Our Accelerate Programme recognises and develops colleagues from across our broking and enabling functions who consistently demonstrate exceptional performance, embrace change and live our values every day.

Transformational leadership is essential in today's rapidly changing world of work. Through blended learning and bespoke development programmes, we help our leaders build the mindset, skills and confidence to empower and inspire others.



The most positive part of the experience for me has been the self-awareness and how it allows you to create the future you want and deserve."



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For me it was important to be surrounded by such a rich environment to grow and learn. The diversity of ethnicity at the same office speaks volumes of the organisation.”

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Having come from a large organisation that was surrounded by bureaucracy it has been so refreshing to join an organisation that doesn't suffer from any sort of internal politics.”

There's no one else like you so why compromise?

At BMS you don't have to. Everyone is included, supported and valued.

As we welcome further talent to the Group, it's important to us that we continue to build respect for individual difference, maintain our natural sense of curiosity and never ever stop learning.

This is why we created BMS together – driving diversity, equity and conscious inclusion across the business, from London to Sydney.

At BMS, we believe different perspectives, backgrounds and experiences bring depth to our business and help create a culture where everyone feels valued, supported and able to thrive.

We're committed to creating an inclusive environment for our colleagues, clients and communities where people feel empowered to share ideas, grow in confidence and bring their authentic self to work, supported through dedicated programmes, events, networks and partnerships across the Group.

We bring this commitment to life through our DE&I and Neurodiversity Committees, Gender Equity Networks and REACH (Racial Equity, Allyship, Culture and Heritage), alongside development programmes and inclusive recruitment practices. We also partner with Equity City, the Insurance Cultural Awareness Network (ICAN), Link - the LGBT+ Insurance Network - and the East London Business Alliance (ELBA).

In addition, we recently retained a Silver Award in the Talent Inclusion and Diversity Evaluation (TIDE) benchmark from Onvero (formerly ENEI), recognising our continued progress and commitment to diversity, equity and inclusion in the workplace.

Together, these initiatives help create a culture where opportunity is open to all and where everyone feels respected, supported and at home.

Feel empowered - come and join the community.



Beyond you.

As a business with collaboration at the centre of its culture, we are in a good place to work together to face up to the issues and meet evolving ESG challenges.



All our work with our chosen charities, our partnership with networks, the raft of wellbeing initiatives and volunteering opportunities all demonstrate our sense of community and commitment to enrich our lives and those of others.

If you're taking part in fundraising, we'll match your efforts up to £500 and give you two extra days each year for your charitable work.



Our purpose.

To help people, businesses and communities flourish and prosper in a world of risk.

This is the primary reason that BMS does what it does as a business and the positive impact we want to have on the world. It defines who we are as a company and why we exist and is a primary driver for our actions and partnerships.

As a group it shapes our strategy, inspires our people, and reminds us daily why we come to work.



The main reason for joining BMS over the alternative job offer was very much to do with the 'human' side of the company."



What is the most important feature of BMS? I mean, we use your analytics. We use your market knowledge, but for us it's the people. It's the people that make a difference."

We put clients first.

Going further to help them succeed.



The main reason for joining BMS over the alternative job offer was very much to do with the 'human' side of the company."

Our values.

We find a way.

Bringing ingenuity and determination to every challenge.

We work as one.

With diverse expertise that drives meaningful impact.

We take ownership.

With trust and integrity as our foundation.

We sweat the details.

Because small things create big opportunities.



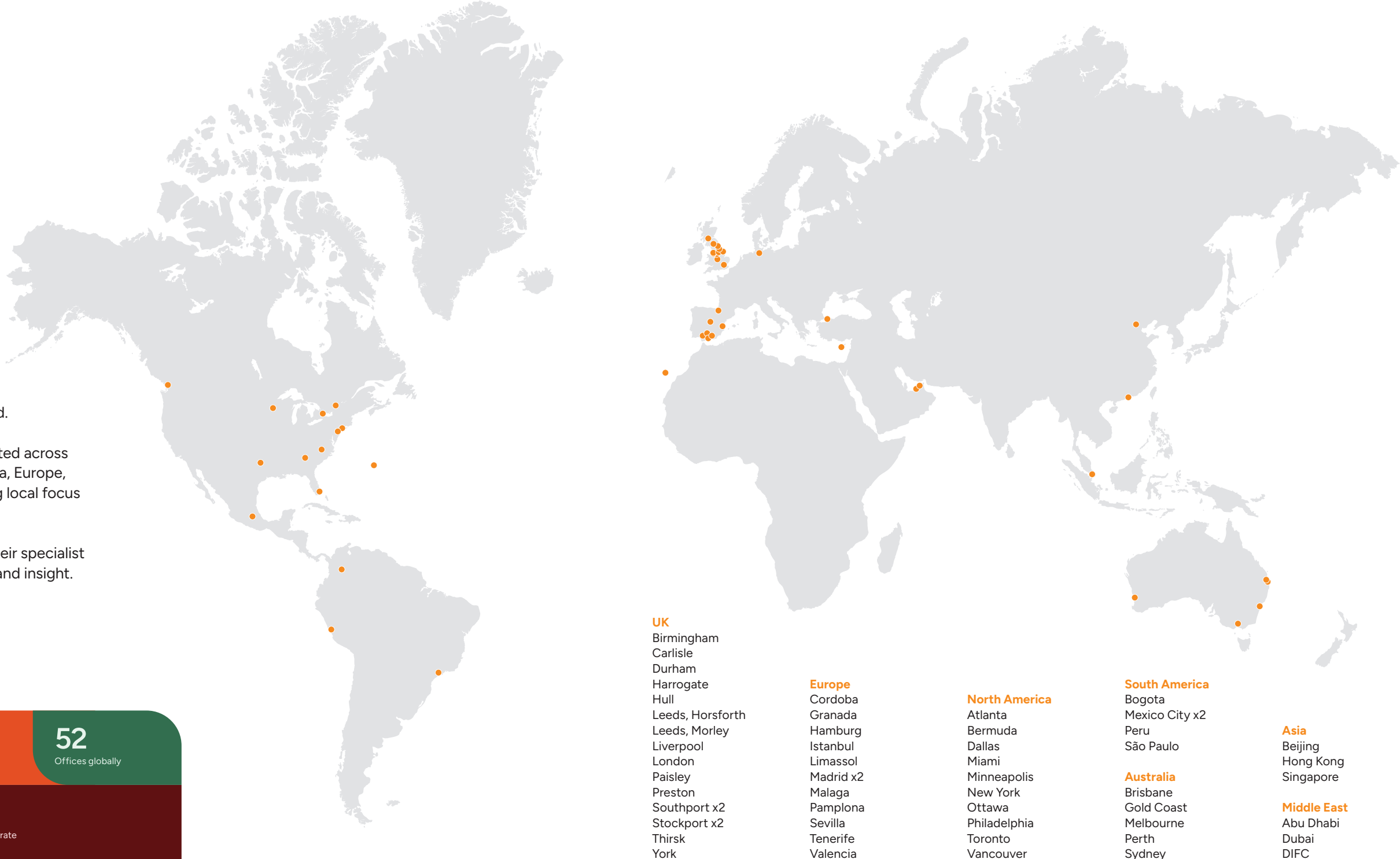
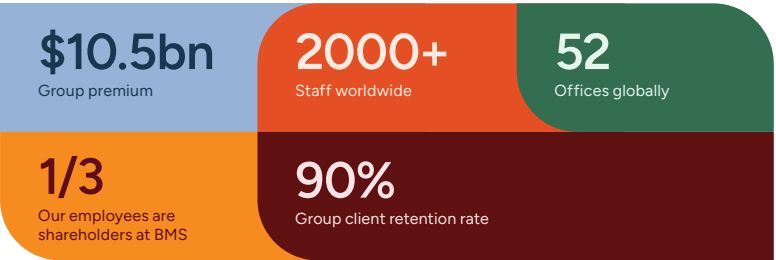
BMS globally.

We are one brand, working off one single platform, wherever you do business with us, offering a seamless service across our integrated broking, analytics, wordings and claims expertise.

We are growing and globally our footprint is increasing, but the BMS culture and approach have not changed.

We are a global brand with offices located across the US, Canada, Latin America, Australia, Europe, Middle East and Asia with both a strong local focus and understanding of market needs.

Our teams are respected globally for their specialist market knowledge, intelligent analysis and insight.



BMS has come a long way.

From a small office with a fax machine in Fenchurch Street to 52 offices worldwide, BMS has achieved so much. But we are only just getting started.

1980	Ballantyne, McKean and Sullivan founded Independent, employee-owned broking and advisory firm established.				2000	Entered US market Acquired stake in Vision Re, establishing US treaty reinsurance presence.		2013	Nick Cook appointed CEO Assumed leadership to drive global strategy and growth.		2017	Launched BMS Iberia Strategic EU access post-Brexit via new European hub.		2020-2021	Established Asia operations; acquisitions in Spain, Mexico, Brazil and Türkiye Acquired Jurado Mata and Eisenar (Spain), Calomex and PWS (Mexico), KNW (Brazil), Oria Sigorta (Türkiye).		2023	Acquired brokers in Australia, Brazil and Canada Including Austbrokers Coast to Coast, Bluebook (Australia), Smith & Reid (Canada); secured Eurazeo investment.		2025	Enhanced presence in Spain, Latin America Türkiye and Australia Acquired Rasher (Spain & LATAM), Oria Sigorta (Türkiye), Corporate & Commercial Insurance Brokers (Australia).	
1984	Admitted as a Lloyd's broker Expanded beyond North American treaty reinsurance into Lloyd's and began diversification.		2005	Renamed BMS Group Reflecting broader international focus and growth.		2013-2015	Global expansion: Asia-Pacific and Latin America Opened offices in Sydney and Miami, marking APAC and LATAM entry.				2019	Secured long-term independence Investor backing ensured independent future.		2022	Focus on ESG, DEI and Iberian growth Hired leaders for ESG and DEI; acquired SRG Group (Australia).		2024	Completed acquisition in UK and expanded presence to UAE Acquired leading UK broker David Roberts & Partners (DR&P) and Berns Brett Masaoood (BBM) in UAE, entering into a joint venture as BMS Masaoood.				

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