

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.



India is home to exceptional talent and enormous opportunity. As BMS continues to grow, we are committed to creating an environment where ambitious people can build rewarding careers, contribute their ideas and make a genuine impact. At BMS India, we combine local expertise with global reach, giving our people a platform to flourish.

NIPUN MAPARA
MANAGING DIRECTOR, BMS INDIA





Your rewards.

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

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 as 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.

Health

Private Medical

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

Health Checks

Comprehensive health assessments to help you proactively manage your wellbeing, with the reassurance of regular preventative screening.

Pre & post hospitalisation expenses

Medical expenses incurred before and after hospitalisation are covered, aiding your recovery journey.

Term Life Insurance

Financial protection for your loved ones with a lump-sum benefit payable in the unfortunate event of death.

Accidental Insurance

Additional financial protection for you in the event of specific accidental injuries.

Developing you.

We know that the quality of our people sets us apart. You bring talent, ambition and curiosity – and we are committed to helping you build a successful and fulfilling career with us. From day one, your development is a priority.

Upskilling

Through our skills mapping tools, you can build a clear and personalised development plan aligned to your career goals. You'll be able to track your progress, build confidence in key skills and take ownership of your growth at a pace that works for you.

Learning

Our digital learning platform provides access to a wide range of high-quality content, supporting both technical expertise and professional skills. This enables you to learn flexibly, deepening your knowledge and capability in the areas that matter most to your role and future career.

Professional qualifications

We actively support you in achieving recognised professional qualifications relevant to your specialism. These qualifications are a key part of building technical expertise, professional credibility and long-term career progression at BMS.

With structured support, funding and guidance, we help you develop the knowledge and confidence to succeed and advance in your field.

Mentoring

Our global mentoring programme connects you with experienced colleagues across the business, giving you the opportunity to learn from others, gain new perspectives and build meaningful professional relationships.

Whether you are early in your career or looking to broaden your experience, mentoring provides personalised support to help you grow.

Performance and growth conversations

We encourage regular, meaningful conversations with your manager to support your development, set clear objectives and review your progress. Our approach is simple, transparent and designed to help you stay focused, supported and continuously developing.

Bespoke programmes

We offer structured development programmes at every stage of your career. From early careers and professional qualifications through to leadership development, including our 'Manager as Coach' programme, we help you build the skills, mindset and confidence to succeed.

Global opportunities

As a global business, you will benefit from learning opportunities beyond your immediate role. Through collaboration, international connections and secondments, you can gain broader exposure and develop a truly global perspective.



Build your future with recognised qualifications

We invest in your long-term success by supporting industry-recognised professional qualifications. With funding, study support and access to expert guidance, you'll gain the technical expertise and credibility to progress your career with confidence.

Learn from those around you

Through our global mentoring programme, you'll connect with experienced colleagues who can support your growth, share insights and help you navigate your career journey at BMS

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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.”

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.



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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.



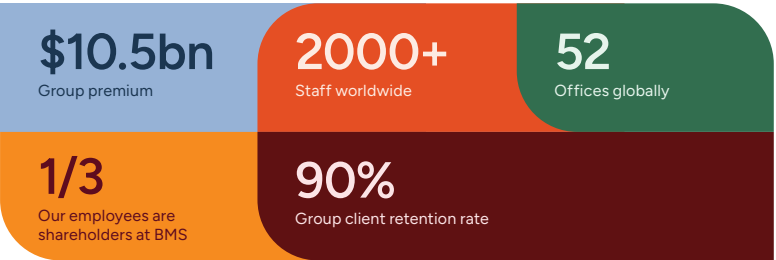
BMS globally.

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 Eisenaar (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, Australia and Middle East Acquired Rasher (Spain & LATAM), Oria Sigorta (Türkiye), Corporate & Commercial Insurance Brokers (Australia). Launched BMS (DIFC) Ltd, strengthening the Group's direct insurance and reinsurance capabilities across Middle East, North Africa and Türkiye.
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.	2026	Established BMS Group India GCC Opened a Global Capability Centre in Mumbai to strengthen expertise and support global growth.

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