

BMS Early Careers Programme – Risk and Compliance

This is a fantastic opportunity to join our Early Careers programme, working closely with a variety of Risk, Compliance and Financial Crime professionals, with exposure to other areas of the group, both within the UK and internationally.

Learn 'on-the-job' in a dynamic and collaborative environment whilst studying for an industry recognised qualification.

You will be given the opportunity to learn the key elements of a risk management framework, with an emphasis on the fundamentals of risk and control assessments, risk events and mitigating actions. You will also be rotating across the different areas within the Risk and Compliance teams to broaden your exposure to the various disciplines within these second line control functions.

This role will be based in our London office, with the opportunity to work from home in a hybrid fashion.

About BMS

BMS is a dynamic, independent global broker established in 1980, delivering specialist insurance, reinsurance, and capital markets advisory services. Our purpose is to help people, businesses and communities flourish and prosper in a world of risk.

We are a global brand with offices located across the US, Canada, Latin America, Australia, Europe and Asia with both a strong local focus and understanding of market needs. Being independent gives our brokers the freedom to deliver the best solutions and combined with our collaborative team approach, single platform worldwide and renowned personal service, we are the independent broker of choice.

About the department

The BMS Early Careers Programme provides a route into a successful career in a dynamic industry. The Risk and Compliance functions provide second line advice, challenge and support to the wider BMS group, across four Divisions, namely UK Specialty, UK Retail, International, US Re. Risk and Compliance are made up of the following specialisms under the leadership of the Group Head of Risk and the Group Head of Compliance:

- Risk Management, including Business Partnering

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- Compliance, including Business Partnering
- Compliance Monitoring
- Financial Crime

What we're looking for

Entry Requirements

- At least grades 9-4/A*-C, in GCSE English and Maths
- Studying towards level 3 qualifications such as A Levels, NVQ or BTEC
- Basic level of Excel experience required

Competencies Required

We are looking for driven individuals, who demonstrate curiosity, creativity and the ability to think critically. You will need to be able to demonstrate an analytical mindset, and the ability to question information presented to you to draw the correct conclusions. To support this, you will need to be able to show excellent interpersonal and written communication skills, excellent attention to detail, IT and organisational skills and an ability to work in a team and contribute positively to team goals. Most importantly, you will demonstrate a passion and willingness to learn.

These supplement the five BMS values

- We put clients first – going further to help them succeed
- We find a way – bringing ingenuity and determinations 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.

What's in it for me?

This is a permanent role, offering a competitive salary and bonus, 27 days holiday, plus access to our personalised benefits platform, Your Rewards, including:

- comprehensive private medical cover for you and your dependents
- complimentary annual health checks

BMS Group Ltd

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- access to a virtual 24hr GP
- gym subsidy & dedicated wellbeing support
- retail discounts
- opportunity to purchase equity
- defined contribution pension
- extra day's leave to celebrate your birthday

In addition, apprentices will also receive:

- £200 clothing allowance upon joining
- £50 per month BMS contribution into a workplace ISA for the duration of the apprenticeship scheme
- Membership to the Chartered Institute of Insurance
- £400 qualification award upon completion of Level 3 certificate
- Full study support including revision aids, exams and study days
- Student discounts

Through our Diversity, Equity and Inclusion (DEI) vision, we are committed to 'building a culture of belonging for all, valuing diverse perspectives and embracing authenticity.' As such, we have created our 'BMS Together' programme, with dedicated training, collaborative committees and intentional partnerships. In support of our ESG vision, we offer two additional paid days each year to take part in charitable work.

BMS offers flexible and hybrid working policies and we're happy to discuss options with you upon application. Please let our team know if you require any adjustments to support you through the application process.

[**Apply here**](#)

Scan or click the
QR code for more
information

[**Please complete this form**](#)