



OPPORTUNITY PROSPECTUS

**Business
Development
Director, UK**

AON

SELDON
RÖSSER



About Aon

Aon plc (NYSE:AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

Our world is more volatile – economically, demographically, and geopolitically – than ever before. We are also more interdependent. This dynamic creates both unique opportunity and incredible uncertainty and risk – risk that is increasingly connected and more severe.

Aon is a leading global professional services firm, operating in 120 countries and sovereignties, providing advice and solutions for businesses in risk, retirement and health, at a time when these topics have never been more important to the global economy.

(Re)insurers need advice on how to grow, improve resilience, and adapt to the disruption and challenges they're facing. Aon's Reinsurance Solutions business provides risk transfer, claims advocacy and capital management solutions, enabled by data and analytics, to help our clients navigate this volatility and uncertainty.

Against this backdrop of an increasingly complex world, Reinsurance Solutions has identified new areas for growth linked to providing new sources of capital, capital optimisation and developing solutions for emerging and systemic risks, including climate change.

Aon is looking for a Business Development Director

The focus of this role is to support strategic and competitive sales opportunities for Reinsurance Solutions – Aon’s reinsurance broking solution line - as part of the Global Growth Operations team.

The Global Growth Operations team supports colleagues in Reinsurance Solutions to accelerate growth.

You will help to retain and generate new revenue working in teams with brokers, actuaries, modellers and professionals at all levels.

The remit of the team has recently expanded to include working with client and product groups (segments) to explain the differentiated value Aon can deliver. It also includes market research and analysis, project management and graphic design.

As Business Development Director, you will report directly to the Head of Growth Operations in London. The role is based in London and you will be working with colleagues around the world.

Your Impact as Business Development Director

Job responsibilities

- Work with individuals and teams to:
 - Develop clear and compelling storyboards and presentations, focused on delivering differentiated value to meet clients’ business needs
 - Clearly articulate Aon’s value in proposals and presentations, to help increase the win rate and generate new business
 - › A key focus is to explain the value our analytics delivers to clients
- Ensure content and messaging is aligned to meet the needs of buyers
- Write content that explains technical subject matter clearly and succinctly
- Ensure that design supports content and messaging
- Provide coaching and development support on live sales opportunities
- Work across business and geographical boundaries to help teams bring the best of Aon to clients
- Work with leaders on each RFP and project to drive best practice.

What has to be done?	With what objectives?	% time
1. Drive RFP and new business opportunities by helping to define and explain Aon’s differentiated value proposition.	• Continuous improvement in RFP win rate to support business growth.	35%
2. Work with analytics colleagues to articulate the value that analytics delivers in each sales situation.	• Evidence how Aon’s analytics delivers differentiated value outcomes for clients.	25%
3. Write and edit content that is accurate, concise and explains the subject matter clearly and the value Aon can deliver.	• Explain how Aon can deliver differentiated value to clients. • Win new business.	25%
4. Drive projects including new product development in-line with Aon strategy and guidance from leaders.	• Explain clearly the value of Aon. • Win new business.	5%
5. Support client relationship management best practice.	• Optimise value to clients and differentiate the service Aon delivers.	5%

Within the time allocated for accountabilities 1-5

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| • Be a role model and assertive in promoting business development best practice. | • Increase the value of colleagues' contributions and the win rates. |
| • Develop a strong network of trust-based relationships in Aon. | • Build team work and bring the best of Aon to clients. |
| • Be a key member of Global Growth Operations and work in teams in London and across geographies. | • Grow revenue and margin in the long term. |

You Bring Knowledge and Expertise

Required experience

- Knowledge of financial services and current affairs
- Senior sales management experience in a leading professional, technology, legal or financial services firm
- Transforming sales performance (revenue retention and growth) in a high value, services sector
- Hands-on management of major competitive tenders
- Explaining complex and technical subject matter clearly
- Managing internal stakeholders on sales opportunities
- Managing deliverables to tight deadlines
- Working with graphic designers

Required skills

- Strong writing and communication skills
 - Clear and succinct writing
 - Explain complexity in a straight-forward way
 - Ability to demonstrate differentiated value to clients
 - Draft presentation storyboards that flow logically, are engaging and explain the value of our recommendations to clients
 - Draft key messages and content
- Financial and broad business understanding, with an interest in current and global issues
- Ability to understand situations quickly and identify the best course of action to deliver the best outcome
- Situational leadership skills and experience to bring clarity and agree plans
- One-to-one and group facilitation to achieve outcomes and develop new thinking
- Ability to lead a presentation rehearsal
- Self-motivated, proactive and flexible
- Effective when working under pressure
- Team player that collaborates with people at all levels
- Assertive and able to challenge to deliver the optimal result
- Project management ability

Preferred experience

- Knowledge of re/insurance
- Hands-on client account management
- Coaching individuals and teams
- Professional services experience desirable, but not essential

Education

- Bachelor's degree and 5 years of industry experience



We offer you

A competitive total rewards package, continuing education & training, and tremendous potential with a growing worldwide organisation.

Aon is in the business of better decisions

Aon exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

Through our experience, global reach, and state of the art analytics, we are better able to help clients meet rapidly changing, increasingly complex and interconnected challenges across four areas of need.

- Navigating new forms of volatility
- Rethinking access to capital
- Building a resilient workforce
- Addressing the under-served

Inclusion & Diversity at Aon

We believe Inclusion and Diversity drives the best insights, advice and outcomes for our clients, our firm and our communities. That's why we're committed to a workplace culture where colleagues are comfortable being their authentic selves, feel a full sense of belonging and are empowered to reach their highest potential.

At Aon, our commitment starts with mutual respect. It is the responsibility of all our colleagues to act with integrity, trust one another and encourage others to share their unique perspectives. Together, we hold ourselves accountable, where every colleague feels accepted for who they are and valued for the insights they bring.

We know an inclusive culture drives diversity, which makes us a better, stronger company. We value the diversity of ideas, experiences and perspectives that come with having colleagues from different cultures, nations, genders, age, sexual orientation and physical ability. Embracing differences is key to our distinctive Aon United culture.

By having a strong commitment to inclusion and diversity, we attract and retain the best talent, which develops high-performing teams, enables innovation, creates client value and delivers positive business results.

Q&A

Fiona Logan



Why has this role been created?

The Global Growth Operations team was established in London over 11 years ago. Since then, the team's remit has grown from a UK focus to include all Reinsurance Solutions globally.

Team members are embedded in the business and respected for contributing to winning work.

This is a business development role to support reinsurance brokers and analytics professionals to develop differentiated proposals and presentations. The ability to explain complex issues and solutions clearly is a essential.

The team's remit has expanded to include sales content for product and client groups. It also includes market research and analysis, project management and graphic design.

This role will help brokers and analytics professionals to differentiate Aon and work with them to create sales collateral that is specific to client situations, segments or classes of business. Working for global clients in sectors including Property, Casualty, Marine, Energy, Aviation and Cyber, the BD Director will play a proactive, commercial role in creating sales content, storyboards, pitches and thought leadership.

What will the day to day of the role look like?

Whilst the role will be based in London, and the team hub there, the remit is to work in teams with colleagues around the world.

So, experience working in a global business, thinking and working with colleagues across national boundaries is important.

What skills and attributes will you look for in candidates?

We write a lot, so someone who is an excellent writer with a journalistic mindset will find the work absorbing and enjoy the role.

An interest in current affairs and what is happening in the world matters. It sets the context for our work and makes it all the more interesting.

You need to be strategic and want to understand complexity (what is relevant and what isn't) to explain things in ways that are straight-forward and easy to understand

There are so many opportunities to contribute and create value in teams and to develop a career that plays to your strengths.

How to apply

Aon has recognised the strategic importance of this role and have invested in a talent search campaign with Seldon Rosser.

To express your interest in this opportunity please contact
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katie@seldonrosser.com +61 424 944 997

www.aon.com seldonrosser.com

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