



SwissLife

*Work and
look to the future.*

*Are you looking for a career with a future?
Then come and join our Swiss Life team.*

Swiss Life invests in its employees' future. Will you invest in yours?

Taking the future seriously means investing in it. After 150 years in business, Swiss Life is more confident than ever about the future. Great opportunities lie ahead: both for us as a company and for our employees.

Swiss Life is a world-renowned specialist in life and pensions solutions. We have our employees to thank for that. The quality of our services resides in their know-how and passion. To encourage our employees to give their best, we create a pleasant and constructive working environment. A culture of cooperation, ambition and respect. And this in turn contributes to Swiss Life's excellent reputation as an employer.

We are operating in a market with growth potential where many different talents and skills are needed. That's why Swiss Life is a company of 100 professions! Be it Sales, Accounting & Controlling, IT, Asset Management, Financial Services, Legal & Compliance, Marketing & Communication, Human Resources or Project Management – we support each employee's career path. For a common and sustainable future.





We create success. Working together.

To build a successful future, we must all pull together: as a company with our customers and as an employer with our employees. Sustainability is at the core of Swiss Life's business activities: To be there as a partner for its customers and its employees.

For the past 150 years our customers have trusted Swiss Life with their future. This is a huge responsibility and the trust placed in us is enormous. We don't just consider ourselves a true partner – we really are one. We want our customers to feel well looked after with us. We give them the feeling that the future is something they can look forward to.

"Since I've been working for Swiss Life, I really feel that I'm doing something important for our customers."

C. S., Portfolio Manager

Prove reliability – the way we act.

Nothing matters more to a provider of life and pensions solutions than reliability. This shows how much responsibility Swiss Life places in the hands of its employees. They're the ones who keep this promise. And they do it in an exemplary fashion: By always being there for each other and sharing information with colleagues, including those from other specialist areas. That's reliability in action.

Support individuality – the way we think.

We may number our policies. But our customers are more than numbers. The same goes for our employees. We're not looking for run-of-the-mill staff. We need colleagues who will take on responsibility, who want to make things happen wherever possible. This doesn't mean they need to agree on everything, after all variety is the spice of life in a working environment based on mutual respect. This form of individual cooperation is a fundamental component of our work culture.

Create confidence – the way we feel.

We can only commit fully to our customers' future by first ensuring the confidence of our employees. Expertise and passion are two cornerstones of Swiss Life. And we are a true partner not just for our customers. Swiss Life also sees its relationship with its employees as a partnership. Since the company started we have proved that this is the right approach: Swiss Life is now one of the most popular employers.

We work for the future.

Although it may sound like a cliché, that doesn't dilute its importance for Swiss Life: Our employees are the ones who define our success. Across all functions and all departments.

Our working environment offers you the opportunity to achieve your potential.

We know that ideas are the key to the future. So we cultivate a culture of exchange. For us consensus is not a challenge. We need different opinions in order to find good solutions. This type of cooperation requires respect and friendly cooperation. We see success as the result of working together.

Our employees should have skills, particularly social skills.

When people work together, social skills play a crucial role. The best qualifications are worthless if your heart is not in the right place. Mutual respect and openness are the foundation of our working environment. It is also kind of logical that a company which works to secure people's future should be committed to this principle.

We cultivate a culture of dialogue.

This begins with Swiss Life employees acting in a straightforward way. Approaching work and everything related to it with an open attitude. Calling a spade a spade and applying the tried-and-tested adage "let's agree to disagree". This is how we find solutions to suit new requirements. As an employee you are a key part of Swiss Life and your opinion counts.

Where the future is the goal, employees continue to develop.

Swiss Life is dependent on skills and expertise in a variety of disciplines. We don't just fully exploit this potential. With further education and training we also support our employees' development, both professionally and personally. For Swiss Life it's all about people's future. We accept our responsibility with engagement, and we include our employees in that – from apprentices right up to management.



”Do I need to know a lot about the insurance business to do good marketing for Swiss Life? I know something about life.“

P. M., Key Account Manager

Leadership is entrepreneurship.

At Swiss Life, managers are not just supposed to manage success. They should generate new success. Their abilities are crucial for the future of our company. And thus for all employees. Our managers know how to enable employees to work independently, to show them recognition and appreciation and to help them feel happy in their job. Ultimately they act as entrepreneurs to ensure a sustainable future for the company.

We can shape the future as long as we adapt.

If we seek success, we must also measure it. Swiss Life promotes a culture of open and honest feedback. We also give our employees feedback on their performance. Regular performance reviews reflect our consistent focus on results. Of course our feedback is not just verbal. We reward good performance with an attractive remuneration system and

interesting development opportunities. And we adapt our employment conditions to change – ”trust-based“ working hours, goal orientation and result orientation are the keywords. We also modify our processes for the purpose of achieving objectives and employee satisfaction. Every one of our employees can rely on that throughout their future.





Many opportunities. One future.

Working for a life insurance company can be very exciting and Swiss Life is a very good example of that. You can sense that we have great things ahead of us: There is a unique spirit pervading all areas and all levels of the hierarchy.

The diverse and fascinating nature of insurance business is also apparent in the large number of professions united under the Swiss Life roof. There are over 100 in total. Swiss Life therefore offers a large number of career opportunities. Depending on your personality, experience and education you can find the right career path for you.

Sales force.

Are you a doer, someone who successfully goes his own way? You need personal responsibility to really get into your stride. You combine sales skills with excellent social skills. And you are used to measuring your performance and being paid accordingly.

Experienced professionals.

There is a lot you can learn. Experience needs to be gained. Swiss Life relies on experts who embody professionalism. If you are one of those controllers, risk management specialists or marketing leaders who always wants to develop their skills further, then Swiss Life is the right place for you.

Career starters.

Are you really motivated to get your career under way? Then start where there is a future. We will help you to efficiently apply your knowledge and abilities in a working environment throughout your career.

Apprentices and trainees.

Swiss Life enjoys an excellent reputation as a trainer. And rightly so. Swiss Life is the ideal starting point for those wanting to build a solid foundation for their future career.

”The way we accomplish goals together in a team is reflected in our work. And I think our customers notice this.“

I. S., Insurance Advisor

However varied the professions are at Swiss Life, all employees – and we really mean all – share an atmosphere of respect, mutual exchange and cooperation. We encourage personal and professional development. We demand a willingness to perform. We prove reliability. For a future in which we can grow together sustainably. Become part of this unique team. Now.

This is what you can expect from us.

Swiss Life is committed to the future. To its customers' future. And above all to its employees' future. This means that Swiss Life as an employer is very conscious of the contribution its employees make to success. Just because it's work doesn't mean there's no human dimension.

Development.

Swiss Life develops the professional and personal skills of each of its employees on an ongoing basis. Knowledge is broadened and deepened. Exchanging information with colleagues is encouraged. As a Swiss Life employee you don't stand still. Instead you grow and, we are proud to say, you become a sought-after specialist.

Responsibility.

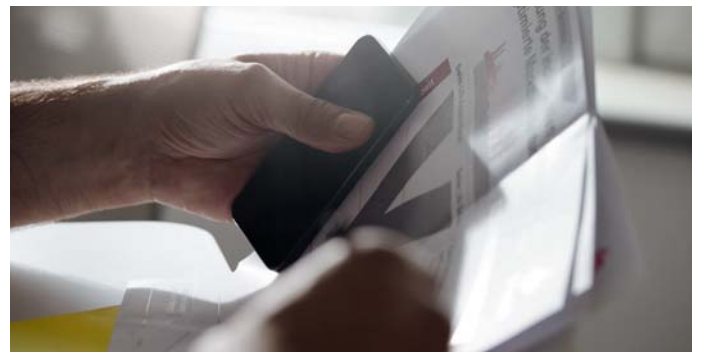
Swiss Life would like the company and its employees to benefit from each other. We have seen that our employees are at their most productive when they are sufficiently challenged, which includes assigning responsibility. You gradually take on increasingly complex tasks and additional responsibility. For your colleagues and their development too.

Advancement.

If you show appropriate engagement, a career at Swiss Life can be extremely promising. In feedback sessions objectives are set and qualifications discussed. You grow in your role. You advance your career along a specialist, project-based or management path. Employees who pursue a management career and show potential for very challenging tasks are promoted in a talent development programme which they follow alongside their professional commitments. Your future at Swiss Life depends entirely on you.

Balance.

The more you give, the more you get back. We are committed to ensuring that your private life does not suffer. We want you to have time for yourself and for your children, for hobbies and for the world around us. We see work-life balance as the key to personal success and well-being. Individual needs are accommodated with flexible working time models wherever the function and the position permit.



If you are interested in a position, please get in touch. We will discuss your (and our) aspirations and see how we can achieve them. Working at Swiss Life means working on your own future. When will you start?

One company, many future prospects.

Swiss Life Group: www.swisslife.com/career
Swiss Life Switzerland: www.swisslife.ch/en/jobs
Swiss Life Asset Managers: www.swisslife-am.com/careers
Swiss Life International: www.swisslife.com/internationalcareers

Find out more.

The future starts here.

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