

Willis Towers Watson Careers FAQs

Questions about our application, interview or selection process? Find the answers to frequently asked questions here. You'll also gain insight into what it's like to be a Willis Towers Watson colleague and how we can help you unlock your potential.

Searching and applying for a position with Willis Towers Watson

Where can I learn about job opportunities with Willis Towers Watson?

Visit our [Careers website](#) to learn about open positions.

How can I request a special accommodation for submitting my application?

At Willis Towers Watson, we're committed to equal employment opportunity. In our application and interview processes, we provide reasonable accommodations to applicants with physical and/or mental disabilities. Your recruiter can assist you with requests for such accommodations.

Can I apply via a mobile device?

Absolutely. You can apply via any mobile device, such as a smartphone or tablet. We want to make the application process as seamless as possible, and that means making it easier than ever for you to apply for a position, wherever you are.

How can I learn about the salary and benefits being offered?

You'll get that information during the applicant screening process, once you've applied for a position. Meanwhile, you can read an overview of our benefit offerings [here](#).

What should I do if I can't find an open position that matches my interests and skills?

Join our [Talent Network](#). As a member of the Willis Towers Watson Talent Network, you'll get email alerts about new Willis Towers Watson job openings that match your interests. When the right job is posted, you'll hear about it right away. You'll also receive relevant information and updates about our company. And you'll be able to easily share job opportunities with family and friends via social media and email.

Should I submit my CV or resume for each position that interests me?

You may apply for more than one position. We recommend that you apply only for those that you're both interested in and for which you are qualified.

How can I search for opportunities in a particular country or city?

On every page of our [Careers site](#), the search bar allows you to select a country. Depending on your country selection, you can then select a province, state or city. Then click [Search](#) to see a list of job openings in the selected geographic area.

May I apply for a position that's based outside my home country?

Yes, you may apply for any full-time Willis Towers Watson position for which you believe you're qualified. For any position based outside your home country, your eligibility will depend in part on:

- 1) Your qualifications
- 2) Your ability to secure and maintain any work authorizations and/or immigration documentation necessary for you to live and work as a full-time employee in the country where the position is based.

If I submit my CV or resume for a specific position, how long will it be before I learn whether I'm being considered?

Our recruiting team is committed to reviewing each CV and resume and responding within seven days of receiving the application.

Can I update my profile?

Yes. Once you've joined our Talent Network, you'll see a link to update your preferences at the bottom of our email updates.

How can I receive notifications about new job postings?

Join our **Talent Network**. As a member of the Willis Towers Watson Talent Network, you'll get email alerts about new Willis Towers Watson job openings that match your interests. When the right job is posted, you'll hear about it right away. You'll also receive relevant information and updates about our company. And you'll be able to easily share job opportunities with family and friends via social media and email.

I'm interested in job opportunities in the U.S. How do I create a career profile?

Join our **Talent Network**. On our Careers site, simply choose a desired job title, and then click **Join our Talent Network**.

How can I find out the status of my application?

If you meet all qualifications for the role and we consider you to be one of the strongest candidates, one of our recruiters will contact you to coordinate the next steps in the selection process. We are committed to responding to every application we receive, but due to the volume of resumes we receive, this may take some time.

How can I view a list of the applications I've submitted?

Go to the position announcement on our **Careers site** and click **Apply**. That will take you to the application page for that position. Once there, you can create a Talent Network account. With an account, you can view your applications and saved job agents, track documents you've submitted and more.

Can I submit my information without applying for a position?

Yes, you may create and submit a profile without applying for a specific job — and we encourage you to do so. If you don't find an opportunity that interests you, submit your profile by joining our Talent Network. With your profile in our database, it will be easy for you to apply for a position later.

What are the general requirements for becoming a Willis Towers Watson colleague, in addition to the job-related qualifications listed in specific job postings?

Depending on the country where a position is based, job applicants may be required to:

- Review and acknowledge the Willis Towers Watson Terms & Conditions of Employment.
- Participate in one or more competency-based job interviews. The number of potential interviews partly depends on the specific role and the Willis Towers Watson business line it supports.
- Successfully complete background screening, which is subject to applicable laws and regulations. As part of the background screening process, you may be required to provide employment references and/or details about any criminal charges or convictions, as well as other background information.
- Submit a documented proof-of-work authorization for employment in the country where the position is based.
- Provide other information and/or documentation necessary for Willis Towers Watson to comply with applicable laws and regulations, as well as company policies.

When I apply for a specific job, will I be considered for other positions within the company?

Yes. Both your candidate profile and your resume will be stored in our database, where our staffing specialists can access your information and consider you for alternative positions.

How often can I update my profile?

As often as you'd like. Once you've created a profile on our **Careers site**, you can access your profile at any time. To update your skills or employment history, log into your account and click **Access My Profile**.

What will happen to my resume after I submit it?

We'll add your resume to our candidate tracking system, and you'll become part of our centralized talent pool. When a position opens up, this candidate pool is our recruiters' first stop.

After I submit my profile and/or application, will I receive a response?

Yes. We'll notify you via email that we've received your profile and/or application.

Does Willis Towers Watson have a policy around hiring relatives of its current employees?

While our hiring managers are permitted to hire relatives of our employees, we evaluate each situation to avoid direct reporting relationships and common client assignments as much as possible. We do the same when our employees' relationships change during employment due to events such as marriages.

How long should my resume be?

Your resume's purpose is to get you invited for an interview. It serves as your advertisement to the hiring team that you have what we need. If you write your resume to show that you meet our job requirements, with supporting work history, its length doesn't matter. A one-page resume is perfect if it includes all of the requisite employment history. However, though your resume should be concise, we don't require that it be limited to one page.

How do I know my personal information is secure?

Willis Towers Watson takes your privacy seriously. When you browse and/or apply for jobs on the Careers portion of our website, we may use your application and any additional information you provide to assess your skills and interests against Willis Towers Watson career opportunities. We also may use the information for reporting purposes as may be required by local law. And we may use your information to communicate with you and inform you of career opportunities. Entities acting on behalf of Willis Towers Watson with which we share your information are bound by terms of confidentiality and this [privacy policy](#).

On which social media sites does Willis Towers Watson have a presence?

For job seekers, we're active on:

- [Twitter](#)
- [Facebook](#)
- [Glassdoor](#)
- [LinkedIn](#)

We also have a corporate presence on:

- [Facebook](#)
- [Twitter](#)
- [LinkedIn](#)
- [YouTube](#)
- [Instagram](#)
- [Google+](#)
- [Pinterest](#)

How can social sites help me find a job with Willis Towers Watson?

We post announcements about open positions on our social sites with direct links to job requisitions. We also post news about our company and updates on our employer brand as well as information about Willis Towers Watson research, articles featuring our subject-matter experts and other thought leadership content.

Can I apply for a Willis Towers Watson job directly from Facebook, Twitter or LinkedIn?

Yes. On the social site, click the link to the specific job announcement. You'll be directed to the announcement on our [Careers website](#), where you can apply for the job.

How can I share job announcements with friends?

When you click on a job announcement, you see a **Share** option on the right side of the page. Use that to share the announcement with friends via social media or email.

Working at Willis Towers Watson

Where does Willis Towers Watson have offices?

We have offices in the major cities of more than 120 countries, on every continent except Antarctica. While we develop a new website for our organization, you can see lists of our offices on the legacy websites of our two predecessor companies, **Towers Watson** and **Willis Group**.

What's the organization's policy on flexible working?

Many of our roles offer flexibility in work hours and/or work location, depending on the role, its requirements and where the position is based. If such flexibility isn't explained in the job description, you can discuss it with your Willis Towers Watson recruiter during the screening process.

What's Willis Towers Watson's approach to workforce inclusiveness and diversity?

At Willis Towers Watson, our objective is to attract, retain and develop the very best talent needed to implement our business strategy globally and meet our organizational goals. Our commitment to **inclusion and diversity** shapes our approach to serving clients; delivers sustainable, profitable growth; and creates a supportive environment for all of our colleagues.

Developing your career at Willis Towers Watson

If I'm hired to be a Willis Towers Watson employee, how will I continue to grow as a professional?

We believe the best way for our colleagues to develop is by deepening and broadening their experience. Your manager will work with you to provide opportunities for you to develop and grow, and will monitor your progress via our performance management process.

The process will begin when you set personal objectives for the year. These objectives will be aligned with the Willis Towers Watson business strategy, ensuring that your work will be linked to the company's continued success through our enterprise scorecard. The scorecard outlines the company's short- and long-term priorities. Some of our lines of business create their own organizational scorecards (subsets of the enterprise scorecard) with more specific goals for their teams and individual team members.

Guided by these scorecards, your manager will work with you to create short- and long-term plans for your professional development. These plans will help you shape your career progression.

What kind of training can I expect from Willis Towers Watson?

Willis Towers Watson is a learning organization. We offer our colleagues many opportunities for development, so you'll find a variety of programs designed to support your continued growth. For individual contributors, we offer various courses and certifications. If you're in a leadership role, we provide leader workshops based on best practices. We offer a suite of online training courses designed to build professional skills, and you'll be able to take an online course when and where it fits your schedule. We also offer monthly webinars on topics related to team work, including collaboration and developing cultural understanding.

In addition, Willis Towers Watson has many companywide programs on leadership development and change leadership. These programs are a blend of in-person learning and online experiences. Participants engage in activities and facilitated conversations, as well as 360-degree feedback reviews, which equip them with practical tools to use when they return to their offices.

Here's what Willis Towers Watson colleagues say about these leadership programs:

"This was my first exposure to any kind of leadership development program. It was fascinating to learn and hear from so many fellow leaders. It was challenging and intriguing."

"Every leader should participate in this program. It's not just about how to lead through change; it equips leaders to lead in a dynamic environment."

"This was a very positive experience. I developed skills that will be directly transferable upon my return to the office, and I acquired a support network to keep me on track."

What influence will I have over my career progression?

Our philosophy is that individuals drive their own careers. Only you can fully understand what's most important in your career progression.

We offer multiple opportunities for our colleagues to have diverse career experiences around the world. You can have a career conversation with your manager at any time. The company will support you on your career development journey and provide opportunities for you to meet your goals. Your manager will help you make informed career-related decisions, build your career development plan and connect you to any support you may need.

What if I join the company and then want to explore job opportunities in other countries?

At Willis Towers Watson, we strive to lead and sustain excellence. This means we have an unwavering commitment to the professional development and personal growth of our people. Our colleagues take responsibility to develop their expertise, competencies and professional stature, while the company invests in the tools and opportunities that support their continual development.

For you, development might involve a position outside of your home country. Your manager will help you explore such opportunities. If you'd like to see which Willis Towers Watson positions are now open worldwide, see the [job listings](#) on our website.

Our Graduate Development Program

Considering starting your career with Willis Towers Watson? You probably have questions about the company and our hiring process. Here are some answers.

What does Willis Towers Watson look for in a graduate hire?

We seek bright, accomplished, highly motivated candidates with outstanding communication skills and a true passion for business. For students in their last year of undergraduate degree study, our full-time Graduate Development Program (GDP) just might be a perfect fit.

Specifically, we look for the following qualifications and attributes:

- Bachelor's degree — all majors/degrees considered
- May/June 2016 graduation (preferred)
- Cumulative GPA of 3.0 or higher in a U.S. educational institution or 2:1 or higher in a U.K. institution
- Self-starter
- Customer-focused
- Agile learner
- Able to work effectively in teams and cultivate relationships
- Excellent verbal and written communication skills
- Authorized to work in a permanent, full-time capacity in the country where the desired position is based

What training and development is available to Graduate Development Program (GDP) participants?

All GDP participants begin their employment with Willis Towers Watson by participating in a two-week orientation program. The program gives them the opportunity to network with senior leaders, learn about our lines of business, and participate in group exercises designed to promote camaraderie among members of the cohort, regardless of where in the world they'll be based.

How are GDP rotational assignments determined?

While there's no specific formula for the assignment of GDP rotations, one of the determining factors is class size. And while we strive for an equal distribution of graduate hires across our business lines, the needs of the business ultimately determine how we assign GDP participants.

After I spend two years in the Graduate Development Program, what options will be available to me?

Post-GDP opportunities provide our colleagues outstanding starting points for long-term relationships with Willis Towers Watson. Upon successful completion of the Graduate Development Program, your program manager will work with you to identify positions within Willis Towers Watson for which your skill set and experiences can be best utilized, enabling you to grow as a professional while continuing to contribute to the company's success. As we're committed to supporting you on a career path that's mutually beneficial to both you and Willis Towers Watson, your experiences beyond the GDP will focus on the continued development of your leadership skills.

How does the graduate interview process work?

In the interview process, we learn about you, and you learn about Willis Towers Watson. We seek to understand your background, experiences, interests and potential fit for Willis Towers Watson and our Graduate Development Program.

We recommend that you learn as much as you can about our company and the markets we serve prior to your interview. If we recruit on-campus at your school or university, visit our booth at the career fair or attend our information session, where you can meet with Willis Towers Watson colleagues, including former graduate hires. For more about our interview process, see below: How is the interview process structured?

What's the best way for me to submit an application?

All candidates must **apply online**. If you attend a U.S. school and we visit your campus, you must also apply via your school's career services department.

When is the deadline for submitting an application?

For full-time GDP opportunities, the deadline is in the first week of November. For summer internship opportunities, the deadline is in the first week of February. Click [here](#) for this year's deadline dates.

If I apply for the summer internship program and I'm not selected, can I still apply for a full-time position with Willis Towers Watson?

Yes. The selection process for our full-time and summer internship program is very competitive, and often we have more qualified candidates than positions. If you aren't selected for a summer internship, you can apply for any full-time opportunities for which you're qualified.

How is the interview process structured?

It's a two-step process. The first-round interview, conducted on campus, is facilitated by staff of the school or university career center. Upon successful completion of an on-campus interview, the candidate is invited to participate in a final-round interview at a Willis Towers Watson office with senior colleagues from various business units.

We conduct what we call "competency-based interviews." This means we structure our questions to determine whether you have specific job-related competencies. We'll ask you lots of open-ended questions (e.g., "Tell me about a time when..."), and hope you can give us examples from your experience. It's worth preparing in advance by considering situations and projects in which you demonstrated your skills.

When we decide to extend an employment offer, the offer is typically made within five business days after the final-round interview.

How much industry knowledge are candidates expected to have?

We expect you to have some knowledge of the insurance brokerage and human capital consulting industries, but we don't assume you're an expert. You'll be expected to understand the requirements of the position for which you're applying and the business in general, which means you must do your research.

The best way to do this is to attend our recruitment events, where you can talk to Willis Towers Watson colleagues about what the company is like "from the inside." To make the most of these conversations, come to the events with questions such as:

- What's a typical work day like for you?
- What skills do you need to do your job?
- What types of projects are you working on now?
- What attracted you to the company?