



SOCIETY OF ACTUARIES

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for rational analysis, rather than emotional outbursts.

Whether using my approach, which integrates insights from several different schools of thought into a logical, sequential analysis, or using another one, sound judgment is a part of ethics. We can reason through an ethi-

cal issue to gain greater clarity as we make our judgments.

**Michael Rion**, author of *The Responsible Manager* and founder of **Resources for Ethics and Management**, has a Ph.D. in ethics from Yale University. He will

present a teaching session on "Business Ethics: Theory and Practice" at the SOA October annual meeting.

*Editor's Note: Actuaries should be aware that the ABCD is an excellent resource for counseling on professional ethics issues.*

## SOA urges more unemployed actuaries to use confidential resume matching

by Judy Wohlt

**W**hen the Society's free resume matching program began in January, Pat Holmberg, SOA ombudsperson, expected to have many more candidates contacting her for jobs, with fewer positions available to match those numbers. This has not happened. "Companies are eager to use this service," Holmberg said, "but unemployed actuaries seem to be holding back. We know there are more unemployed actuaries out there who could use our help."

As of mid-July, 142 jobs and 146 candidates were listed with the service for unemployed SOA members and students with at least 100 exam credits.

Holmberg believes some unemployed actuaries may feel embarrassed about their situation or may not want others to know and therefore feel

uneasy about using the service. "We have vice presidents of large insurance companies using our service, and they are perfectly comfortable with the situation," she said.

Holmberg is the only one who sees candidates' resumes besides the employers they are sent to, assuring confidentiality. Candidates must send Holmberg a registration form and 10 copies of their resumes. Employers submit job listing applications describing the position to be filled. She matches resumes with jobs and sends resumes only to the appropriate employers, who then are responsible for follow-up with the candidate. Holmberg stresses that employers never see the initial application actuarial candidates fill out that lists their educational and employment backgrounds, practice area, and experience. In return, candidates don't review job listings; only Holmberg does.

Another reason why more candidates may not be using resume matching, she said, is that they think only jobs paying lower salaries are available. Open positions run the gamut—from requiring a couple years' experience to requiring 10 or more years' experience in a very specialized area.

She urges recently unemployed candidates to send 10 copies of their resumes with a registration form to her as soon as they become unemployed. "People who hesitate may

be losing their chances at a job, and many companies are in a rush to find qualified people to fill positions," Holmberg said.

In addition to matching candidates' skills with prospective jobs, Holmberg helps participants rework their resumes to their advantage. "One candidate had an HMO background buried in his resume, and I suggested he emphasize that experience since there are many jobs available in that field," she said.

Five people have found jobs through the service since resume matching began in January. This may not seem like many, but, according to Holmberg, it's a very encouraging step in the right direction.

Anyone interested in using resume matching should call Holmberg for a registration form at 708/706-3527.

### Meet Pat at annual meeting

Unemployed actuaries and employers with job openings who are attending the SOA Chicago annual meeting can meet with Pat Holmberg, SOA ombudsperson, in the exhibit hall on October 17 and 18 from 3:30 - 6:30 p.m.

Information and registration forms for the resume matching service will be available.

