

2019 Predictive Analytics Symposium

Session 34: M/S - Building an Actuarial Data Science Team

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Building an Actuarial Data Science Team

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Tommy Steed, FSA

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Jamie Costello

Principal Consultant Selby Jennings

Jamie joined the global recruitment firm Selby Jennings in 2017 and was one of the first hires into the Actuarial Services recruitment desk. She has been an integral member of the group, helping to establish it as the fastest growing team in Selby Jennings history.

She is now the head of the Life & Annuities Actuarial Recruitment team based out of their US headquarters in NYC. She works with some of the largest and most prestigious insurance firms in the world and has helped dozens of world class candidates find new career opportunities.

Selby Jennings, part of the Phaidon International group, helped 500 institutions last year find 2000 talented people for their business across 11 offices

Tommy Steed, FSA

Director of Product Analytics
Pacific Life Insurance Company

I have worked at Pacific Life since 1997. Currently, I am in charge of the Product Analytics team. My team is responsible for setting policyholder behavior assumptions used in our various projection models. We have been using predictive models since 2012, and recently converted our models to R. Our team has continued to expand the use of R and predictive analytics through tools such as R Shiny.

Richard Xu, Ph.D., FSA

VP and Actuary
RGA

Richard is Global Head of Data Science to lead a data scientist team at RGA. He is responsible for developing applications of statistical modeling and providing data-based business solutions for RGA's clients. Richard served as the principal architect of RGA's data and analytics strategy. As an active member in SOA, Richard has presented numerous times at various insurance industry conferences and seminars, and has published a number of articles and research papers.

Trends over time

- How has your company's interest in hiring for data science skills changed over time?
- How do you foresee it changing?
- What external sources of information inform your vision?
- What changes have you seen in candidates' interests over time?

Candidate qualifications

- How does your organization determine what skill sets are needed?
- How do you look at candidates with these qualifications – as actuarial, non-actuarial, a mix?
- How can current actuaries become a part of the team, or lead it?

Recruitment

- How does your organization find candidates?
- How does your organization vet candidates?