



MARSH GRADUATE  
DEVELOPMENT PROGRAM



# Marsh Graduate Development Program

# Why Join the Marsh Graduate Development Program?

**Part of the Marsh Global talent acquisition strategy, coordinated across 500 offices around the world.**

**Two year talent development program featuring mentorships, job rotations, professional certifications, career development and much more.**

Marsh is a socially responsible firm which gives back to the communities.

Marsh highly values diversity and inclusion.

World's #1 Insurance Broker, Business Insurance, 1971 – 2010, 2012 – 2017; #1 Global Insurance Broker, AM Best, 2013 - 2017.

We are looking for *highly driven* and *motivated*, *creative thinking*, *high learning orientation* and *collaborative team players* who want to start and develop their career alongside smart, creative, diverse and hardworking people, who are committed to solving society's most pressing issues through the development of new and innovative solutions

# MGDP Profile – Min. Requirements

- **Role: CE** (Client Executive) / **DE** (Development Executive)
- Bachelor & Master Degrees with graduation in any discipline.
  - \* *Welcome majors on Insurance/Risk Management/ Legal/ MBA/ Business majors....etc.*
- 0~1 year work experience in any field.
- Good communication skills in both oral and written English and local languages.
  - \* *TOEIC at least 700 scores or certificate of relevant reputable language tests.*
- Average grade of school with 80 scores (GPA3.5) or above.
- Demonstrated Leadership qualities in school, work or community activities.
- Proficient in Microsoft Office applications.

# 2021 Marsh Graduate Associate Program (MGDP)

## The 70/20/10 Learning Model



**70% Experience**

Critical confidence & competence-building experiences including:

- Learning on-the-job
- Stretch assignments
- Cross-functional teams
- Special projects



**20% Relationship**

- Networking
- Mentoring
- Coaching  
*(from manager)*
- Coaching or Mentoring others  
*(e.g. year 2 graduate associates as buddies for year-1 graduate hires)*



**10% Training**

- Classroom
- eLearning
- Conference  
s
- Certification  
s or Designation  
s

# 2021 Marsh MGDG Selection Timeline

<b>Task</b>	<b>Time</b>
<b>Application to HR</b>	March ~ 16 April
<b>CV Screening</b>	1 April ~ 16 April
<b>Interview Arrangement</b>	19 April ~ 7 May
<b>Selection</b>	10 May ~ 21 May
<b>Offering</b>	24 May ~ 31 May
<b>On Board</b>	1 July 2021

# What can you have in 24 months under MGDG?

- Knowledge
  - Skills
  - Resources
  - Relationships
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- MGDG training program is a combination of, online, virtual and face to face training with an objective to enhance technical, sales and business skills of an individual.
  - A good place to work and enjoy the learning under life balance.
  - To work in an elite Company and develop your career journey with speed up growth.

- MGDG Webpage: <https://graduate.marsh.com/tw/home.html>
- Welcome resumes/CV to e-mail address: [hr.taiwan@marsh.com](mailto:hr.taiwan@marsh.com)
- Questions to HR contact window:
  - *Phoebe Chou ext. 7867*



