

**Are you ready to challenge the status quo?**





## Are you right for Dion Durrell?

If you can answer yes to many of these questions, we'd like to hear from you:

Do you thrive on challenges? ● Do you like to brainstorm ideas about problems? ●

Do you reach for the win-win solution? ● Are you creative, and entrepreneurially

minded? ● Can you make complex messages easy to understand? ● Do you

go a step further to deliver significant, consistent value? ● Does work fill you with



a sense of energy, intensity and fun? ● Do you take relationships

seriously and enjoy being part of a team? ● Are you genuinely

interested in the concerns and achievements of others? ●

Can you embrace new and better ideas—even when they aren't

your own? ● Do you strive for balance in life and work? ● Do you

deal with situations fairly and with equity for all? ● Do you believe

that "Good enough" just isn't good enough? ● Are you willing to take calculated risks

to reach a goal? ● Is your eye always trained on the road ahead for opportunities?

## Why Us?

At Dion Durrell, we have a strong desire to see our Associates fulfilled by their work and their work environment. We believe you are at your best when your contribution is valued and when you can use your unique talents, every day. Since our inception in 1995, we have created a culture that makes this possible—as it fosters the career development of every Dion Durrell Associate.

Strongly entrepreneurial, we value individuals who can think independently as they work together with like-minded Associates to create innovative, unique and value-added solutions. We pride ourselves on an atmosphere that cultivates mutual commitment and respect between Associates, as well as between the Firm and the many blue-chip clients whose challenging problems we are asked to solve.

A key to a rewarding career at Dion Durrell is the desire to work in an environment where individual talents are welcomed as you work along side leading experts and innovators to achieve results that our clients truly appreciate.

**At Dion Durrell + Associates, we reward your efforts with competitive compensation and benefits, and invest in your future through continual career and professional development.**

**Benefits**

As a new Associate, you'll immediately enjoy a comprehensive benefit program as well as a competitive pension plan, to which the Firm contributes on your behalf.

Vacations begin with three weeks, and Associates are entitled to additional days for personal time or sick leave.

**Compensation**

Dion Durrell is committed to a philosophy of pay for performance: A key aspect of this commitment is to compensate each Associate's specific efforts PLUS his or her contribution to the overall performance of the Firm. The result can be very rewarding.

With its Base Salary plus Incentive Pay, Dion Durrell potentially offers you a total compensation within the top quartile of the marketplace for a comparable position. Base Salary increases are reviewed annually, based on your performance. Incentive Pay, also assessed annually, is based on the performance of both you and the Firm. When company performance exceeds expectations, your compensation can be even more favourable.

Through this compensation structure, every member of our Firm, from the most senior to the most junior, has an equal opportunity to share in the success of our collective efforts. Furthermore, Associates who exhibit exceptional performance may be invited to join the Equity Participation Plan by becoming a shareholder in the Firm.

**Professional Development**

The Firm is committed to the career growth of all our Associates. As part of our constant pursuit of excellence, we invest in your professional and personal development. Some of our ongoing in-house workshops include: Client and personal leadership; consulting, management, communication and computer skills; and relationship building. We also offer Lunch and Learn seminars on a variety of topics.

Dion Durrell also provides a number of professional development benefits, including:

- Considerable study time for actuarial students and other professional studies
- Reimbursement of tuition, materials costs and registration fees
- Participation at relevant conferences and seminars
- Reimbursement of relevant professional fees

### **Career Development**

On an ongoing basis, our Firm believes in providing constructive feedback and planning support to help you grow and move forward in your career path.

A formal performance evaluation process takes place annually and further helps Associates understand their strengths and identify areas for improvement. You are encouraged to express your career interests and objectives for the year ahead. It is also the opportunity to discuss your specific professional development needs.

Our goal, once you join Dion Durrell, is to work together with you in a mutually rewarding relationship.

### **Intrigued? Find out more**

Dion Durrell is always growing, and opportunities to join our team regularly arise. As you read this, we might be in the process of posting a position with exactly your qualifications. So, even if you don't see an appropriate position listed on our website, we invite you to contact us if you feel that you are the right fit for our Firm.

We seek professionals with education and experience such as: Actuarial Science, Business Administration, Law, Risk Management, Underwriting, Worker's Compensation, Finance and Accounting, IT, Human Resources and Office Administration.



## **Since 1995, Dion Durrell + Associates has made a tradition of the non-traditional**

From our offices in Toronto, Montreal, Chicago and London (UK), Dion Durrell delivers actuarial, insurance and risk management consulting services to public and private sector clients. On the surface, such fields might not be perceived as environments for out-of-the-box thinking. Yet, since our inception, our Firm has delivered innovative, value-added services that have built long-term relationships with a host of blue-chip clients by challenging the status quo.

Wholly owned by our Associates, Dion Durrell brings together approximately 100 individuals with a broad array of expertise. We believe that encouraging Associates to become shareholders links them more directly to our clients, and unites us all in a common purpose with a focus on providing the very best independent advice and service.

**We succeed when our clients succeed.  
You can help make that happen.**

**“The best way I can describe them is as a partner. We take them into our confidence; we ask for their opinion when we want to try something new. They take our idea and expand it for us or see if it's practical, or they present us with revolutionary new ideas. I have a great deal of respect for the organization and its people.”**

– executive vice president and COO, insurance subsidiary, major Canadian bank

**If you would like to apply, please forward  
your resume to: [talent@dion-durrell.com](mailto:talent@dion-durrell.com).**

**Or mail it to:**

Human Resources Department  
Dion, Durrell + Associates Inc.  
250 Yonge Street, Suite 2900  
Toronto, Ontario, Canada, M5B 2L7

**[www.dion-durrell.com](http://www.dion-durrell.com)**



**Do you think outside-the-box?**