



Corporate Risk & Broking

Graduate Development Program





At WTW, our purpose is to transform tomorrows.

We provide data-driven, insight-led solutions in the areas of people, risk and capital to propel the world's leading businesses forward.

When you join an early careers program at WTW, you're empowered to develop your skills and make a difference by applying your unique perspective. We fuse our passion, intelligence and imagination to make real impact — confident that behind every one of us is all of us.

WTW's Graduate Development Program (GDP)

WTW's Graduate Development Program is a two-year program within Corporate Risk & Broking (CRB), for recent college graduates. It is designed to set you up with a holistic view of CRB with hands-on experience, insight, and opportunities to make an impact and shape your own career. The program provides the opportunity for graduates to work hands-on with senior leadership including client-facing exposure from accounts ranging from the Fortune 500 businesses to smaller, local organizations.



Hear more about GDP from our colleagues!

The structured training program is designed to give you the skills you need to build a successful career at WTW in the following business areas:

GDP criteria and competencies



GDP criteria

- Current matriculating students pursuing an Undergraduate or Graduate degree program with a 2026 Graduation date
- Cumulative GPA of 3.0 or higher
- Business, Liberal Arts, Maths and Risk Management majors
- Previous internship experience, preferably in the insurance industry
- Demonstrated interest in the Insurance industry



GDP competencies

- Analytical
- Attention to detail
- Communication
- Continuous learning

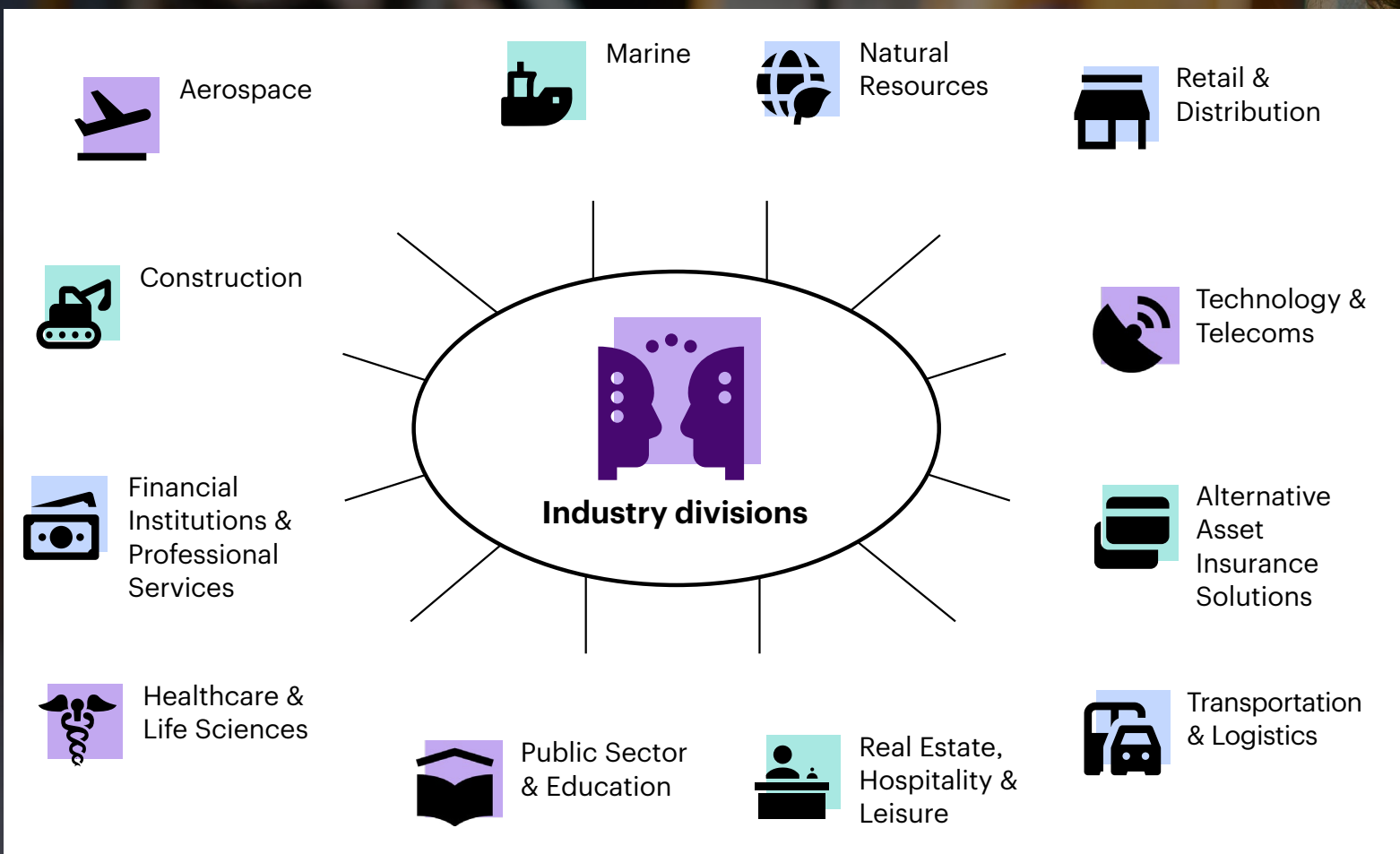
Industry divisions



Here are some of the Industry divisions that you could work in...

You will be working alongside colleagues of all levels, and learn from WTW's senior leaders globally, supporting the development and implementation of new strategies and products.

WTW aligns it's Corporate Risk and Broking capabilities with industry specialized knowledge and expertise to focus on 12 industries.



Throughout the program you will experience opportunities of growth through soft skills training, professional development, networking, in-person speaker events as well as structured learning. Additionally, we will pair you with a mentor to help you navigate your career growth. The hybrid working environment allows for a mixture of both remote and in office time including global collaboration across teams. While on program, most colleagues will be in their office three times a week. There are seven locations; Houston, Dallas, New York, Chicago, Atlanta, LA and Toronto.

Is the program right for you?

- Our structured program with ample opportunity to learn and grow is suitable for graduates who are keen to explore their potential, and find their best fit within our organization
- The program is designed for those who are data and analytically curious, motivated to jump into the dynamic commercial insurance industry

Inclusion and diversity

At WTW, we know that when our individual talents are combined, we unlock our collective potential and create an environment where everyone can be authentic, curious and bold. We're better together because each of us is different. Our colleague experience has been designed to foster a strong sense of purpose and belonging, where everyone is heard and valued, and can be their authentic self.



Learn more about inclusion and diversity at WTW here



**Why is inclusion important at WTW?
Hear from our colleagues here**

Our culture

We're proud of our culture and committed to making a real impact for our clients and colleagues. That's why we constantly challenge ourselves to grow our inclusive culture and create a place where we're bolder together. Our inclusion networks help us to live our values and our defined inclusion and diversity commitments improve and measure our progress. For you, this means joining a company where you can bring your whole self to work.



**Why is inclusion important at WTW?
Hear from our colleagues here**



A woman with long dark hair, wearing a light blue V-neck top, is standing in a modern office. She is holding a yellow marker and writing on a glass wall. The office has a warm, ambient lighting with many small, round lights hanging from the ceiling. In the background, other people are working at desks with laptops. The overall atmosphere is professional and collaborative.

Total rewards

Total rewards

Working at WTW has its rewards. Not only do we get to collaborate with talented colleagues and work with great clients, we are offered competitive total rewards programs that align with our values. Our total rewards package is a key part of our colleague experience and one way we show our appreciation for the contributions our colleagues make to our company and clients.

Our rewards offerings include:

- **Pay for performance** — competitive base salary and incentives
- **Career growth** — with multiple businesses serving more than 140 countries, WTW has an extraordinary range of opportunities for professional development and career growth, depending on individual needs and interests
- **Benefits** — a wide range of attractive benefit offerings that promote good health, financial security, work/life balance and other resources to support and opportunities to support your overall wellbeing
- **Flexibility** — We understand flexibility is key to supporting an inclusive and diverse workforce and so we have a variety of different working arrangements which we call 'WTW Work Flex')
- **Recognition** — At WTW, we celebrate the contributions of each other and promote a culture of recognition and personal respect throughout the company

While some aspects will vary by business or geography, total rewards help us drive a high-performing and successful company.



[Read more about WTW Work Flex here!](#)



The application process



The application process

1

Step 1

Online application, including
CV/resume



2

Step 2

Invitation to complete online
assessment and a video interview



3

Step 3

Virtual assessment
center/interviews



4

Step 4

Offer and on-boarding

Visit our webpage
to begin your online
application process



10 Questions with WTW Graduate Calice





Disclaimer

Willis Towers Watson hopes you found the general information provided in this publication informative and helpful. The information contained herein is not intended to constitute legal or other professional advice and should not be relied upon in lieu of consultation with your own legal advisors. In the event you would like more information regarding your insurance coverage, please do not hesitate to reach out to us. In North America, WTW offers insurance products through licensed entities, including Willis Towers Watson Northeast, Inc. (in the United States) and Willis Canada Inc. (in Canada).

About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximize performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).



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