

TOKIO MARINE
HCC

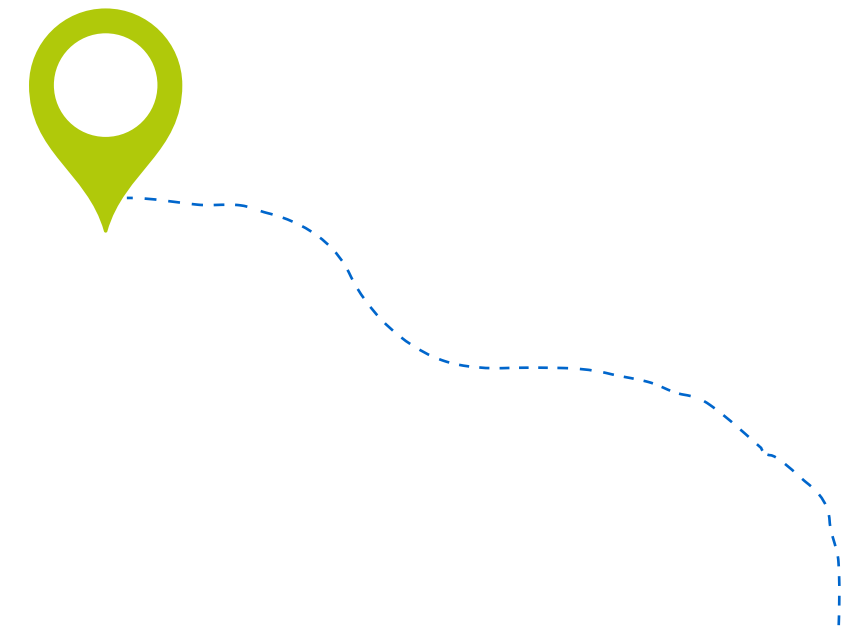
Early Careers





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Who we are

Welcome to Tokio Marine HCC International (TMHCCI)!

We're a specialist insurance company with teams based across the UK and Europe. From safeguarding marine cargo and commercial property to covering music festivals, pop concerts, and even film productions, we protect the things that help businesses and creativity thrive.

Our purpose is simple: **"To Be a Good Company."**

This guides not only how we do business, but how we support our people, look beyond profit, and stay committed to doing what's right for our customers, partners, and communities.



We act for the good of our people, our clients and our society



We're experts in our field so we give our clients the protection they need to grow



We work to improve our local communities and support charities

And none of that would be possible without our people



staff@tmhcci.co.uk

We believe our **THRIVE benefits** offering enables us to attract, retain and motivate the most talented individuals here at TMHCC.

Employees at TMHCCI are offered a range of benefits such as, dynamic working, a competitive benefits package, learning and development opportunities and a chance to shape the future of our company through joining our employee resource groups.

In addition to this, we have Social and Charity Committees, who frequently organise initiatives for all employees to get involved in – with 2 days paid volunteering leave.

We provide a range of benefits to our UK employees



25 DAYS HOLIDAY
(plus bank holidays)



DISCRETIONARY ANNUAL BONUS



10% PENSION CONTRIBUTION



PRIVATE MEDICAL & DENTAL



CYCLE2WORK SCHEME



MENTAL HEALTH



WELL-BEING SUPPORT

Why join TMHCCI

Hear from our current apprentice cohort

People Apprentice Amie Harvey

"My apprenticeship journey so far has been better than I could have ever imagined. The opportunities I have had already, from taking charge on creative projects, working with different teams, travelling, attending workshops, volunteering and going to numerous social events here has been amazing – and I am only 3 months in! I have grown incredibly on both a personal and professional level because of this."

IT Apprentice Finn Andrew Monaghan

"The IT apprenticeship has been really rewarding, I get to work with industry tools and learn from experienced mentors and managers, there are a lot of opportunities to develop yourself."

Finance Apprentice Faith Springett

"Starting my finance apprenticeship has been an amazing experience – everyone has been so welcoming, I've already made great friends, and I'm learning so much every day."

Underwriting Assistant Apprentice Luc Ashton

"When I first started my apprenticeship at Tokio Marine, I was excited to become part of such a well-established global company and learn more about insurance. I've had amazing mentorship since I've started, and I really enjoy the team environment that I'm part of. I'm looking forward to expanding my knowledge in my role over the next 2 years."

Underwriting Assistant Apprentice Harley Harrison

"I'm so grateful to have this opportunity to work for an excellent company which has allowed me to develop new skills and improve skills that I already had. The people that I work with make this experience even better as they are so helpful and kind. Overall, this experience has been brilliant and I can't wait to learn more in the future"

IT Apprentice Deepak Raj

"Since joining Tokio Marine HCC as an apprentice, I've really enjoyed working here, and I'm especially grateful for the support and guidance of my team, who have made my learning experience both encouraging and rewarding."

Underwriting Apprentice Kachine Batten-Graham

"My underwriting apprenticeship has been the perfect balance of learning and challenge. It has been an incredible journey so far, I've grown not just in knowledge but in confidence thanks to the support around me and the opportunities to contribute in meaningful ways."

Risk Management Apprentice Michael Opoku-Agyemang

"Tokio Marine has been exciting - I've spent time with a lot of experts here which really improved my networking skills, and being with other apprentices has given us the chance to grow in our new roles together. Being a part of a successful company is a great feeling!"



At TMHCCI,
we're committed
to fostering
a welcoming,
connected
community
where every
employee can
feel seen, heard,
and supported.



Forest Clear up



Lloyd's Abseil

Architecture &
SC Evergreen
volunteering



Paint and sip

Skydive
for Young Lives
vs Cancer



Social Events & Clubs

Our UK Social Committee helps make life at TMHCCI fun and engaging by organising events throughout the year, from company-wide celebrations to office get-togethers.

You can look forward to:

- Seasonal parties and social events.
- Office activities that bring people together.
- Social clubs based on shared interests, a great way to make friends and try something new.

Volunteering Opportunities

We're passionate about giving back. As an apprentice, you can join company-organised volunteering days or even suggest causes you care about.

You'll have the chance to:

- Volunteer with our partner charities.
- Take part in fundraising and awareness events.
- Get involved in community projects through our UK Charity Committee.

Workplace Groups

Our Workplace Group helps make TMHCCI a positive and inclusive place to work by focusing on:

- **Diversity & Inclusion:** celebrating individuality and ensuring everyone feels respected.
- **Wellbeing:** promoting good mental health and a supportive work environment.



Japanese Night



The Wickers' It's a Knockout



River Clean

Town Hall events



International Womens
Day with Ruby Wax

Apprenticeship overview

We offer a range of Apprenticeship Programmes across our business. Our 2025 cohort chose their preferred disciplines and will run for two years.

Please check our website and LinkedIn for our 2026 opportunities

[Careers 2026 >>](#)



What You'll Do

- Collaborate with different teams to understand various aspects of the insurance business.
- Support day-to-day operations, from data analysis to client interactions.
- Assist with the creation of reports, presentations, and other essential documents.
- Gain exposure to key areas of the business
- Develop the skills and confidence to thrive in a corporate setting.
- Contribute to projects and initiatives that drive innovation and improve processes.
- Gain a qualification and kick-start your career with hands-on experience.



Apprenticeships we are recruiting for in 2026:



LONDON



BRIDGEND

Claims Apprentice

Finance Apprentice

IT & Data Apprentice

Procurement Apprentice

**Underwriting Performance
Apprentice**

Facilities Management Apprentice

Payroll Apprentice

Underwriting Assistant Apprentice

If you have a preferred discipline, you will be able to specify this on your on-line application form.



What we will offer



Learning

You will get first-hand experience and insight into the insurance industry while working alongside industry experts in your chosen area.

Career Growth



You will be working towards continuous development with the aim of securing a permanent role within the company following successful completion of your apprenticeship.

Continuous Support



You will have a dedicated point of contact within our business who will support and guide you throughout the course of your apprenticeship. We will invest in training and mentoring to help you build the skills for a successful career in insurance.



Inclusive Culture

TMHCC is committed to creating an inclusive workplace where everyone feels supported and empowered to succeed. You will play an active part in growing this culture and thriving within it.

Rewards



We will provide a competitive apprenticeship salary and plenty of opportunities for growth and progression.

What we are looking for



Communication Skills



Teamwork



Commitment



Adaptability



Open-mindedness



Enthusiasm

Qualifications

Currently studying towards A Levels or equivalent.

GCSE Maths and English - Grade 4 or above

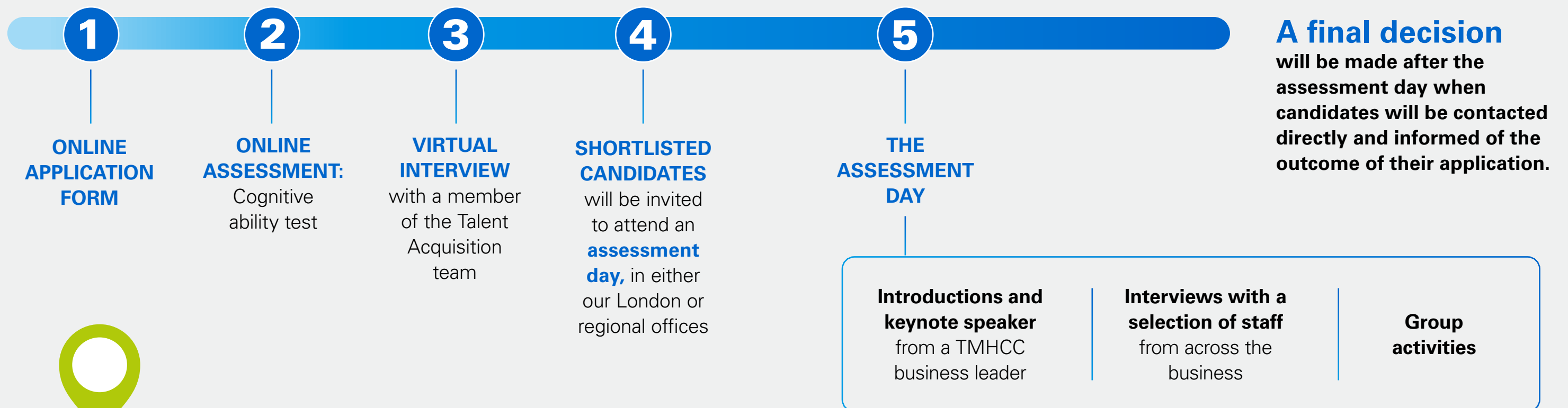
We always like to see previous work experience, though this is not essential. We also want to understand more about your motivations, hobbies and life outside of your studies.

Recruitment Process

Our application and selection process has been specially designed to give you the opportunity to demonstrate your skills and why we should hire you, but also to allow you to make sure that TMHCC is the organisation for you.



SELECTION PROCESS



Onboarding

You will be supported through your apprenticeship, every step of the way. As one of a cohort of apprentices, there will be regular opportunities for you all to come together and share experiences and learn from each other.

A dedicated Apprentice onboarding programme will give you all the tools you need for your first key role in a business environment. Everything from office etiquette to essential IT skills and developing confidence!

You will have a central go-to person for any questions or queries you have, throughout the duration of your apprenticeship.

A buddy will be assigned from your department, to show you the ropes and answer any questions about the role or the team.



Learning & Development

The Learning and Development team are here to help everyone, from the newest team member to senior managers - secure the skills they need to develop the kind of career they want! That's our purpose, and we're here to support you in whatever direction you want to take.

We have a wide range of training programmes available, and we are bringing in new courses all the time.



Locations

TMHCC has offices across the UK and our 2025 apprentice cohort are based in London and Bridgend. Please make sure to check our careers page for details on our 2026 offerings and their locations.

BRIDGEND



LONDON



Useful contacts

If you have any questions regarding our Apprenticeship Programme, please do not hesitate to get in touch with our team.

For any additional questions, contact:

ukrecruitment@tmhcc.com

Find us on linkedin



Contact us

For any additional questions, contact:
ukrecruitment@tmhcc.com



tmhcc.com

 Tokio Marine HCC - International

A member of theTokio Marine HCC group of companies

Tokio Marine HCC is a trading name of HCC International Insurance Company plc. HCC Insurance Holdings, Inc. is an international insurance holding company and a leading specialty insurance group since 1974, based in Houston, Texas, with offices across the USA, Bermuda, England, Ireland and Spain. A subsidiary of HCC Insurance Holdings, Inc., HCC International Insurance Company plc is authorised by the Prudential Regulation Authority (PRA) and regulated by the UK Financial Conduct Authority and Prudential Regulation Authority. Registered in England and Wales No. 01575839. Registered office: The St Botolph Building, 138 Houndsditch, London, EC3A 7BT. United Kingdom.
HCC is rated A+(Strong) by Standard & Poor’s and A++ (Superior) by A.M. Best Company.

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