

ROGER DIX

rogercdix@gmail.com

- Experienced Risk professional, competent in all aspects of ERM and GDPR
- Recognised by Insurance ERM publication in 2017 in their 'most influential' cohort
- By training a qualified actuary
- Very active and passionate on Inclusion and Diversity; recognised for this by Institute of Directors in 2020, being awarded Midlands Director of the Year, category Equality, Inclusion and Diversity
- Experienced leader/meeting chair, outside my core risk role; recent examples include
 - Co-Chair Wesleyan CoVid operational response team
 - Wesleyan Inclusion and Diversity Committee
 - West Midlands Combined Authority Inclusive Leadership Forum
 - Business in the Community West Midlands Climate Change sub-committee
- Confident public speaker, being a regular participant/presenter at conferences in both the Risk and Diversity space

Executive Career History

WESLEYAN ASSURANCE 2013 - 2021

February 2013- March 2021 Chief Risk Officer

Wesleyan is a small (£8 billion assets) mutual, with a 300+ direct sales force, Bank, Unit Trust company, GI broker, dental service payments company (Practice Plan) in addition to a normal life and pensions business.

Key deliverables in the role:

Responsible for Risk and Compliance

As the first CRO in the group, set the tone from the top for the function, what it should and shouldn't do

Introduced simplified risk appetite measures, streamlined and focussed reporting

Full member of the Executive Group

Active role in M&A

Executive Sponsor for Inclusion and Diversity

AVIVA 2011 - 2012

February 2011 – June 2012 Chief Risk Officer UK Life

Key deliverables in the role

Set the Risk 'tone from the top' for UK Life, building on and enhancing the principles set out in the overall risk plan, in particular the Critical Friend concept

Lead executive for UK in the ongoing ORSA build and deliver activity

Active role in all parts of Solvency II project, particularly pillar 2

Defined and implemented Franchise Risk Appetite statement for UK

Created methodology, UK Risk executive lead, for Independent Model Validation (in Solvency II)

Played a full part as a member of the UK Life Executive Team

As a member of the UK Risk Senior Leadership Team, assisted/facilitated the creation and delivery of the ongoing Risk Plan delivery, which included deliverables on governance, economic capital, deal framework, stress and scenario testing

Presented at various internal forums, Boards, including UK Risk Committee

ERNST & YOUNG 2009 – 2011

July 2009 - February 2011 Senior Manager, Financial Services Risk Management Advisory

Deliver consulting advice to a range of financial sector clients on Solvency II, risk governance and risk appetite, frequently direct to the CRO

Lead Thought Leadership for the E&Y Global Solvency II taskforce

Seconded as CRO to LV= (three days per week, from October 2009) Key deliverables in this role Rationalised risk reporting and made it more focused

Implemented a risk appetite framework

Defined and recruited roles for market and insurance risk

Clarified Risk role in second line and withdrawn from first line activity

Advised Exco and Board with Risk view on decisions

Provided input to Remco on remuneration schemes, and developing more formalised

Risk input to this space

Proposal and implementation of Pillar II work plan; active with central project team in setting the agenda for Solvency II

Rationalised risk committee structure

Set out risk reward framework

Continued to improve FSA relationship

Initiated oversight programme in structured fashion

Produced risk review of Society annual plan

HBOS plc 2006 – 2009

October 2006 - March 2009 Head of Group Insurance and Investment Risk

Key deliverables in this role:

Oversight of Insurance and Investment risk, as second line of defence

Enhancement of the oversight work

Setting the standard for ERM within the HBOS Insurance and Investment operations

Developed and commenced implementing the HBOS Solvency II strategy Leading Contributor to UK response and view on Solvency II (via committees, lobbying, presentations at conferences)

HBOS representative on CRO Forum, having initiated the membership

Chair of ABI European Committee

Prudential Assurance Company UK 2003 - 2006

June 2005 – June 2006 Capital Management Actuary

Established and managed a framework for the management of capital within

Prudential UK shareholder business

Optimised the use of such capital including:

- identifying risk mitigation actions

- managing the diversification benefit

Embedded Pillar II capital management into product pricing

June 2003 - June 2005 Capital Management Actuary

Responsible for 35-40 staff, in London and Stirling, reporting to the Appointed Actuary

Carried out the regular solvency valuations and other associated matters of all UK long term business, including production of UK FSA Returns, profits on UK stat and US GAAP basis and provision of ALM data to M&G as required

Provided regular statements on shareholder capital actual usage

March 2003 - June 2003 Professional Services Director, PruLab

This role was responsible for the Actuarial pricing of new business, as well as technical advice, including lobbying. In the time I was there, my achievements included:

Resolving protection problem (too much business written, no reinsurance in place) Set up co-ordination for lobbying and FSA consultation response

Swiss Re Zurich October 1996 – February 2003

CFO/Chief Actuary

I was based in Zurich and was the CFO/Chief Actuary for the Life and Health business written in mainland Europe, Asia and Latin America by Swiss Re. The carriers were also the recipients of all the inward retrocession for Group companies. In my time there, I moved the reporting from worst of group to best of group. I also introduced an operational risk framework, and was an active member of the Exec team managing the business. As such I played a full part in moving my colleagues to a stronger profit orientation.

My team was based in Zurich and Singapore. Premium income was around £500 million per annum for external business, and in excess of £1 billion for internal retrocession.

Canada Life UK October 1985 – September 1996

Initially Corporate Actuary, then Appointed Actuary from 1988 onwards.

The office sold unit linked and annuities and had a small with profit fund. I was a member of the Executive team and played a full part in the management of the company.

I was also very involved in the purchase by the company of Abbey Life Ireland and Manufacturers Life UK, as well as various M&A work which did not reach fruition.

Commercial Union (now part of Aviva) September 1977 - October 1985

Actuarial Trainee, finishing the exams in 1984.

Voluntary Work for the UK Actuarial Profession

I chaired the Professionalism Awareness Committee for several years until late 2010, when I switched to chairing the Membership Committee, and in both roles was a member of the Regulation Board. For 15 years I was a principal lecturer at the courses for newly qualified actuaries and was heavily involved in the creation of the Professionalism Event for qualified actuaries. I created the Actuaries' Code briefing pack/presentation for local Actuarial Societies and delivered it on many occasions.

I am a liveryman of the Worshipful Company of Actuaries