



## Rebecca Reidy Head of Compliance – UK & Rest of World, Beazley

### MY ALARM GOES OFF...

My alarm usually goes off between 6-7am (my son usually beats the alarm, running into my room shouting “wakey wakey”). I usually try to go for a run or do an online exercise class, then I’ll cycle into the office, or get the train. Beazley has a ‘dress for the day’ policy, meaning I tend to be smarter for meetings with people outside of the company, such as our regulators. Since working at home full-time, I definitely spend more time in comfortable clothes!

### I'M RESPONSIBLE FOR...

All insurance companies are regulated. Our regulators set out what we can and can’t do. They make sure that we treat our customers fairly and that we manage our finances well, so we can continue to trade and provide insurance to our customers even in difficult times (such as a global pandemic).

I head up the team that communicates with our regulators (we have different regulators for each country we are registered and operate in). We tell our regulators about Beazley’s business plans and reassure them that the business is run well. The other side of our role is communicating with people around the company: helping them understand what our regulators expect, helping

them to find a commercial way to meet these requirements and reassuring senior management that the business is being run in a way that keeps the regulators happy.

### I GOT MY JOB...

I studied Music at University. After realising I didn’t want to rely on music for my income (and wanted to keep it for fun instead), I trained as a lawyer. This involved 2 years at law school, then 2 years training on the job at a law firm. I spent a year of my training specialising in insurance law and loved it, mainly due to the people I came across in the insurance team at the law firm, and within the insurance industry. I continued to specialise in insurance and construction law when I qualified, defending architects and engineers when things went wrong on building projects.

After 5 years, I moved to one of our clients (Beazley) to work on insurance claims, which led to a role heading up a claims team. During my time on maternity leave, I was invited to apply for my current role as Head of Compliance for the UK & Rest of World (which means everything outside of the United States). It was a big change from my previous role, but I was able to demonstrate that I was right for the role due to the combination of my leadership

skills, my knowledge of Beazley and our customers, and my legal background.

When I started my career, I would never have imagined ending up in my current job. I’ve learnt during my career that the important thing is to keep an open mind, follow my interests and get involved in projects outside of my day-to-day role, which can open up other opportunities. Every role has given me the opportunity to keep learning. I’ve realised that employers will give you the chance to learn a role outside your current area of expertise, provided you demonstrate that you’ll approach the role with the right attitude.

### AT SCHOOL I STUDIED...

For my GCSEs, I took a fairly broad approach to keep my options open as much as possible, as I still had no idea what direction I wanted to take. As well as the core subjects of Maths, English and Science, I chose subjects that I enjoyed: French, German, Music and Geography. I took a similar approach at A-level, studying French, Maths and Music. These subjects laid the foundation for the skills I use today. For example



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communicating clearly, analysing complex information, thinking logically, problem-solving, and thinking creatively.

### MY TYPICAL DAY...

I start between 8-9am. My day is filled with meetings – supporting my team with their work and generally finding out how they are doing, meetings with our regulators, working with people in Beazley on projects that involve regulatory change, reporting to committees and senior management, and building relationships with colleagues that need our team’s support. I also get involved in areas outside of our team’s work: I am a Mental Health First Aider, and an active member of several of our employee networks, including our race & cultural ethnicity network.

In between meetings, I keep track of the constant flow of new emails. I reply quickly where possible, and identify the ones that will need a bit more time to think about or discuss with others. I also build time in my diary each day to focus on strategic issues outside of the day-to-day tasks – how can we better serve our colleagues, and ensure that our team keeps up to date with technological change. When working in the office, lunch is usually a salad from a nearby shop. At home, it’s whatever I can find in the fridge! I try to get away from my desk and spend some time outside getting some fresh air. I work 4 days a week, so on Fridays, it’s childcare all day.

### THE KEY SKILLS I USE IN MY JOB...

Leadership is the biggest skill for my current role - I lead a team of 11, and I am part of the leadership team for the Global Compliance team of 35 people. The team look to us for motivation, inspiration, setting the strategy and priorities for the team. Other essential skills are analysis (understanding

the core issues of any challenge), collaboration, communication, (simplifying complex things), influencing and persuading (when people don’t want to change how they’re doing things), pragmatism (finding ways to make regulatory requirements a part of people’s everyday life without being a burden) and innovation (constantly looking for ways to improve how we do things).

### THE BEST PART OF MY JOB IS...

I love working with such an engaged and motivated team, and seeing team members get good feedback from people they have helped around Beazley. In particular, I love seeing team members develop their skills and grow as they gain a better understanding of how their work fits into the bigger picture around the company and around the insurance industry. I also enjoy collaborating with colleagues to find the answers to complex issues. The overall Beazley culture is very supportive, making sure our employees are looked after well so we can work to the best of our abilities.

### THE WORST PART OF MY JOB IS...

The things that energise me about my job can sometimes become the biggest challenges: juggling so many competing demands and constantly switching focus between tasks can be draining, as can dealing with conflicting viewpoints, persuading and influencing people, and dealing with complex problems. After days filled with lots of these, I need to take time to look after myself to ensure I have the energy for another day!

### MY ROLE MODEL GROWING UP WAS...

I loved reading stories about Amy Johnson, a female aviator at a time when few people flew

at all, let alone women. In 1930, she was the first woman to fly solo from England to Australia. My imagination was sparked by the glamour of flying in days when it was such a novelty, and by Amy Johnson being a woman who had a vision and blazed a trail, opening people’s eyes to what is possible.

### AFTER WORK...

I used to enjoy switching off from work by cycling home. Recently, I’ve been working from home, so my evening starts around 5pm when I log off and walk through the park to pick my son up from nursery. We usually head back through the park for a play, then we have dinner at home with my husband (he and I take it in turns to cook). After my son heads to bed around 8pm I relax by reading, watching tv, playing the piano (I’m in a band at work, so I’m often practising for a gig), catching up with friends and family, doing some yoga, or doing some work with the music charity I’m involved in. My employer gives me the flexibility to work the hours that suit me, so some days I will take time out during the day as I need, then catch up on work during the evenings instead. It’s a demanding job, so there are some evenings when I have to work even if I haven’t taken time out during the day... I usually head to bed around 11-12pm.

### MY PLAN B...

It has to be music related! I’ve been volunteering with a music therapist for a couple of years now, helping out on Saturday mornings with music therapy for groups of children with autism. I wish I’d known about music therapy when I was at university as I definitely would have considered it as a career.