

Raretec Recruitment

Flexible Hiring Solutions





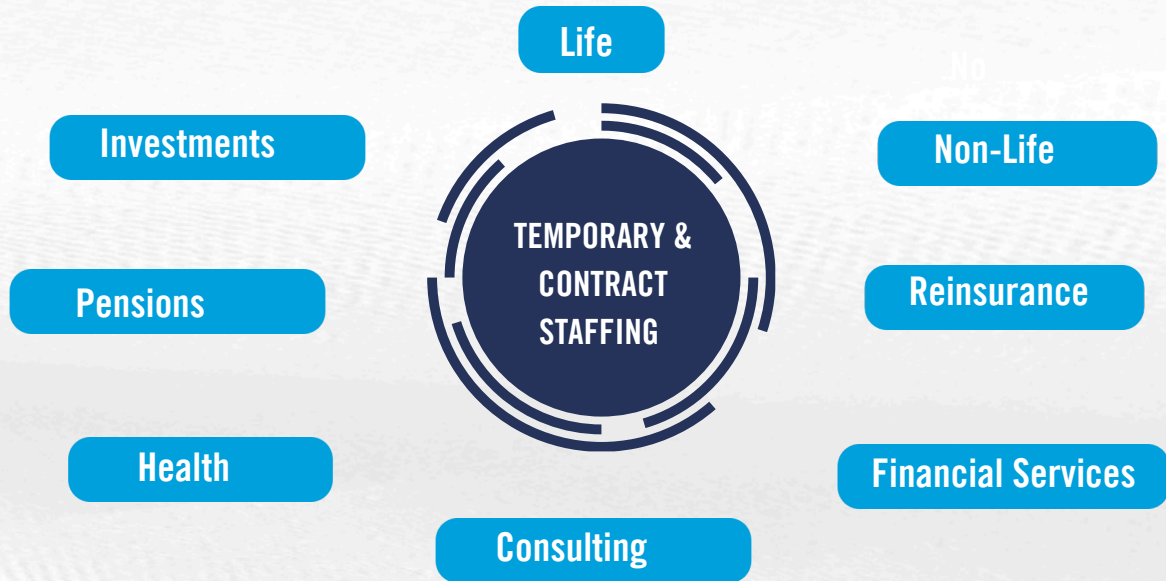
FLEXIBLE HIRING SOLUTIONS

Since 2011, Raretec Recruitment has been dedicated to supporting organisations across Ireland and Europe in attracting and retaining actuarial talent. As specialists in actuarial recruitment, we understand the unique challenges of a competitive market and continuously adapt to deliver tailored solutions that align with our clients' evolving needs.

Whether your requirement is for short-term or long-term assignments due to organisational change, increased workloads, maternity or annual leave cover, or key projects, Raretec's Flexible Actuarial Hiring Solutions provide the expertise you need. From stand-alone actuarial contractors and interim professionals to full actuarial project teams, we deliver talent at every level.

Our extensive network of actuarial professionals built on long-standing relationships and industry trust, ensures that every candidate we recommend is carefully matched to your business ethos, team culture, and specific requirements. With over 78% of our business coming from repeat clients, Raretec is the trusted partner when it comes to securing the right actuarial talent.

OUR SPECIALIST DISCIPLINES FOR TEMPORARY, CONTRACT & INTERIM MANAGEMENT STAFFING INCLUDE:



WE MANAGE THE ENTIRE RECRUITMENT PROCESS

BRIEF

We discuss the role's requirements and ask the right questions to correctly gauge the resources and person you need.

RESOURCE

We will give you an overview of the talent available for your needs and what their rates are.

SHORTLIST

We tap into our extensive network of active and passive candidates and always qualify them to ensure we send only the best people your way.

POST PLACEMENT

We provide a comprehensive payroll service. We also provide online timesheet services to our clients and candidates.

OFFER

We work closely with you to ensure rates offered are competitive & in line with today's competitive talent pool.

INTERVIEW

We will respond quickly to whatever you may need to ask and work with both client and candidate to ensure a smooth communication process.

HOW WE CAN HELP

Whether planning for your organisation's future growth or dealing with unexpected staffing issues, hiring staff on a temporary or contract basis can enable employers to quickly scale their workforce depending on requirements.

- **Faster Hiring Times:** Taking on a temporary or contract resource alleviates pressure and allows for continuity of service.
- **Flexibility:** If you are uncertain about business requirements, recruiting on a contract or temporary basis can provide you with the flexibility and resources you need without any permanent commitment.
- **Adding Value To Your Business:** We provide access to a specialist temporary & contract talent pool with specialist skillsets who will hit the ground running.
- **RPO / Project Management:** We can recruit small or volume teams for short to long term projects depending on business requirements.
- **Immediate Cover Solutions:** We can provide temporary and contract staff to cover any requirements across our disciplines at short notice.
- **Payroll Process / Facility:** Our skilled payroll team and our investments in technology enable us to deliver a highly efficient payroll and invoicing service to our clients. We also provide an online timesheet service to our clients and candidates, allowing hours to be recorded and approved from any device in any location. Payment can be made in different ways including:
 - **Temporary Staff:** For any PAYE workers, Raretec takes care of all payrolling needs. Included in the rate given will be candidate rate, PRSI, all holiday pay and margins.
 - **Contractors:** For contract workers, we will ensure that they are set up as a limited company with all the required insurances in place. You will simply receive an invoice for days worked.
 - **Fixed Term Contractors:** If you wish to hire a candidate directly, our Flexible Hiring Solutions team can facilitate a monthly fee option which offers greater flexibility.

MEET THE TEAM



Grace Caraher - Associate Director

Grace specialises in qualified actuarial hires across Life and Non-Life insurance. With deep experience in both permanent and contract recruitment, she works with start-ups, greenfield sites, and multinationals. Grace previously spent over 9 years at Brightwater recruiting for financial services and held client services roles in Dublin and Barcelona. She holds a BBS from DCU and a Postgrad Certificate in Innovation & Enterprise from UCD.



Kate Henebry - Associate Director

Kate specialises in junior to mid-level actuarial roles across Life, Non-Life, and Pensions, from Graduate to Qualified Actuary level. Since joining in 2022, she's advanced quickly—appointed Manager in 2024 and Associate Director in 2025. Kate also leads Raretec's graduate and internship programme. She holds an MA in Shakespeare Studies from King's College London and a BA in English Literature & French from Trinity College Dublin.



Kathryn Thornton - Lead Researcher

Kathryn supports actuarial recruitment across Life, Non-Life, and Pensions. She ensures seamless project delivery from outreach to placement, leveraging her public sector background in process management, compliance, and high-volume coordination. Before joining Raretec in 2025, she held administrative roles in major public bodies, developing strengths in systems and stakeholder support. Kathryn holds a Certificate in Human Resource Management.



Estelle Davis - Strategic Advisor

Estelle is a member of the Raretec board, with over 23 years of expertise in senior executive search across life and general re/insurance. She specialises in C-Suite, Director, and Head of Function appointments, supporting clients across their full operating models. Recent placements include MD, CRO, CFO, and Heads of Underwriting, Data, Compliance, and Strategy. Estelle contributes to industry roundtables, is a member of the ISC Group, and holds a BBS in International Business & Japanese and a Diploma in Corporate Governance. She speaks French and Japanese.



John Hannon - Chair

John is a member of the Raretec board. He qualified as a Fellow of the Society of Actuaries in Ireland in 2000. John has worked in a range of actuarial and financial services roles across non-life insurance, reinsurance, brokerage, and private equity. John has extensive experience in the wider fields area of the actuarial space and has been involved in a range of investment transactions in the insurance brokerage, technology, staffing, and training spaces.



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