

Career spotlight: Andy Hawkes

In this interview, Andy Hawkes shares his career path and advice on successfully managing risk and making an impact at work to inspire those up and coming in their careers.



How did you get into health, safety, risk management as a career?

My career in the insurance market saw me move from underwriting, to sales and marketing and operational management. With the advent of the internet in the late 90s I was responsible for developing the insurers' ecommerce solutions and this included a website focused on risk management to support our policyholders.

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Name:
Andy Hawkes
Position:
CEO, IIRSM
Trustee and IIRSM
Past President
Organisation:
Cardinus Risk
Management
Industry/ Sector:
Risk Management
Consultancy

BRIEF BIO/ KEY CAREER MILESTONES:

Andy has been involved with the insurance and risk management profession for 40 years, initially training as a liability underwriter before moving into sales and marketing and general management where he managed the integration of 3 offices into a new operational hub with a staff of 600.

In his diverse career, Andy has been responsible for strategic global marketing for a FTSE250 insurer and was a pioneer in the use of web solutions as early as 1995.

During this time, Andy saw the importance of risk management to policy holders and developed a keen interest in how good risk management, from operational risk to health and safety, was critical.

In 2003, Andy was the founder of a new internet based SME >>>



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I set up my own underwriting agency in 2003 which was entirely focused on risk managed businesses and at the same time got involved with a fleet insurance broker which had a driver training arm.

This led to developing an online fleet risk management solution and eventually buying the business I am now CEO of, Cardinus Risk Management.

Over the past 15 years we have built a multi product, online and onsite health, safety, fleet, property, security and ergonomics firm with clients across the globe.

What Qualifications do you have, which have proved most valuable and what

advice would you give those starting out or considering a career in risk management?

In addition to my IIRSM membership, I am an Associate of the Chartered Insurance Institute and a Chartered Insurance Practitioner.

All the NEBOSH qualifications are critical to technical health and safety roles but as risk management has a wider remit you can enter the space and build a career with a variety of qualifications from chartered ergonomists, to financial, operational risk, business continuity, compliance and quality.

A career in risk management can be so diverse.

What are the benefits of joining professional organisations such as the International Institute of Risk and Safety Management (IIRSM)?

For me the key to joining any membership body or professional institute is the ability to network with like minded people. Yes, you will have access to technical knowledge and maybe qualifications which lead to more

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letters after your name, but, the key is to discuss new ideas and complex issues with your peers.

IIRSM has 1000s of members with diversified expertise and experience and it's this that is key.

What does a typical week look like for you?

Meetings and more meetings!

I spend time talking to my leadership team, shareholders, clients, suppliers. Pre-Covid I travelled a lot but I'm now glued to a desk with Teams and Zoom as my daily routine.

What is the biggest career challenge you have faced, how did you approach the challenge, what was the outcome and would you approach it differently with hindsight?

Having to start again. The insurer I worked for went bust in 2001. I had to rebuild my career. I sold my house and used the equity to start an underwriting business and eventually sold that. It is important to have strong people around you to help in the darker days. I am blessed with great colleagues and family.

What is your proudest achievement so far?

Seeing my team members get praise for great service when they go above and beyond.

What/ who inspires you and why?

My team. They are great people who have become friends. They strive every day to deliver the best solutions with the best service.

BRIEF BIO/ KEY CAREER MILESTONES:

>>> insurance agency that had risk management as a fundamental pillar, eventually selling the business to a major global broker.

He then joined a Lloyds insurance broker where he was responsible for a specialist fleet business that also used fleet risk management as a key USP. This led to the acquisition of Cardinus Risk Management, where Andy has remained CEO for the past 15 years.

Cardinus has grown from a small software business, specialising in DSE and fleet safety to a global player of ergonomics, health and safety, fleet, security and property risk as well as outsourced surveys to the insurance market.

Cardinus employs 70 staff in UK and USA with over 1300 blue chip clients and is a subsidiary of Amwins Group, the worlds largest speciality wholesale insurance and reinsurance broker.

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What are your most important tips for someone starting out on their health, safety, risk management career?

- 1) Get the right qualifications
- 2) Ask questions all day every day – don't be afraid to ask them
- 3) Find a mentor or mentors – see what they see
- 4) Work harder than the person next to you
- 5) Growth mindset – if you make a mistake you now know what not to do so do it right next time
- 6) Be healthy – focus on wellbeing early

What are your career aspirations now?

I'm at the end of my career. My aspirations are to hand over the reigns to the next generation and improve my golf handicap.

About IIRSM's Emerging Risk Leaders Network

The IIRSM Emerging Risk Leader Network (ERLN) is a working group of ambitious professionals who are proactively looking to get ahead in their careers or support others to do so. The purpose of the Network is to:

- Support its members in developing their influence and profile within their place of work and the wider risk community.

- Empower members to build career success by learning from and supporting others from different industries, risk disciplines and geographical locations to cross-pollinate ideas, knowledge, best practice and lessons learned.
- Facilitate opportunities to showcase member capabilities through delivering informative and novel

ideas and solutions through different channels.

- Promote the importance of developing risk and leadership skills early on in careers.

To find out more and for sponsorship opportunities, visit:

www.iirsm.org/iirsm-emerging-risk-leaders-network.