



Benefits Consultant

Virginia

True Benefit (www.true-benefit.com) is conducting a candidate search looking for a Benefits Consultant for the territory of Southern Virginia. We are licensed life & health producer in 17 states, focused on the East Coast. True currently manages premiums in excess of \$1 billion and managing benefit programs for over 250,000 employees.

Particular emphasis is paid on innovative approaches to engage both the employer and employee in benefit programs that drive value for the consumer and mitigate the rising cost of health care. We provide end to end assistance in the benefit marketplace. With a strong team of seasoned insurance professionals, we assist our clients through:

- Driving Fortune 500 solutions to small and mid-sized employers
- Strategic sales support
- Account management
- Wellness and Consumer Driven Health Plans
- Business risk evaluations through strong in-house underwriting
- Education and Training distribution channels on effective health care and benefit strategies

True Benefit is an AmWINS company and one of twelve companies in the Group Benefit's Division. The Group Benefits Division is one of five divisions under the AmWINS Group, Inc. brand. The other divisions include Access (P&C), Brokerage, Underwriting, and International.

With more than 4,800 employees, AmWINS (www.amwins.com) is a collection of 48 wholesale brokerages, underwriting, group benefit and service operations which have been acquired over the course of 15 years. AmWINS is the largest wholesale insurance brokerage and group benefits company in the US with \$15.3B in placed premium.

Position Overview

The Benefits Consultant works to manage, retain, and grow an existing Program Relationship/Distribution Channel with a National Professional Employer Organization (PEO). This position, and our company, is unique in that you will develop and implement sales strategies in collaboration with a proven distribution channel and business owners to maximize sales and account management effectiveness. There is no cold calling or prospecting required.

The right person for the position will be a highly motivated self-starter. This unique position will manage, nurture and foster the growth of a major distribution channel getting exposure to all aspects of the PEO business.

In this role, a successful Benefits Consultant will motivate and leverage an existing sale distribution channel and reputation, lending expertise, guidance and brokerage services to non-licensed sales representatives. The ability effectively communicate benefit strategies to a diverse customer/prospect base across various industries is critical. The candidate will also have a solid understanding of medical economics, and the impact it plays in insurance carrier pricing and policy.

Responsibilities

- Manage, retain, and grow an existing Program Relationship/Distribution Channel with a National Professional Employer Organization (PEO).
- Be in constant contact with our business partners and customers via face-to-face meetings, email, phone, and webinars to understand their needs and collaborate on offering the best employee benefits solutions to our client and their customers.
- Draw on deep understanding of employee benefits and product positioning to help create benefit strategies, plan design comparisons, and contribution modeling to drive sales.

- Serve as a Consultant, responsible for in-field underwriting and risk management working with the PEO's sales professionals, in helping those individuals to understand good and poor risk in determining which prospects may be, or may not be, a good fit for the PEO.
- Serve as an expert in product offerings, pricing methodology, contribution modeling, and deliver solutions via customer presentations, face to face, and web based meetings.
- Communicate benefit strategies to a diverse customer/prospect base across various industries.
- Required to travel in Southern Virginia, Northeastern North Carolina, and West Virginia for new and existing business client sales calls and presentations.
- Maintain an understanding of the key business levers to help coach and drive sales and retention.
- Responsible for proactive, scheduled communications with underwriting contacts and other internal resources.

Qualifications

- Not less than 5+ years' experience in the health insurance industry and a Bachelor's degree in a related field or equivalent experience.
- Life and Health licensed (able to be licensed within 90 days of employment).
- Ability to motivate and leverage an existing sale distribution channel and reputation, lending expertise, guidance and brokerage services to non-licensed sales representatives.
- Ability to handle difficult clients using a calm and professional demeanor while keeping everyone focused on reaching the best possible solution.
- Proficient with various health insurance products and funding arrangements, including fully insured, level funded and self-funded programs.
- Strong understanding of Health Care Reform.
- Proficient in Excel, Word & PowerPoint.
- Strong knowledge of the Virginia health insurance and ancillary markets.
- Ability to articulate health benefits and a value proposition.
- Strategic selling aptitude and positive demeanor.
- Excellent communication and presentations skills.
- Must be a team player and can work in a fast pace, exciting environment.

Application Process

If you are interested in being considered in the hiring process, for evaluation related to this opportunity, please complete the following required steps:

- After each **RESPONSIBILITY** bullet point listed above please provide your written responses to **fully** describe, in bold print, your relative expertise.
- Helpful Tip: Your audience is the hiring manager. Please be as detailed and descriptive in your responses as possible. As a supplement to your resume, he/she will read your responses to help determine your suitability for interview.
- Please note that your completed document will be submitted in support of your resume should you be deemed a "finalist" for the position.
- Please email your updated resume and responsibility responses to:

Michael McManaman
 VP, Executive Recruitment
 AmWINS Group, Inc.
Michael.McManaman@amwins.com
 401-734-5984

Equal Opportunity Policy: The acceptance of the requested information for consideration and referral of candidates will be without regard to a candidate's race, creed, color, age, gender, marital status, veteran status, national origin, sexual orientation/identification/expression, disability status, or weight and will be based solely on the candidate's qualifications for the position. We are an equal opportunity