



Underwriter II Job Description

Company Summary

Founded in 2000, and aligned with AmWINS in 2016, **True Benefit** (www.true-benefit.com) assists businesses in developing comprehensive strategies for their Employee Benefit programs. Our rapidly growing company is looking for top talent to join our underwriting team. While we are a smaller company, there are true prospects for growth in multiple areas: sales, pricing, technology, data analytics and project management. AmWINS (our parent company) is the largest P&C and Wholesale Insurance Broker in the US and the 14th largest Insurance Brokerage in the world.

Our environment and culture question the status quo in the health care industry and leverages our relationships and resources to improve the health and well-being of our clients and their employees. **True Benefit** is looking to add an Underwriter II to their growing team in **Branford, CT (near New Haven) or Plainville (near Hartford)**.

Job Description

If you have a proven ability to assess situations quickly, apply established protocols against cases, think strategically, and reach consensus within an organization, we want you on our team. We are seeking an experienced, consultative healthcare underwriter to be a key member of our business. We look to our underwriters to be the best in the business, both analytically and in their ability to communicate their findings. Responsibilities include but are not limited to:

- Prepare and guide rate quotations, product and benefit recommendations and risk arrangements with particular emphasis on assessing risk and reaching an appropriate level of premium, within parameters, to both protect our book of business, yet still grow the membership.
- Develop and maintain strong partnerships with sales force and health insurance carriers.
- Diligently share your industry knowledge and continually educate our underwriters and expanding internal and external sales force in underwriting principles and methods.
- Actively supports and collaborates with other underwriters.
- Effectively mentor, coach and peer review Jr Underwriter and Underwriter I.
- Assist in the development of underwriting training materials.
- Contribute recommendations and support to initiatives focused on improving underwriting processes, procedures and practices.

We are looking for the following background and attributes:

- Financial analysis experience in a healthcare brokerage environment or insurance carrier
- Strategic thinking and decision-making skills
- Excellent analytical, organizational, and interpersonal skills
- Self-funded and level-funded experience a plus
- Well-developed verbal and written communication skills
- Ability to work well in team-based environment
- Advanced Microsoft Excel and PowerPoint Skills; Basic Power BI or Tableau a plus
- Bachelor's degree in Business, Economics or other applicable major
- 3+ years of Healthcare rating/Underwriting
- Experience MUST be from Health Insurance Industry

We strive to be an employer of choice and offer a unique blend of benefits and perks.

- Competitive and comprehensive compensation
- Benefits program that includes:
 - Medical, Dental, Vision, Prescription, Disability and Group Life insurance
 - 401k matching
 - 15 days Paid Time-Off
 - Company paid Holidays, One Floating Holiday
 - Eligible for yearend performance bonus once requirements are met
 - Charitable donation matching
 - Supportive Environment
 - Business Casual attire

Critical Assessment Questions

- Solving problems requires more than good ideas; it means taking action. Describe a time when you were able to take meaningful action to resolve a problem.
- Please describe an example of how you have demonstrated underwriting technical or functional expertise.
- Please provide an example, taken from your experiences in report writing, preparation of memos, or general correspondence which illustrate the extent of your written communication skills.
- Tell me about a work situation in which you identified an area of improvement, process or other, made a plan and took charge to make a positive difference. Include challenges you encountered and explain the outcome.

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 **CRITICAL ASSESSMENT QUESTION** listed above please provide 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
Director, 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 employer.