

Director of Employee Benefits

Vision. Vitality. Advice. Forward>

It's a phrase that uniquely describes us – our philosophy, our relationships, and the value we deliver as true partners.

WHY VIZANCE?

Vizance, an Independent Insurance Agency headquartered in Hartland with 9 offices and 190 associates located throughout Wisconsin, is seeking a Director of Employee Benefits. The Director reports to the Chief Operating Officer and is responsible for the overall strategy, performance, and culture of the Employee Benefits Practice Group.

Our success over the past 40+ years has been built by the dedicated associates at Vizance, and has earned us a number of awards, including Top Workplaces, Best Places to Work, Future 50, and Fastest Growing Firms. We are proud to be a Minority-Owned Business Enterprise (MBE).

WHAT YOU WILL DO AT VIZANCE AS A DIRECTOR OF EMPLOYEE BENEFITS

- Determine strategic plan for the Employee Benefits Practice Group
- Work closely with Regional Presidents to ensure implementation of strategic plan
- Promote revenue, profitability, and growth to meet or exceed goals and benchmarks
- Set and monitor quarterly goals for the Employee Benefits Practice Group
- Provide direction and mentorship to new and experienced Employee Benefits Sales Advisors
- Monitor Sales Advisor activities and results
- Participate in recruitment and interviewing of new associates
- Oversee compliance with Vizance workflows and procedures system
- Cultivate and maintain carrier partner relationships
- Oversee and participate in Sales and Service Associate training programs
- Set, and monitor progress toward, carrier goals
- Promote a culture that supports the Vizance Vision of “Be the leader in associate loyalty and client relationships”

WHAT YOU WILL BRING TO VIZANCE

- Experience in a leadership role within the Employee Benefits industry, preferably in an independent agency setting
- Strong working knowledge of group benefits (medical, dental, vision, life, disability)
- Established relationships with insurance carriers
- Knowledge of legislation and legal issues related to the insurance industry
- Excellent communication, motivation, and negotiation skills
- Wisconsin Life and Health Insurance Licenses (or ability to obtain)
- Bachelor's Degree (preferred)

WHAT YOU WILL ENJOY ABOUT BEING A DIRECTOR AT VIZANCE

- Competitive compensation package including opportunities for bonuses and stock grants
- Comprehensive employee benefits package (medical, dental, vision, life, and disability insurance)
- 401(k) match
- Security of working for a stable, independent agency with a defined path for internal succession
- A supportive team environment that celebrates success
- Opportunities for growth

If you are looking for a promising career in a growing organization, please send resume to careers@vizance.com

