

Core Competency

The core competency of the Regional Sales Manager is the ability to get brokers to use the services of Claremont to secure coverage for clients from insurance carriers affiliated with Claremont.

Key Responsibilities

1. The responsibility of the Regional Sales Manager is to fully own the assigned broker relationships and to aggressively foster and develop new business with these brokers in order to meet quarterly and annual revenue goals.
2. Performance will be measured by: full implementation of the individual sales plan.

Development of Existing Broker Relationships

1. You shall lead (and collaborate with) Broker Service staff in the implementation of the designated sales strategies through identification, origination (initiation) and successful execution on opportunities, as well as provide routine detailed progress reports to the VP of Sales.
2. You will be responsible for targeting and exploiting existing business relationships with agents and significant brokerages in the area.
3. You will aggressively promote and increase broker awareness of Claremont's brand identity through participation in industry events, organizations and selected speaking engagements.
4. With assistance of internal broker service staff, the Regional Sales Manager shall complete and update a profile of existing brokers and develop a work in progress list of opportunities for expanded business relationships.

Creation of New Broker Relationships:

1. Personally initiate new business
2. Develop, maintain and track prospect lists and revenue goals

Marketing

The Regional Sales Manager shall participate in and at times sponsor industry association meetings, seminars, and other group meetings that lead to new business opportunities. Generation of increased visibility is required through speeches, panel discussions, writing articles for local publications, industry publications, industry meetings, etc

Qualifications

1. A successful track record in consultative selling
2. College degree required
3. In addition to bringing relationships to the table through a strong network, this individual must have a proven ability to persevere in developing new relationships both internal and external.
4. Ability to strategize potential prospects and map a strategy to develop business.
5. Business acumen and industry knowledge. Ability to understand industry trends and transform them into a business need for the broker client
Must have a proven ability to sell complex, intangible services.
6. This individual must be a team player. Ability to "act as a quarterback" in pulling together internal resources.
7. 5 years of experience within the employee benefits/insurance industry.

PERSONAL / PROFESSIONAL ATTRIBUTES:

1. Professional Integrity - Demonstrates in all situations and decisions, qualities consistent with the Claremont's values and high standards.
2. Persuasiveness - Has the ability to motivate and persuade others.
3. Communication - Represents ideas and thoughts in a clear, focused manner using effective verbal and nonverbal communication techniques in both formal and informal settings.
4. Interpersonal Sensitivity - Creates positive environment in external and internal settings.
5. Strategic Thinking - Possesses the ability to conceptualize and understand risks facing a business as well as the ability to create a strategy surrounding a specific sales opportunity.
6. Resiliency - Demonstrates the ability to recover strength, fortitude and motivation quickly in the face of adversity.
7. Initiative - Takes a proactive, self-reliant approach, identifying and seizing opportunities and taking decisive action
8. Current Life and Health insurance license
9. Bay Area resident
10. Must have current CDL and proof of insurance

Local candidates need only apply. No phone calls. EOE

Send your resume in confidence to:

jobs@claremontcompanies.com

(Reference RSM position)