



## Sales Executive

Our client has established the benchmark industry wide for managing a variety of company-sponsored reimbursement plans. As the national leader in this niche, they have developed a reputation for superior service, innovative technology and a knowledgeable and friendly client management team. The goal is to expand its' reach in the arena of employee benefit administration while growing its' business in a logical and manageable fashion.

We are seeking seasoned Sales Executives who are comfortable in all facets of the benefits industry, selling to the 500-5000 active benefit eligible space, through the benefit broker community. Responsible for further developing the broker channel and for developing new business through that channel with the products and services delivered (FSA, HSA, HRA, Commuter, & COBRA services). This is a work from home opportunity and desired locations for new hires are in New England/New York, etc. and in the South-Central part of the US, ideally Texas. The Sales Executives report to the Chief Revenue Officer.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Responsible for cultivating relationships with benefit brokers that target the 500 to 5,000 benefit eligible space. Achieve and exceed sales goals on an annualized basis.
- Successfully manages the ongoing marketing campaign of our services, the sales pipeline and all sales activity for their region.
- Collaborates with the sales team in effective prospecting concepts & reports sales activity through Salesforce.com.
- Successfully develop and deploy sales contracts which include negotiating the pricing and contractual agreements of new business.
- Acts as a consultant to brokers and clients in helping them with the education of benefit selection and administration. Responsible for fielding their questions and requests and handles them in a timely manner.
- Delivers creative benefit administration solutions by helping to define client needs and forms strategic alliances to further expand the client base for the firm.
- Independently create, drive and manage broker contact strategies, action plans and goals. Work collaboratively with brokers to convert broker's clients/prospects. Provides a high level of customer service to brokers and clients by creating a positive relationship with all parties.

- Maintains necessary technical IRS Code and general employee benefit knowledge regarding Flexible Spending Accounts, Cafeteria Plans, Health Reimbursement Arrangements, HSA Administration, COBRA and Direct Reimbursement models to address client questions and inquiries.
- Recognizes industry changes that affect our business, our brokers business, and our clients and presents solutions to their needs.
- Attend, prepare, and lead benefit broker meetings. Likewise, attend enrollment meetings and benefit fairs to educate participants and clients on our services.
- Work professionally and collaboratively with all team members to maximize results. This includes transitioning the sales relationship to the client's dedicated Account Manager to ensure ongoing dedicated customer service.

### **QUALIFICATIONS**

To perform this job successfully, an individual must possess the following traits and characteristics: Excellent written and verbal communications skills, broker relationship/networking building skills in the geographic area noted, proven track record of selling health benefits and/or solutions to benefit brokers, experience developing and managing relationships to reach business goals, specifically through Brokers/General Agent/Benefits Consultants, the ability to plan, organize, and prioritize the actions required to accomplish day to day goals and objectives, experience integrating various technology platforms into overall solutions for brokers and clients, high level of personal worth and internal motivation, positive attitude and above average analytical and problem solving skills.

### **PREFERRED EDUCATION AND EXPERIENCE**

Bachelor's degree from a four-year college or university with 2+ years of Employee Benefit sales experience with proven results. Previous experience in health insurance and benefit field and Salesforce.com is preferred. A qualified candidate understands that our business objective is to provide superior internal and external customer service.

### **TRAVEL**

This position requires up to 50% travel. Travel is primarily regionally during the business week, although some out-of-the-area may be expected.