



Company: Renaissance Insurance Group, LLC
Job Title: Agency Growth Partner / Relationship Manager
Reports To: Senior Vice President, Agency Growth

SUMMARY

This Renaissance Alliance Insurance Services (RAIS) position is responsible for managing assigned member agency relationships and activities. Paramount among the responsibilities are maintaining member satisfaction and fostering member premium growth.

Renaissance Alliance Insurance Services (RAIS) is the industry leader for independent agency networks, with innovative high growth plans. Those with an innate drive to win will be a great fit for this role and rapidly expanding organization.

This position is based in our Wellesley, MA office. Remote arrangements will also be considered. Frequent visits to our member agents across New England are required.

EDUCATION and/or EXPERIENCE

- Bachelor's degree or equivalent in years of experience and training
- Minimum seven years of insurance industry experience, preferably agency experience or company experience with a concentrated agency focus
- Knowledge of Microsoft Office applications required including Excel and PowerPoint
- Knowledge of agency management systems such as AMS360, Applied Systems and EZLynx is preferred

ESSENTIAL DUTIES AND RESPONSIBILITIES

Other duties may be assigned.

- Engages in frequent contact with assigned RAIS agencies; visits agencies regularly to build and maintain positive, strong relationships; identifies agency concerns and communicates them to appropriate RAIS managers for positive resolution; follows-up with agency to confirm resolution.
- Works to gain trust at all agency levels. Must be able to work credibly with agency principals, customer facing staff and all levels in-between.
- Utilizes a data driven approach to identify opportunities for innovative growth initiatives and works in cooperation with agencies to design these initiatives.
- Leverages new technology and tools to deliver improved service capabilities designed to foster organic premium growth.
- Applies critical thinking in analyzing agency metrics and regularly reviews and interprets key metrics reports with assigned agencies.



- Sets agency benchmarks and goals for growth initiatives based upon data analytics.
- Designs and implements practices to improve efficiencies and increase agency growth, based on the specific commitment, capabilities and capacity of the agency.
- Serves as a catalyst for RAIS programs and services to foster growth and efficiency in member agencies.
- Trains agencies on new or enhanced RAIS operational processes, procedures, software and value-added services, either by training agency staff directly or by engaging appropriate RAIS staff.
- Evaluates training tools and supporting documents for their usefulness to customers. Identifies and communicates areas for improvement to achieve maximum effectiveness for agency users.
- Collaborates with RAIS managers and staff members in defining and designing elements required to deliver exemplary services and products for the benefit of RAIS agency members and their customers.
- Documents agency visits and projects in appropriate data systems. Prepares and shares timely status reports based on this data.
- Attends professional association, carrier, and industry educational and networking meetings as appropriate.
- Maintains consistent corporate image throughout product lines, promotional materials and events.

SUPERVISORY RESPONSIBILITIES

None currently

COMPETENCIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit situation; Able to deal with change, delays, or unexpected events

Analytical Skills – Ability to collect and analyze information; Problem solve through detecting patterns, brainstorming, observing, interpreting data, integrating new information, theorizing, and making decisions based on multiple factors and options available; Ability to improve upon overall productivity and success



Dependability - Follows instructions, Responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work if necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan

Learning, Growth & Development - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed; Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Commits to long hours of work if necessary to reach goals; Measures self against standard of excellence

Process Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality; Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives

Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations