



Renaissance Alliance Insurance Services, LLC

Job Title: Senior Financial Analyst
Reports To: President

SUMMARY

Renaissance Alliance Insurance Services (RAIS) is the industry leader for Independent Agency networks, with innovative high growth plans. We are seeking a Senior Financial Analyst who is a confident financial professional with accounting knowledge, a proven track record of success, and proven business analytical skills. Advanced expertise in Excel and PowerPoint is a requirement.

This position is based in our Wellesley, MA office and will support the President and CFO as a true strategic and business partner with responsibility for financial models, financial results reporting, M&A Analysis, and evaluation of strategic initiatives. She/he will provide expertise, vision and leadership in key financial and business reporting matters to support the Company's business goals.

This is a unique and pivotal opportunity to contribute as the Company has recently received a large capital investment aimed to expand the Company's corporate team and support the Company's growth into additional geographies. The Sr. Financial Analyst role will participate in the economic success and growth of the Company into a national platform supporting the distribution of property & casualty insurance.

EDUCATION and/or EXPERIENCE

- Bachelor's degree required
- Minimum of 3+ years financial management experience required, with preference for prior accounting or financial analyst experience
- Advanced knowledge of Microsoft Office applications required, including Excel and PowerPoint

ESSENTIAL DUTIES AND RESPONSIBILITIES

Other duties may be assigned.

- Support the Executive Committee in understanding and executing business goals, measuring performance and ensuring excellence in operational execution.
- Communicate financial results to senior management, Board of Directors, owners, and external auditors on a timely, accurate and effective basis.
- Develop dashboard reporting, financial planning and analysis reports for insights and recommendations supporting the overall company strategy, functional operations and goals.
- Dissect/analyze the company's business practices and identify/explore opportunities for improvement in productivity by "going beyond the numbers;" Use technology to drive deeper analysis of data.
- Applies critical thinking in analyzing agency metrics and regularly reviews and interprets key metrics reports.



Renaissance Alliance Insurance Services, LLC

- Collaborate with other senior managers regarding regulatory compliance, information technology and strategic initiatives, including expansion into new geographies.

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 – Intellectual curiosity; 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



Renaissance Alliance Insurance Services, LLC

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

Integrity – Highest level of integrity and the need to communicate in an honest, straightforward manner; Thoroughly honest and forthright individual who is up-front with peers