



"Executive Search for the Insurance Industry"

Position Description

Title: Chief Operating Officer
Base Salary: \$100,000 - \$145,000 Plus Bonus and Opportunity for Company Ownership
Location: Western Pennsylvania
Reports to: President
Relocation Package: Negotiable

BACKGROUND

Our client, founded over 150 years ago, is now one of the most respected agencies in the region. The cornerstone of our client's business philosophy remains to simply conduct business by the "Golden Rule." As a result, client relationships are valued and agents act in the best interest of the client. Our client is a full-service agency that provides coverage for all lines of insurance, and is one of the fast growing commercial insurance agencies in the region.

Our client is looking for a dynamic individual to oversee and grow its Property & Casualty business as its Chief Operating Officer.

In addition to a competitive base salary range and full benefits package, the successful candidate will be generously rewarded with the opportunity for Company ownership based in attaining growth incentives.

Our client headquarters is located in a pleasant, family-oriented environment. With good schools, low crime, a premier health-care system, and a short distance from Pittsburgh, the location could not be better. Our client's provides a cosmopolitan atmosphere without the big city hassle, great scenery and a reasonable cost of living.

PRIMARY ROLE:

Ultimate accountability for planning, leading, organizing, and directing the firm's success. Responsible for achieving growth and profit objectives, high productivity, and strategic objectives. Monitor financial performance and take action to assure achievement of results.

QUALIFICATIONS:

- Must have four to seven years experience **successfully growing** a Property / Casualty insurance agency.
- Working and current knowledge of the Pennsylvania and Ohio insurance environment.
- Must have demonstrated skills in managing aggressive sales goals and proven track record.
- Must possess strong leadership skills with the ability to focus the team to a forward focused vision.
- Leadership abilities are a natural strength.
- College Degree required, MBA desired.
- CIC or CPCU desired.
- Knowledge of Applied (TAM) agency automation system.

- Ability to motivate and mentor sales personnel and department managers.
- Experience to oversee both operational and sales goals.

DUTIES:

The successful candidate, as Chief Operating Office, will be responsible for:

- Meeting aggressive sales goals.
- Directing the organizational operations, (including Personal Lines, Commercial Lines, Group/Independent Health and Physician Services).
- Leading department heads and providing accountability for sales goals.
- Defining and implementing plans to achieve corporate objectives.
- Monitor the agency's financial condition and maintain desirable financial ratios and collection practices.
- Work with key employees to establish business policies and set future direction of the firm. Obtain input and capitalize on talents or skills of agency employees.
- Implement and manage the business plan and annual budget process. Conduct planning and budgeting meetings to follow-up on progress, set new goals, identify additional resources, keep plan on target.
- Lead the firm in identifying and searching for new sources of revenue, acquisitions, joint ventures, referral programs, and other sources.

Our client offers an excellent work environment, a “Wellness Program,” a full range of benefits, including medical, 401K, and vacation.

For Immediate Consideration:

Please reply in confidence to: info@thepeople.com and reference job code Steelers #001.

Based in Washington, DC, iPeople provides retained executive search services to independent agencies and broker firms throughout the United States. For additional information, please visit www.thepeople.com.