Managing Director Job Description

Overview

The primary purpose of a Managing Director is to recruit, train, supervise, retain, and grow a unit of Financial Representatives (FRs) at various stages of professional advancement and experience. The Managing Director assists the General Agent in the overall marketing, growth and development of the Agency.

Responsibilities

- Recruits and helps select potential agent candidates within the agency's target markets. Conducts initial interviews and screening 300+ candidates per year to reach annual recruiting goal of 6-8 new agents per year.
- Conducts classroom training on selling skills, selling systems and tools, product information, need analysis and assessment, marketing, compliance and technology. Coordinates agent development with Home Office and Industry education programs to ensure continued upward production levels and career advancement.
- Monitors activity and conducts joint field work on a consistent and regular basis to assist in the development of agent prospecting, selling and referral skills as well as evaluate sales practices.
- Assists the General Agent in identifying target markets and implement recruiting and training programs to take advantage of new marketing opportunities.
- Maintains weekly reporting requirements to keep General Agent and management team abreast of results and assure the retention and success of individual agents.
- Evaluates and makes recommendations on recruiting, selection and training systems to improve agent growth, development and retention.
- Pursues industry and Registered Principal designations to enhance credibility and prepare for larger management roles in the future.
- Actively participate in company-sponsored-management and leadership development to prepare for new responsibilities and challenge in a changing environment.

Education/Experience

- College degree or equivalent work experience
- Professional designation such as CLU, ChFC, or CFP
- NASD 6, 7 and 24 preferred.

Experience

- 4-6 years insurance industry sales experience including 3-5 years field management or agency distribution system. Demonstrated background and success in agency building and recruitment preferred.

Knowledge/Skills:

- Excellent interpersonal skills to develop favorable relationships with people from all levels and backgrounds and facilitate thought provoking discussions on their career goals, achievements and values.
- Strong desire to develop others and see them succeed through teaching, monitoring, coaching, and supervision. Able to develop favorable relationships with agents, tailor one's style to each unique individual based on their needs and skill level, and impart the teaching of the Agency's, Home Office's and Industry's best practices.
- Strong understanding of the mission, values and culture of the agency and the ability to instill them in others.
- High level of initiative and independence to generate an equivalent sense of urgency and entrepreneurship in agents.
- Thorough understanding of the agency's training systems, products and resources and their proper application in an agent's development.
- Strong organizational and planning skills to maintain personal and unit efficiency and effectiveness.

Competencies:

Customer focus – is a fundamental belief that one's role at Pacific Advisors is to help or serve customers (Internal and External) and meet their needs. At lower levels this includes working with customers in ways that produce customer satisfaction whereas at higher levels it involves supporting and/or creating a customer-focused environment.

Respect for Diversity - is the consideration for individuals from different backgrounds or ethnic groups (e.g. race, religion, gender, disability, sexual orientation, age, lifestyle, heritage, and culture) and the ability to work effectively with others in a diverse organization. At higher levels it involves supporting or creating an environment which diversity and appreciates the balance between work and life.

Demonstrating initiative – is the extent to which an individual proactively addresses situations or opportunities as opposed to simply reacting to problems and assignments. It includes identifying obstacles and taking action to address current and future problems PR opportunities.

Drive toward improvement – is the capacity to be energized and excited by challenging goals and a concern for surpassing a standard of excellence. It is reflected in a true sense of competitiveness and a drive for results. At its highest levels, it is exhibited through a strong desire to achieve sustainable business results over the short-and long-term, despite adversity.

Holding people accountable – is the ability and willingness to be directive in appropriate circumstances. It implies the intent to make others comply with one's wishes where personal power or the power of one's position is used appropriately, with the long-term good of the organization in mind.

Impact and influence – are the ability to define and articulate and idea or plan in a compelling manner in order to make a specific impression on others. It includes harnessing an understanding of one's audience to win support for a proposed initiative and generating enthusiasm for new ideas.

Self-assurance – is the belief in one's ability to accomplish a task or complete a course of action. It includes having the level of confidence that enables one to take on challenges and express new ideas.

Team facilitation – involves having the ability to create an effective team environment, providing a sense of cohesiveness, identity and purpose to a work group, which helps to inspire motivation among its members toward a common goal. At its highest level, it means resolving conflict in a constructive way, through dialogue and, when necessary, direct facilitation.

Our Mission: Helping People Financially Produce and Support a Good Life for the Rest of Their Lives

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