

JOB POSTING

October 8, 2021

Director of Sales

- Position Description:**
1. Develop the strategy and structure; and provide the leadership necessary to generate sales through Rural Mutual's exclusive agency system.
 2. In conjunction with the District Sales Managers (DM's), develop a recruiting strategy and screen prospective Agent candidates.
 3. Ensure timely interventions and develop performance plans with DM's and Agents when performance falls below standards.
 4. Recruit, hire, train and supervise the DM's.
 5. Develop, recommend and administer Agent and DM compensation and incentive programs.
 6. Partner with the VP of Customer Acquisition & Service to establish, monitor and champion annual budgets and sales goals.
 7. Direct the activities of the sales training function.
 8. Collaborate with leaders throughout the organization to positively resolve appeals and other issues in a positive, thoughtful manner.
 9. Plan, organize and conduct various sales rallies, meetings and other sales programs.
 10. Maintain a strong relationship with the Wisconsin Farm Bureau Federation and county farm bureaus.
 11. Champion organizational strategies, philosophies and priorities.
 12. Other duties as assigned.

- Qualifications:**
1. Bachelor's degree in risk management & insurance, business administration or related degree or equivalent work experience.
 2. Successful management experience at a property & casualty insurance company or agency is highly desirable.
 3. Demonstrated ability to:
 - a. Hold self and others accountable to meet commitments.
 - b. Achieve results consistently.
 - c. Provide direction, delegate and remove obstacles to get work done.
 - d. See ahead to future possibilities and effectively translate them into strategies.
 - e. Develop and deliver communications that are clear and meet the needs of various audiences in through multiple channels.
 - f. Lead others with an aptitude of coaching, mentoring and motivating
 - g. Be entrusted with highly confidential information.
 - h. Build consensus, rally support around common goals and to motivate groups and individuals.
 - i. Balance the needs of the Agents with the needs of the organization in a positive "win-win" manner.
 - j. Process and comprehend large amounts of detailed information, consider the implications and consequences of new facts and make decisions.
 4. Current Property & Casualty, Life and Health and Series 6, 63 and 26 licenses required or committed to obtaining in an agreed upon timeframe.
 5. Occasional overnight travel.
 6. Valid driver's license.

How to Apply: CONTACT MARK SCHUSTER, VP OF ORGANIZATIONAL DEVELOPMENT

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