

Lawley

INSURANCE | EMPLOYEE BENEFITS

Director of Surety

These are the *fundamental* components of the job:

- Independently oversees an established contract and commercial surety book of business. Analyzes, strategizes and supports clients that are both influential and have substantial financial impact to the agency.
- Provides vision and oversight for the Bond department, and is a resource on prequalification of Surety account and prospects for quality of risk. Develop strategies and actionable recommendations to qualify accounts for bonding and increase capacity
- Engage, manage and promote Surety carrier relations
- Has established business relationships with major surety carriers and underwriters in local markets
- Ability to develop and bring in additional (new) surety relationships both for both carrier and prospect customers, accountable for client retention
- Demonstrated relationship building skills in the Surety industry with the ability to present, advise and guide as a trusted member of client's crucial business teams
- Attend industry events, seminars, and workshops to stay informed about market changes and new products and services.
- Functions as a resource for Surety/Bond team, and for other divisions, departments and services
- Collaborates with Surety Service Team Lead on day to day service team initiatives, goals and performance of service team members

Other *functions* of the job:

- Expand and grow in your role when supporting miscellaneous duties as requested

Skills / traits that we value for this role:

- Minimum of 5 years of surety industry experience; agency experience a plus.
- Property/Casualty License (all lines); insurance designations required; Bachelor's Degree in a related area, or higher
- Expert level of Surety underwriting knowledge, specifically a deep comprehension and ability to provide results focused Contract and Commercial surety programs for both customers and surety carriers.
- Familiarity of local construction environment(s). Possess knowledge of and has established relationships with construction firms.
- Pertinent knowledge of international Surety markets for the placement international bond for clients as well as overall insurance markets and special programs
- Active involvement in professional surety industry groups including, but not limited to, NASBP, CFMA, various local construction groups.

'Lawley provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to age, race, creed, color, religion, sex, sexual orientation, national origin, citizenship, immigration status, gender identity or expression, military status, familial status, marital status, disability or genetics.'

- Proactive mindset; ability to take ownership and anticipate needs of our clients. Ability to generate new business sales, retain and grow existing business and cross sell other lines of business
- Capability to work quickly and efficiently
- Methodical, yet swift decision-making skills especially in regard to prioritization and problem solving
- Word, Excel and Outlook proficiency. Erlon/Applied/EPIC experience is preferred
- Ability to work independently and assume accountability and responsibility for accounts. Has a “get it done” and positive attitude”.
- Incredible attention to detail and organizational skills
- A passion to make customers and coworkers feel important and valued

A bit about Lawley!

- We are not a call center environment
- We achieve success by building genuine relationships together, with our teams and clients
- We are a family owned insurance broker (nearly 70 years!)
- We are deeply committed to the communities we serve and love to get involved
- We work hard and play hard!!!

Why Lawley?

- Bonus eligible position!
- Expansive Benefits (Medical, Dental, Vision—and SO many more)
- 3 weeks of PTO (prorated based on start date) AND a generous holiday schedule – available 1st day!
- Company 401K contribution received starting Day 1 (for participants 21+ years old)
- Educational support, career development, and growth opportunities
- Job Security (we’ve never had a lay-off, even during the pandemic)
- Flexibility, including hybrid schedules! Business hours 8am-4:30pm
- Comfortable, family-oriented culture, with an emphasis on work life balance
- Unlimited Volunteer Time Off opportunities (so you can assist in serving our communities)
- Fulfilling opportunities that align with your career path and our business needs

The compensation range for this position takes many factors into consideration including but not limited to: years of experience/training, skill set, and licenses/designations. It is not typical for an individual to be hired near the top of the range for a position as circumstances and location can vary in every hiring situation. A reasonable estimate of the current range is \$117,815.48 to \$196,359.13.

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