

## Bilingual Group Benefits Advisor Conseiller en garanties collectives

### Description

At Humi, we take pride in going out of our way to help Canadian businesses and families take ownership of their financial security. As our team is rapidly scaling, we are looking to find a driven, empathetic, team oriented, and highly organized professional to join as an Advisor of Group Benefits Solutions. As the Advisor, Benefits Solutions, we will empower you with all the tools and skills you need to thrive in the world of insurance and group benefits. You will support the Benefits team by identifying the best benefits package for different companies and advocating on their behalf for the best rates, while ensuring a seamless set up for their respective employees. As a member of the Advisor team, you will be responsible for acquiring customers from contact to close, renewing group plans, managing post-renewal deliverables and aiding in ensuring that our clients successfully keep their benefits plan relevant as their business evolves. Are you looking to join a team where everyone – including you – is striving constantly to improve their knowledge of group insurance? Where you can have deeper conversations with your customers and solve customer problems beyond their insurance products to the actual plan administration and employee experience? We are passionate about custom-tailored benefits plans that not only attract and retain employees, but make the experience of using and understanding benefits plans streamlined and that much easier. Who are we? Humi's mission is to help organizations throughout Canada foster their greatest asset – their employees. Starting with a powerful yet intuitive HR, payroll, benefits, and insurance platform, Humi has established a leadership position as the only company addressing all of these needs in one place. With a potential reach spanning every business in Canada, and a platform that touches every employee at every business that uses it, Humi is reimagining the future of work. Humi is backed by reputable investors including: Kensington Capital Partners, a firm with over 25 years of investment experience, TELUS Ventures who partners with disruptive, market-transforming companies, Tribe Capital, the same group who funded Slack and Carta. Y-Combinator, the top value-based U.S. accelerator, and several of the world's leading angel investors. We hire across Canada and applicants are expected to work remotely!

What will you be doing as an Advisor, Benefits Solutions?

- Managing the entire sales process from initial contact to close
- Managing leads from a variety of sources (BDRs, Software Team, Marketing, Partnerships), along with generating new business opportunities
- Building rapport with new benefits clients alongside the service manager via quarterly check-ins
- Maintain strong relationships with our carrier partners
- Negotiate renewals with our carrier partners
- Successfully renew numerous group plans each month ensuring the client's best interests are addressed
- Market existing group plans in order to source a new provider that better suits the client's needs
- Handling post-quote presentation action items (i.e. alternate quotes, answering client inquiries, etc)
- Confirming sales details with the selected carrier before engaging the benefits service manager to handle a group's implementation with their new provider
- Conducting plan benchmarking analysis for prospects and clients

In your first 30 days, you will:

- Onboard and integrate with the Humi Benefits team
- Meet with Department Heads and members of the Leadership team
- Submerge into the Humi culture and vision
- Be acquainted with the different platforms and software that will be used day to day
- Build an understanding of the distribution structure of the industry, the various providers, and where the Humi brokerage fits in the mix
- Be a sponge to acclimate with the different Humi processes and procedures
- Participate in client renewal and sales discovery meetings to understand how to "sell for the future" not just today's bottom line
- Support Humi's Portfolio and Solution Advisors with post-renewal/sales discovery deliverables
- In

### Hiring organization

Humi

### Job Location

Quebec

### Base Salary

\$ 70000 - \$ 107500

### Date posted

May 15, 2024

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your first 60 days, you will:

- Have built a strong foundation and understanding of how the Benefits team operates when prospects come in from the Software sales team
- Have a strong understanding of our approach to renewing group plans
- Start transitioning into managing your own block of clients within the Humi book of business
- Begin leading the sales process with inbound opportunities
- Begin building a pipeline of your own opportunities

In your first 90 days, you will:

- Have hit a milestone in which you will have a strong understanding of why clients choose Humi to be their resource & advocate for all things benefits
- Nurture and manage your own book of business
- Work closely with the benefits service managers as well as the software team to ensure that clients are getting everything they need to allow their business to thrive
- Be responsible for managing portfolios including but not limited to, negotiating and presenting annual renewals, quarterly performance reviews, plan design changes based on the market, and building long-term total reward plans.

What are we looking for in an Advisor, Benefits Solutions?

- Licensed Insurance Advisor – AMF, LLQP or equivalent certificate in force
- You have 2+ years of experience working in sales, account management or a customer service role at a fast-paced brokerage or insurance carrier
- You are fully bilingual in both English and French
- Experience working in B2B sales and a track record of sales quota attainment
- You are knowledgeable on group benefits best practices and requirements from working for an insurance carrier or brokerage
- You pride yourself in relationship management due to your ability to create delight for customers and partners
- You are highly organized and thrive when managing multiple projects simultaneously with multiple competing deadlines
- You are a strong communicator and a master influencer when trying to curate the best solutions for all parties
- You possess a resourceful attitude and thrive in ambiguity
- You are tech-savvy, have a high mathematical aptitude and comfortable with financial analysis in Excel.
- You have a strong work ethic with a constant desire to improve through constructive feedback
- You are self driven and excel in reaching goals independently and in a team
- You are a strong presenter and possess the ability to analyze and explain data clearly to clients

**Bonus Points If:**

- You previously worked in a fast-paced startup and understand how to manage changing priorities
- You have experience working with CRMs

**Why join Humi?**

As a team that services the HR world, we are a team that understands you perform best in an environment that cares about their employees. Be part of a high performing team of critical thinkers that thrive on problem solving. Access leadership and growth opportunities as the company rapidly scales. Maintain work-life engagement with flex hours and our Long(er) weekends initiative. Opportunity to work fully remote.

At Humi, we are dedicated to fostering a diverse, equitable, and inclusive work environment where everyone feels a sense of belonging. We want you to know that you're welcome here, no matter who you are. Indigenous peoples, racialized persons/persons of colour, women, persons with disabilities, LGBTQ2S+ persons, and others – we're excited to hear from you. Even if you don't check every box on the requirements list, don't sweat it – we believe in potential over perfection! Need any interview accommodations? We're happy to help! Get in touch and let's chat.

Please mention the word **\*\*CUTENESS\*\*** and tag `RNDcuMjAwLjlzMS4xNDc=` when applying to show you read the job post completely (`#RNDcuMjAwLjlzMS4xNDc=`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

## Contacts

Job listing via RemoteOK.com