



Regional Sales Manager, Worksite

Job Summary

The Regional Sales Manager (RSM) for Worksite will manage their regions with the primary objective of building agent relationships and generating the assigned workplace sales objectives in their designated territory. The RSM works directly with the internal sales team as needed to further the development of strong sales relationships and reports to the Assistant Vice President of Sales. Position is eligible for Sales Incentive Program, in lieu of Company Incentive Program.

Primary Responsibilities

- Partner with AVP of Sales to determine the appropriate activity to reach the target distribution partners that are aligned with our offering and will be most successful in selling Illinois Mutual worksite products.
- Develop a strategy for successfully recruiting and growing the defined distribution channel with a best practices approach to ensure profitable sales growth.
- Motivate and retain existing agent production and create new relationships through phone contacts, meetings, regional training workshops and coordinated efforts with internal sales team members.
- Proactive communication with management in regards to region progress, activity changes, and ideas or initiatives that could benefit and grow agent distribution.
- Work with Internal Regional Sales Representative/internal sales team members to determine targeted activity plan via phone and webinars and keep team informed of leads from the region and support-related needs generated from field meetings/requests.
- Conduct quality field calls by understanding the agent's business, educating agents about Illinois Mutual worksite products, processes, sales tools, and participating in joint sales calls with the agent and employer groups.
- Complete call reports and update sales system to document meetings per outlined format as assigned/directed by internal sales management.
- Travel regularly to work effectively throughout designated territory and provide face-to-face agent interactions important to building relationships.
- Build positive relationships and maintain excellent communication with all departments in the Home Office.
- Execute job functions with expertise, energy, professionalism and integrity.

Job Qualifications

- Bachelor's Degree required*
- Minimum 3 years of Worksite sales industry experience required; additional years of experience strongly preferred
- Professional insurance designation strongly preferred
- Willingness and ability to work and travel through regional territory approximately 75% of the time



- Proven track record of growing worksite sales in a respective region which includes recruiting, training, motivating, and building productive agent relationships
- Comprehensive understanding of the overall brokerage market and strong experience of implementing effective distribution strategies
- Comprehensive understanding of current market conditions within the worksite industry as well as broad based knowledge of all worksite products being utilized in today's marketplace
- Strong leadership qualities and initiative
- Exemplary professionalism and proven integrity
- Ability to work under pressure and remain focused
- Excellent problem solving skills
- Superior relationship building skills
- Enthusiastic team player possessing positive attitude
- Outstanding verbal and written communication skills - including presentation and public speaking skills
- Excellent organization and time management skills
- Proficient with Microsoft Word, Excel, Power Point

*College or university must be sufficiently accredited and listed in the U.S. Department of Education Accreditation Directory.

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