



SENIOR MANAGER, TALENT OUTREACH & STRATEGIC RELATIONSHIPS

WSIA is hiring a **Senior Manager, Talent Outreach & Strategic Relationships**, who reports to the Director of Diversity Equity & Inclusion. The person filling this role will spearhead WSIA's efforts to **build and maintain strong relationships** with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), colleges and universities with a high population of underrepresented talent, military transition services, high schools, and other educational institutions. In addition to supporting and developing strategies that **supplement and promote WSIA talent outreach initiatives and WSIA's recruitment brand**, this position will **create a robust pipeline of future leaders** through WSIA's comprehensive internship and other outreach programs specific to underrepresented talent. By continuously evaluating and improving our recruitment processes, tools, and experiences, you will ensure we remain at the forefront of attracting talent from underrepresented backgrounds into the industry.

This role will **seek out and coordinate participation** in recruiting events, presentations, and career fairs, will measure and monitor outreach efforts, and manage vendor and partner relationships.

This position is vital for **shaping the future** of the excess & surplus lines segment of the insurance industry by attracting, nurturing, and retaining top-tier early career underrepresented talent and will work in partnership with the Senior Manager of Student Programs at WSIA for seamless program coordination and effectiveness. A **strategic and proactive approach** will be instrumental in optimizing and scaling our university, early career, and career transition hiring efforts.

We invite you to join WSIA and contribute to our mission to represent the interest of our members and the valuable role they play in the insurance market through networking, education, talent recruitment and development, regulatory and legislative advocacy for the wholesale, specialty and surplus lines industry and by promoting the value of the wholesale distribution channel. By developing talent strategies that reflect our commitment to increase the lack of underrepresented talent in our industry, you can make a significant impact on both our organization and the industry. If you are excited about this opportunity, we encourage you to apply and become a part of WSIA.

Duties And Responsibilities

- Develops and executes comprehensive strategies to optimize and operationalize an effective, scalable, and differentiated approach to university, community college, high school, and military veteran outreach and relations.
- Provides programmatic development and exposure opportunities to accelerate WSIA interns' readiness for post-collegiate roles.
- Educates WSIA volunteers, intern hosts, managers, and mentors to interview, onboard and evaluate candidates objectively, with cultural sensitivity, and review outreach and onboarding material for non-biased language.
- Develops WSIA volunteers' ability to design and deliver accessible presentations which optimize engagement for various learning styles.
- Leverages industry experience when speaking with talent about what it's like to work in the E&S industry.
- Maintains data integrity for best reporting as a source to help shape strategies, processes, and for budget preparation.
- Sources, engages and partners with relevant external diversity organizations that can serve as pipelines of diverse talent through proactive outreach, networking, partnerships, and participation in diversity-focused events.
- Promotes the WSIA talent outreach brand and opportunities such as internship, symposiums, grants, and scholarships within selected educational institutions and builds and maintains relationships with colleges, universities, and other workforce development groups.
- Coordinates participation in diversity recruiting events and career fairs, and develops and maintains relationships with career service representatives, student and workforce development groups, and higher education stakeholders.
- Works with other external networks that strategically support our outreach goals.
- Supports the Senior Manager of Student Programs and WSIA Communications team to design a holistic communications and branding strategy encompassing campus events, diversity partnerships, intern activity, presentations, promotional material, our early careers page and social media.
- Manages vendor relationships, service, and project delivery based on established service level agreements.
- Performs other duties as assigned.

Knowledge And Skills

- Proven understanding and application of DEI principles, practices, and legal requirements.
- Progressive responsibility for developing, implementing, and enhancing DEI initiatives.
- Ability to design and facilitate training and seminars.
- Ability to motivate and influence teams to produce results within tight deadlines.

- Ability to work in an entrepreneurial atmosphere that requires you to contribute to getting the job done and to be comfortable in a fast-paced, activity-driven environment.
- Ability to provide accurate and efficient customer service under pressure of constant deadlines.
- Familiarity with online and offline sourcing (e.g. through professional networks or job fairs).
- Proficient in MS Office, particularly Word, Excel, and PowerPoint.

Key Competencies

- Strategic thinking and execution while inspiring confidence and trust.
- Relationship building: Develops new and nurtures existing strategic relationships.
- Networking: Actively networks with candidates and influencers from underrepresented backgrounds, fostering connections and expanding the talent pool.
- Optimization: Focuses on the most effective and efficient processes on an ongoing basis.
- Collaboration: Builds partnerships and works with others to meet shared objectives.
- Resourcefulness: Secures and deploys resources effectively and efficiently.
- Manage Complexity: Makes sense of complex information to solve problems.
- Ensure Accountability: Holds self and others accountable to meet commitment.
- Situational Adaptability: Adapts approach and demeanor in real time to match shifting demands.
- Communicate Effectively: Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Experience And Qualifications

- Bachelor's degree required.
- Minimum of 7 years of progressive HR experience in talent acquisition strategies with a focus on diversity recruiting and DEI initiatives.
- Minimum of 3 years in the insurance industry preferred.
- Proven experience in project management.
- Proven ability to develop and manage teams and organizational budgets.
- Proven ability to build and maintain relationships with customers and key external constituents.
- Experience in strategic workforce planning.

Travel Requirements

- This position requires the willingness and ability for regular, out-of-state, overnight travel (40-50%) to support talent outreach, relationship-building strategies and other WSIA onsite meetings/events.
- This position may be hybrid, remote, or onsite; however, periodic and ongoing WSIA events and meetings require in-person participation.

Physical Demands

The employee must regularly lift and/or move up to 10 pounds, and frequently lift and/or move up to 25 pounds. While performing the duties of this job, the employee is regularly required to work on a computer. The employee is occasionally required to stand and walk. The noise level in the work environment is usually quiet. WSIA events may be fast-paced, with increased noise levels and competing priorities. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions.

Work Environment

WSIA strives to promote a professional, friendly, and inclusive work environment where employees can successfully meet performance expectations and fully demonstrate our Guiding Principles. WSIA requires adherence to the Employee Handbook policies and enforces a zero-tolerance policy against harassment, discrimination, and/or retaliation in the workplace.

COMPANY DESCRIPTION

The Wholesale & Specialty Insurance Association (WSIA) is a world-class member service organization representing the entirety of the wholesale, specialty, and surplus lines industry. The Wholesale & Specialty Insurance Association was formed in 2017 through the merger of the American Association of Managing General Agents (AAMGA) and the National Association of Professional Surplus Lines Offices (NAPSLO).

WSIA members strive to build profitable business relationships in the wholesale, specialty and surplus lines insurance industry. WSIA is dedicated to developing and strengthening the industry and provides members with unparalleled:

- Networking
- Education
- Talent recruitment and development initiatives
- Regulatory and legislative advocacy
- Promotion of wholesale value

WSIA's membership consists of approximately 700-member firms, including U.S. Wholesale, U.S. Insurance Market, and Associate and Service members, representing tens of thousands of individual brokers, insurance company professionals, underwriters, and other insurance professionals worldwide conducting business in the U.S. surplus lines market.

WSIA members of all shapes and sizes gain a competitive advantage in the marketplace through active participation in the only association dedicated specifically to the wholesale, specialty and surplus lines insurance industry.

WSIA is an equal employment opportunity employer. We are committed to providing equal employment opportunities to all qualified individuals without regard to the following legally protected characteristics:

race, color, religion, sex, pregnancy, national origin, age, physical or mental disability, marital status, sexual orientation, sexual identity, caregiver status, military/veteran status, or any other characteristic protected by local, state or federal law. All employment decisions at WSIA are based solely on the applicant's relevant experience, skills and qualifications.

HOW TO APPLY

Email a resume and cover letter to Vanessa Sims, Director of Diversity, Equity & Inclusion, vanessa@wsia.org.