# Employee Benefits Analyst Program

*January and July Start Dates Available Nationwide*

## Join an innovative leader in insurance brokerage and consulting.

### Launch Your Career with USI

Are you – or do you know – a recent college grad eager to gain new skills and experience in insurance brokerage and consulting? USI Insurance Services' Career Track program offers new associates hands-on experience and opportunities to learn the skills necessary to effectively deliver exceptional customer experiences and succeed in an increasingly competitive market.

The Employee Benefits Analyst Program provides in-depth training to equip associates with technical expertise in financial analysis and benefit plan strategies. Throughout the program, associates join a mentorship business group, led by industry experts, to further develop skills while increasing role-specific levels of responsibility.

The program also offers organized activities for participants to meet senior executives and network with team members across business lines through U Network, a peer-to-peer learning platform, and U Mentor, our official one-to-one mentorship program.

### What You'll Learn

You will be immersed in the fundamentals of employee benefit consulting, including:

- The USI ONE Advantage® processes and best practices, a key differentiator between us and other brokerages.
- Comprehensive insurance knowledge and expertise.
- Guidance and support around appropriate licensing, certifications and designations.
- Fundamentals of employee benefit programs.
- The life cycle of a client.
- Strategies to help clients align benefit packages to fit their vision and values.
- Financial tools, illustrations and calculators.
- Industry best practices from experienced professionals.
- Networking and relationship-building skills.
- Inter-office collaboration via group projects.
- Professionalism and soft-skills development.

## Program Overview

During this 12-month program, you will assist in all aspects of benefit plan financial analysis and reporting, including:

- Create financial deliverables for a mixture of business segment clients.
- Utilize analytical tools, checklists and templates to identify cost reduction opportunities.
- Request, evaluate and illustrate insurance carrier renewals and new business proposals.
- Prepare market review analyses, funding projections and claims utilization analyses.
- Perform technical review of insurance contracts and funding arrangements.
- Assist with the negotiation of premium rates and benefit features.
- Write client executive summaries noting observations and findings.
- Attend internal client strategy meetings.

## Candidate Qualifications

- Strong problem solving and critical thinking skills.
- Organizational, multitasking and prioritization skills.
- Ability to independently exercise time management skills and meet deadlines.
- High attention to detail and accuracy.
- Ability to follow policies, procedures, and regulations.
- Excellent verbal, written, and interpersonal communication skills.
- Comfortable working independently, as well as in a team environment.
- Ability to take on a high level of responsibility, initiative and accountability.
- Strong knowledge of Excel, building financial tables and illustrations and working with data.
- Bachelor's degree achieved in the last two years.

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## Express Your Interest

Tell us more about yourself.

Get Started