

JOB ANNOUNCEMENT

Posting Date: 08/08/2024
Position: Vice President of Sales
Supervisor: Chief Strategy Officer
Location: Nashville

Job Summary:

To plan, organize, and lead the daily activities of sales team to ensure that goals and objectives are met or exceeded.

Primary Job Responsibilities:

1. Manages the entire Sales department of Delta Dental of Tennessee including sales team members covering regional-specific territories.
2. Interviews, hires, trains, develops, and evaluates staff to ensure sales and retention goals are met
3. Creates, maintains, and builds relationships with the broker/agent/consultant community and general agency relationships.
4. Develops, recommends, and oversees implementation of new benefit program and service initiatives.
5. Manages the relationships with and is the subject matter expert for third party business partner products and processes. Holds third party business partners accountable to performance standards.
6. Assists in the development and implementation of short and long term strategy, goals, and objectives.
7. Assists in the development and execution of statewide marketing plans.
8. Explores, develops or enhances sales tools and materials to be used in the sales and renewal processes. Creates and monitors workflows that help the staff achieve their goals.
9. Assesses the need for and develops the necessary training and development opportunities for the staff.
10. Collaborates with internal team members and colleagues to achieve corporate objectives and goals.
11. Develops, recommends, and monitors the annual departmental budget.
12. Develops, recommends, and enforces policies, procedures, guidelines, and standards of operation.
13. Works directly with the Chief Strategy Officer to measure and report on short and long term goals and initiatives.
14. Primarily responsible for sales presentations and reporting to senior leadership.
15. Maintains effective sales metric monitoring across all CRM tools as required.

16. Partners with Underwriting Department to provide best in class insurance coverage to groups and individuals.

Perform other related assigned duties as necessary to complete the Primary Job Responsibilities as described above.

Minimum Qualifications:

Position requires a bachelor's degree in business administration or a related field and five years' experience in sales or account management with previous management or supervisory experience preferred. Will accept any suitable combination of education, training, or experience.

Position requires advanced knowledge of service in the health care and/or insurance industry; the ability to analyze and resolve complex problems; use independent judgment and communicate effectively with internal and external contacts. Position requires a state health insurance license or must obtain one within three months of employment.

Operation of a motor vehicle is necessary to properly implement and service groups.

Position requires adherence to department and corporate policies and procedures, serve internal and external customers and support the goal of other departments and the company.

Disclaimer

This description is intended to indicate the general responsibilities and level of work difficulty that will be required of positions given this title, and should not be construed as declaring what the specific duties and responsibilities of any particular position should be. It is not intended to limit or in any way modify the right of management to assign, direct and control the work of employees under their supervision. The use of a particular expression or illustration describing responsibilities shall not be held to exclude other responsibilities that are of similar kinds or levels of difficulty.

If you are interested in this position and possess the qualifications required, please complete this form and an Employee Application and submit both to Human Resources.

Signature

Date

“This contractor and subcontractor shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.”

“This contractor and subcontractor shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.”

“We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.”