

Product Line Manager - Personal Lines

Tracking Code
112443-555

Job Description

Key Responsibilities:

- Selects, trains and develops an effective and efficient staff.
- Establishes and communicates performance standards and objectives; conducts performance appraisals; rewards and disciplines employees; addresses complaints and resolves problems.
- Recommends salary adjustments, promotions, transfers and dismissals.
- Monitors operations and staff and recommends, when necessary, changes in methods, procedures, structure, and additions or changes in personnel to secure optimum utilization of resources.
- Counsels employees on educational and job opportunities that will enhance their career development and keeps staff informed of current problems, changes and new developments in the department and company by conducting periodic meetings.
- Administers all FSG policies and guidelines, communicates to staff, interprets as necessary and ensures compliance.
- Develops direct reports, particularly in the management techniques of planning, organizing, leading and controlling, through continued coaching and feedback on performance.
- Responsible for developing the annual personal lines plans for corporate approval.
- Responsible for achieving premium and loss ratios as set forth in the annual plans.
- Oversees department expenses and salary budgets.
- Develops and implements underwriting policy. Provides underwriting direction and makes underwriting decisions, within level of authority that adheres to the established underwriting guidelines and processes.
- Manages book of business to optimize individual risk selection, book of business mix and financial results.
- Manages book of business pricing for profitability.
- Manages and develops producer relationships in support of profitable production
- Works with supporting departments (Marketing, Claims, Agency Accounting and Administration) in support of the overall business unit objectives.
- Develops recommendations for new products pricing strategies and services.
- Performs analysis forecasts and recommendations in the area of products preference, market size, penetration and marketing practices.
- Achieves underwriting quality and integrity as validated by audits, referrals consultations and self-audits.
- Monitors, selects, manages, develops and evaluates personal lines staff and recommends salary adjustments. Monitors the underwriting operation and recommends necessary changes in methods, procedures, structure and personnel to secure optimum utilization of resources.
- Manages administration of workflow and procedures to assure timely and complete work meeting customer service standards.
- Manages regulatory relationships and issues to the advantage of the company.
- Communicates with staff, management and producers in setting forth company objective, results, policies and opportunities.
- Completes special projects or assignments as needed.
- Keeps manager informed verbally and in writing of activities and problems within assigned area of responsibility; refers matters beyond limits of authority and expertise to manager for direction.
- Performs other related duties as required or requested.

Required Skills

- Strong technical UW background · Completion of CPCU Designation preferred.

Job Location

Honolulu, HI, US.

Position Type

Full-Time/Regular