

Borislow Insurance Overview:

By way of background, [Borislow Insurance \(BI\)](#) is a nationally recognized employee benefits brokerage and consulting firm. Founded in 1982 by Jennifer Borislow, BI began with a singular mission of making a difference in the lives of clients. In 2021, we strategically partnered with BroadStreet Partners (Columbus, OH) and the Ontario Teachers' Pension Fund (\$250B). In doing so, we intentionally aligned with 30 independently owned and operated insurance agencies with revenues that exceed \$2B annually, supported by more than 9,100 insurance professionals across the United States and Canada.

At Borislow Insurance, our core values guide everything we do: **Grow with Intention, Collaborate with Care, Own Your Outcomes, and Create Community**. We believe that a career in employee benefits is more than managing plans, it's about building relationships, solving complex challenges, and supporting people through some of life's most important decisions. We're looking for team members who live these values every day and want to make a lasting impact on the clients and communities we serve.

How do we live the BI Core Four?

- **Grow with Intention**
Stay curious about new benefit strategies, pharmacy programs, and funding models. Proactively bring innovative ideas like captives, ICHRAs, or PBM carve-outs to clients instead of waiting for them to ask. Ensure you stay aware of industry and market trends and learn the most innovative and consultative approaches. Don't wait for others to teach you.
- **Collaborate with Care**
Partner closely with team members, other BI SME's, and carrier partners to deliver seamless, thoughtful & strategic renewals. Respect every voice in a client strategy meeting and work across departments to ensure solutions are practical and people first focused.
- **Own Your Outcomes**
If a client situation escalates or a deadline or renewal misses the mark, take accountability and lead the effort to resolve it. Position yourself to limit your knowledge gaps. Follow through on commitments to clients and colleagues with precision and professionalism and clear communication.
- **Create Community**
Build trusted relationships with clients that go beyond the transactional. Help CFOs, HR leaders, and employees feel like part of our network. Contribute to firm-wide initiatives and support peers so we thrive together, not just individually. At BI we love investing time back into our community.

Borislow Insurance is currently seeking a positive, strategic and dynamic Senior Employee Benefits Advisor to join our firm. The senior employee benefits advisor is a licensed professional who helps design, implement, manage and optimize employee benefits programs, such as health insurance, wellness initiatives, voluntary benefits and other perks. They manage larger, more demanding high value accounts and bring expertise, market insight as well as proactive planning to help our clients. This is a remote position, with expected travel to the office located in Methuen, MA at times, as well as required attendance at client, firm/team and carrier events.

Key Skills and Responsibilities:

- **Consultation and Strategy**
 - Provide strategic client support by evaluating workforce demographics, budget and hiring trends. Collaborate with account leaders to craft customized benefits strategies that reflect company culture and business objectives. Focus on client retention through building strong relationships with account leaders, acting as their trusted advisor. Grow revenue through cross-selling, upselling and optimizing commissions.

- **Plan Design and Selection**
 - Advise on comprehensive employee benefit plans, including health, dental, vision, life, and disability – while assessing carriers and plan features to ensure competitive, cost effective options.
- **Compliance and Risk Management**
 - Ensure regulatory compliance with federal and state laws (ERISA, ACA, COBRA, HIPAA) by partnering with compliance experts to help clients manage fiduciary duties and minimize legal risks.
- **Vendor and Carrier Management**
 - Act as a strategic intermediary between employers, carriers, TPA's and partners – negotiating rates and renewals, interpreting contract terms and cultivating strong relationships across all carrier levels.
- **Employee Communication and Education**
 - Lead employee benefits communication and support by creating materials with internal experts, conducting open enrollment sessions and offering ongoing guidance to both employees & HR teams. Serve as a trusted advocate in resolving complex benefit issues.
- **Data Analysis and Cost Containment**
 - Leverage claims data and utilization trends in partnership with carriers and risk management teams to inform strategic recommendations. Propose cost containment solutions and funding model adjustments – including self-funded, captive, level-funded, ICHRA and fully insured options to optimize plan performance.
- **Team Collaboration**
 - Collaborate cross-functionally to address client needs, enhance internal processes and elevate presentation quality – transforming baseline materials into strategic, consultative deliverables.

Qualifications & Experience

- Bachelor's Degree preferred with a minimum of 8 to 10 years of health and welfare consulting experience or 10 to 12 years of employee benefits professional experience
- Must hold an active Life and Health Insurance License
- Strong attention to detail, ability to prioritize and work productively in a fast-paced environment
- Ongoing professional development in the areas of employee benefits, retirement, insurance and investments and human resources.
- Excellent communication skills to work with clients at all levels, including "C-level decision-makers"
- Ability to conduct large group presentations and willingness to travel
- Articulate, professional, courteous, customer service focused and ability to demonstrate strategic thinking and consultative skills.

What We Offer

Borislow Insurance offers a diverse working environment, and the chance to build a career where individual achievements are recognized and rewarded. You will enjoy a competitive compensation package, comprehensive benefits and an opportunity for career growth with a progressive industry leader. The estimated base salary range for this full-time position is \$130,000 - \$180,000, plus benefits, and can vary based on location. The salary of the finalist selected for this role will be set based on a variety of factors, including but not limited to departmental budgets, qualifications, experience, education, licenses, specialty, and training. The hiring range represents the company's good faith and reasonable estimate of the range of possible compensation at the time of posting.