



Strategic Stop Loss Sourcing Manager/Director

Location: Hybrid, if within 50 miles of Paoli, PA or Remote if further

Employment: Full-time

Reporting to: SVP of Pricing

Who we Are:

Crumdale Specialty is a diversified insurance firm providing custom solutions to businesses nationwide. We leverage industry expertise, superior talent, and a disruptive mindset to provide agile, transparent, and cost-saving solutions to optimize self-funded health plans. Founded in 2014, we are the fastest-growing purveyor of integrated insurance solutions, with deep-rooted experience in program management, TPA administration, PBM consulting, stop-loss coverage, compliance, risk management, underwriting, and analytics.

At Crumdale, people come first. Our clients, colleagues, trading partners, and communities are our strength. Our company culture is rooted in alignment, innovation, and integrity. We are proud to be named a Inc. Magazine Best Places to Work in multiple years.

Position Summary:

Reporting to the Senior Vice President of Pricing, the Strategic Stop Loss Sourcing Manager/Director will act as Crumdale's external stop loss subject matter expert responsible for developing relationships with stop loss carrier partners and assist in driving sales and renewals through negotiation with those carriers. This role will work closely with our Regional Sales Directors to identify opportunities to drive sales. The successful Strategic Stop Loss Sourcing Manager/Director will increase the number of competitive stop loss quotes produced by Crumdale, but he/she is not accountable for the sale.

The Strategic Stop Loss Sourcing Manager/Director will direct and coordinate all components for the development of new and renewal business to include working with the stop loss desk (pricing team, underwriting, sales, account management, etc.). Crumdale's Strategic Stop Loss Sourcing Manager/Director will also drive forward the orchestration and execution of stop loss related sales initiatives as directed by the Senior Vice President of Pricing, thereby extending the effectiveness of the organization.

About the Job:



- Develop strong stop loss carrier partnerships with Crumdale's existing stop loss partners as well as identify and cultivate new stop loss carrier partnerships.
- Implement new, and enhance existing, processes to improve efficiency and speed to quote while driving competitive performance from Crumdale's stop loss partners.
- Mastery of Crumdale's cost containment programs, how they impact health plan pricing and their application to stop loss insurance.
- Work closely with the Pricing team to develop proper quote requests and process to maximize impact to the organization.
- Negotiate proposals with and without direction to secure the best possible quotes prior to releasing to the Regional Sales Director.
- Help the team drive more stop loss proposals to go firm and final and ultimately close
- Serve as Crumdale's subject matter expert for all external stop loss related items – similarities/differences between carriers, pros/cons of each carrier, favorable/unfavorable markets for each carrier, etc.
- Communicate consistently across the Pricing and Sales teams
- Build trust and alignment across the organization

Qualifications & Skills:

- Five (5) years of experience in stop loss / medical reinsurance sales; ten (10) years preferred
- Ten (10) years of experience in the stop loss / medical reinsurance, employer sponsored self-insured market
- Must possess strong negotiating skills and excellent written and oral communication skills
- Bachelor's degree preferred, or equivalent military service or work experience

Benefits:

- Medical , Dental, Vision, Life, Disability, 401k, Flexible PTO