

https://intscanada.com/job/benefits-analyst/

# ????-Benefits Analyst

### **Description**

## **Benefits**

Pulled from the full job description

- Casual dress
- Company events
- · Dental care
- · Disability insurance
- · Discounted or free food
- Employee assistance program
- Extended health care

Date posted 2023|7|8|7|29|7|

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Founded in 1985, **The Consulting House** is a well established privately held insurance brokerage, specializing in Employee Benefits and Group Retirement Programs. They develop strategies that enhance and maximize the value of their clients' benefits, pension, retirement programs. The firm is a member of the Benefits Alliance which is a national organization consisting of independent member firms that are peer-nominated and reviewed. The Benefits Alliance is an advocate and thought leader in the industry.

Due to significant growth, they are looking for a **Benefits Analyst** to join their team, located at Yonge and Sheppard in Toronto. The role will be responsible for maintaining and improving systems and processes to support the consultants in achieving continued success in their business. The role reports to the Business Partner's of the organization.

The Consulting House is built on **5 shared core values**: Trust, Creativity, Client First, Continuous Improvement and Responsiveness.

These five core values are the foundation of the firm and guide the team's actions, shape their culture, and set them apart from competitors.

The ideal candidate shares these core values and has a good understanding of the group insurance market combined with previous experience working for a Consultant or Broker.

#### Why you should work for The Consulting House:

- Permanent, Full-time, Hybrid Role (in office 2 days per week) \*office has Subway access\*
- Competitive Compensation depending on experience and completion of CEBS designation, Bonus Pay, Overtime Pay and potential Signing Bonus.
- · Awesome Benefits, which include:
- Comprehensive Employee Benefits and Retirement programs (100% match)
- Generous Health & Wellness Spending Account
- · Corporate Wireless Discount
- · Complimentary Financial Planning
- Employee and Family Assistance Program
- · Free days off
- Team appreciation events (have included go-karting, paintball, tree-top trekking, escape rooms and more – voted on by our team)
- Generous Profit-Sharing bonus

#### **Responsibilities and Duties:**

The successful candidate will be expected to have a good understanding of the group insurance market and be able to:

- Analyze renewal reports, negotiate rates with insurance carriers and prepare client reports.
- Analyze plan experience, prepare budget projections, and send quarterly reports to clients.
- Prepare RFP's, send specifications to market and produce marketing summaries.
- Review financial information and prepare total compensation statements.
- Mediate with internal advisors and insurance providers regarding administration of client plans.
- Assist with special projects, as required.
- · Attend and participate in client meetings on occasion.

### **Qualifications and Skills:**

- The candidate must have a minimum of 3+ years of Employee Benefits experience with an insurance carrier or preferably a consulting/brokerage firm
- Education: Completion of a University Degree (mathematics or business background preferred).
- · Proficient in Microsoft Office software.
- Excellent mathematical and analytical skills.
- Experience working with larger clients, greater than 100 employees is an asset.
- Completion of CEBS designation or working towards their CEBS designation is an asset.
- Knowledge of Group Retirement Programs is an asset.
- · Bilingual is an asset.

Job Type: Full-time

Benefits:

- · Casual dress
- Company events
- · Dental care
- Disability insurance
- Discounted or free food
- Employee assistance program
- Extended health care
- Flexible schedule
- Life insurance
- Paid time off
- · Profit sharing
- RRSP match
- Store discount
- Tuition reimbursement
- Vision care
- Wellness program
- · Work from home

### Schedule:

- 8 hour shift
- Monday to Friday

### Supplemental pay types:

- Bonus pay
- Overtime pay
- · Signing bonus

### Experience:

• Group Benefits: 3 years (required)

## Licence/Certification:

• CEBS designation (preferred)

Work Location: Hybrid remote in Toronto, ON