

Explore a Career with Emerson Rogers

Are you – or do you know – a recent college graduate ready to gain new skills and experience in insurance brokerage and consulting? Emerson Rogers' Career Track program offers new associates hands-on experience and opportunities to learn the skills necessary to effectively deliver exceptional customer experiences and succeed in an increasingly competitive market.

The Employee Benefits Analyst Program provides in-depth training to equip associates with technical expertise in financial analysis and benefit plan strategies. Throughout the training program, associates join a mentorship business group, led by industry experts, to further develop skills while increasing role-specific levels of responsibility.

The program also offers organized activities for participants to meet senior executives and network with team members across business lines through a peer-to-peer learning platform and our official one-to-one mentorship program.



What You'll Learn

You will be immersed in the fundamentals of employee benefit consulting, including:

- Comprehensive insurance knowledge and expertise
- Client life cycle and communication cadence
- Inter-office collaboration via group projects
- Guidance and support around appropriate licensing, certifications, and designations
- Strategies to help clients align benefit packages to fit their vision and values
- Financial tools, illustrations, and calculators
- Fundamentals of employee benefit programs
- Networking and relationship-building skills
- Industry best practices from experienced professionals
- Professionalism and soft-skills development

Program Overview

During this 12-month program, you will assist in all aspects of benefit plan financial analysis and reporting, including:

- Create financial deliverables for a mixture of business segment clients
- Utilize analytical tools, checklists, and templates to identify cost reduction opportunities
- Request, evaluate and illustrate insurance carrier renewals and new business proposals
- Prepare market review analyses, funding projections and claims utilization analyses
- Perform technical reviews of insurance contracts and funding arrangements
- Assist with the negotiation of premium rates and benefit features
- Write client executive summaries noting observations and findings
- Attend internal client strategy meetings

Program Locations

Phoenix, AZ
Warrendale, PA

For additional information about our career opportunities, please contact us today at **ERcareertrack@emersonrogers.com** or visit us online at **www.emersonrogers.com/careers**.

Candidate Qualifications

- Strong problem solving and critical thinking skills
- Organizational, multitasking, and prioritization skills
- Ability to independently exercise time management skills and meet deadlines
- High attention to detail and accuracy
- Ability to follow policies, procedures, and regulations
- Excellent verbal, written, and interpersonal communication skills
- Comfortable working independently, as well as in a team environment
- Ability to take on a high level of responsibility, initiative, and accountability
- Strong knowledge of Excel, building financial tables and illustrations, and working with data
- Associate's degree achieved in the last two years

