



## **Position Specification**

***Business Development Manager***

**Cayuga Mutual Insurance Company**

***January 2025***



<b>POSITION</b>	Business Development Manager
<b>LOCATION</b>	Cayuga, Ontario – Office/Remote Mix
<b>REPORTING RELATIONSHIP</b>	Chief Operating Officer (COO)
<b>DIRECT REPORTS</b>	11
<b>WEBSITE</b>	<a href="http://www.cayugamutual.com">www.cayugamutual.com</a>

**Link to Apply**

<https://satoriconsultinginc.zohorecruit.com/jobs/Careers/79110600000556003/Business-Development-Manager-Cayuga-Mutual-Insurance?source=CareerSite>

**THE OPPORTUNITY**

**Looking to elevate your career in Property and Casualty (P&C) insurance?**

Cayuga Mutual Insurance Company is seeking a Business Development Manager to join their team.

This is a pivotal leadership role, reporting directly to the Chief Operating Officer, where you will lead a team of 11 sales agents and drive a data-driven sales strategy to support organizational growth and sustainability.

As the Business Development Manager, you'll be instrumental in building and maintaining strong relationships both inside and outside the mutual community. You'll develop new business opportunities—products, sales channels, and partnerships—while collaborating with internal teams such as Underwriting and Claims to deliver innovative insurance solutions.

**Key responsibilities include:**

- Developing and executing a sales strategy to achieve ambitious growth targets.
- Coaching and mentoring a high-performing sales team to success.
- Monitoring sales metrics and generating insights to optimize team performance.
- Ensuring compliance with regulatory requirements and internal policies.

## **Core Competencies for Success:**

- **Leadership with Integrity:** Mentor, develop, and empower a talented sales team, and foster a high-performance sales culture that values teamwork and celebrates success.
- **Culture Creator:** Lean into your change management expertise to create maximum buy-in for a sales culture that builds capacity and achieves ambitious results.
- **Collaborate and Innovate:** Work closely with the Claims and Underwriting teams to maximize alignment and ensure the seamless execution of corporate strategies.
- **Analytic Mindset:** Use your analytical skills to dive into sales data, uncovering and recommending opportunities for growth and for optimizing team performance.

*If you love working in the P&C industry, have a passion for nurturing teams, are motivated by a challenge, and are super excited to see exceptional results come to life, we want to hear from you.*

## **COMPANY BACKGROUND**

Cayuga Mutual Insurance Company is about people coming together to protect themselves in a common need. As one of 36 independent insurance companies owned by the policyholders, the interests of their policyholders always come first.

With just over 30 employees and a sales team of 11 sales agents, Cayuga Mutual currently underwrites approximately \$14 million in gross written premium. Located in Cayuga, Ontario, they are a fully licensed, multi-line insurer for commercial, farm, residential, and auto.

**Vision:** To protect our evolving community while striving for excellence in everything we do.

**Mission:** To provide peace of mind to our community through financial stability, quality insurance products and services.

**Core Values:** Empathy, Trust, Transparency, Sharing, Passion

## **QUALIFICATIONS:**

- Minimum of 5 years of experience working in the P&C industry with well rounded knowledge of insurance.
- Bachelor's degree in business, Sales/Marketing, or a related field (or equivalent experience).
- A proven track record in achieving sales targets.
- An inclusive leadership style that works collaboratively with all stakeholders.
- Ability to analyze data and make informed decisions.
- A demonstrated passion for community involvement.
- Proficient in Microsoft Office with advanced Excel skills.
- A valid driver's license and reliable transportation.

## **COMPENSATION**

Compensation will be commensurate with background and experience and will include a base salary and a comprehensive benefit package.

## **CONTACT**

Qualified individuals are invited to apply with their résumé and a cover letter **by January 31st, 2025**. Please include a confidential statement of compensation expectations.

Questions about this opportunity may be directed to Nick Verrecchia at [recruitment@satoriconsultinginc.ca](mailto:recruitment@satoriconsultinginc.ca) or 905-627-0555 (call only)

## **ACCOMMODATIONS**

Cayuga Mutual values Diversity, Equity, and Inclusion and encourages all qualified candidates to apply.

If you require accommodation during the application or interview process, please advise us as soon as possible so appropriate arrangements can be made.

*Satori Consulting thanks all those who apply; however, only candidates considered for an interview will be contacted.*