



JOB DESCRIPTION: MANAGER, BENEFITS

DEPARTMENT:	Talent Management - Human Resources	REPORTS TO:	Executive Director, Talent Management
JOB CLASS:	Manager	PAY GRADE:	19
EXEMPT STATUS:	Exempt	DATE:	09/19/2014

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Manager, Benefits is responsible for and manages all services and functions related to employee benefits. The Manager, Benefits oversees the benefits programs offered to staff, consistent with federal and state laws and regulations, and school policies. The Manager, Benefits interprets, analyzes, and administers various benefits contracts and oversees HIPAA and Cobra compliance, and workplace wellness programs. The Manager also acts as the retirement coordinator for FLVS for the Florida Retirement System and the voluntary 403(b) retirement vendors. Additionally, the Manager, Benefits oversees the administration of worker's compensation coverage and claims and leave administration.

ESSENTIAL POSITION FUNCTIONS:

- Manage all functions and services regarding employee benefits consistent with federal, state laws/regulations and FLVS priorities, policies and procedures; maintain updated and accurate contracts with applicable carriers and vendors
- Manage and oversee the maintenance of the FLVS website and intranet site for current information regarding access to benefits information and ensure Summary Plan Descriptions and model notices are accurate and posted in a timely manner
- Develop and implement applicable HR policies and procedures in support of business needs and HR strategies
- Provide a high level of customer service to ensure that employees and new hires receive accurate, timely and appropriate information to increase awareness and understanding of FLVS benefits plans and programs
- Interpret and clarify FLVS benefits, school policies/procedures, and resolves employee issues as needed; provide guidance to FLVS management on sensitive employee issues regarding leaves of absences, worker's compensation, etc.
- Plan and implement a system of feedback and evaluation regarding the effectiveness of the Benefits team as perceived by the user of their services
- Develop and maintain relationships with applicable benefits companies/vendors, and monitor current benefits plans and eligibility information
- Provide direction to vendors and staff in administration of insurance benefits to include retirees, COBRA coverage and employees on leaves of absences
- Plan, manage, and oversee annual and new employee insurance enrollment
- Plan, manage, and oversee strategic wellness and disease management initiatives with regard to employee benefits
- Monitor and oversee case management of workers' compensation claims and function as the Florida Virtual School representative at workers' compensation mediations as needed

- Provide relevant reports regarding any benefits programs, costs, usage, ROI, etc...
- Collaborate with Executive Director, Talent Management to develop and monitor annual department budget
- Manage, control, direct, and supervise assigned direct reports, including general leadership, planning, organizing, and reviewing
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others
- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:

Education/Licensure/Certification:

- Bachelor's Degree in Human Resources, Business Administration, Public Administration or related field; or equivalent combination of education and relevant experience
 - Master's Degree, preferred
 - HR Industry Certification, preferred

Experience:

- Five year's Human Resources experience, specifically in employee benefits
- Three years' experience leading, managing, or supervising others
- Strategic-level benefits management experience, highly preferred

Knowledge, abilities and skills:

- Ability to work with and through people to establish goals, objectives, and action plans
- Knowledge and understanding of human resources management to include benefits administration, corporate wellness program management, state and federal regulations regarding workers' compensation, FMLA, Cobra , HIPAA, and FLSA
- Knowledge of current benefits insurance trends, principles of strategic planning, and continuous quality improvement
- Excellent communication and presentation skills
- Strong organizational skills
- Knowledge and understanding of human resources management to include human resources metrics

CORE COMPETENCIES FOR SUCCESS:

COMMUNICATION SKILLS	CUSTOMER FOCUS
<i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps</i>	<i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer</i>

<i>supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i>	<i>feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i>
<p>INTERPERSONAL SKILLS</p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i></p>	<p>FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i></p>

MANAGER COMPETENCIES FOR SUCCESS:

<p>COMMAND SKILLS</p> <p><i>Relishes leading; Takes unpopular stands if necessary; Encourages direct and tough debate but isn't afraid to end it and move on; Is looked to for direction in a crisis; Faces adversity head on; Energized by tough challenges</i></p>	<p>CONFLICT MANAGEMENT</p> <p><i>Steps up to conflicts, seeing them as opportunities; Reads situations quickly; Good at focused listening; Can hammer out tough agreements and settle disputes equitably; Can find common ground and get cooperation with minimal "noise"</i></p>
<p>LISTENING</p> <p><i>Practices attentive and active listening with all groups/people; Has the patience to hear people out without interruption; Can accurately restate the opinion of others even when he/she disagrees</i></p>	<p>MANAGING DIVERSITY</p> <p><i>Manages all kinds and classes of people equitably; Deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; Hires variety and diversity without regard to class; Supports equal and fair treatment and opportunity for all</i></p>
<p>DEVELOPING OTHERS</p> <p><i>Provides constructive, concrete, behavioral feedback to others through monthly development discussions; Shares information, resources and suggestions to help others be more successful; Delegates challenging work assignments or responsibilities that will help the abilities and stretch others; Regularly meets with employees to review development needs, career aspirations and progress; Constructs compelling developmental plans and executes them; Creates a climate in which people want to do their best; Is a good judge of talent; After reasonable exposure, can articulate the strengths and limitations of people inside or outside the organization</i></p>	<p>TIMELY, QUALITY DECISION MAKING</p> <p><i>Makes decisions in a timely manner, sometimes with incomplete information and under tight deadlines and pressure; Able to make a quick decision; Makes good decisions based upon a mixture of analysis, wisdom, experience and judgment; Sought out by others for advice and solutions; Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</i></p>
<p>PROCESS MANAGEMENT</p> <p><i>Good at figuring out the processes necessary to get things done; Knows how to organize people and activities; Understands how to separate and combine tasks into efficient work flow; Can readily see opportunities or synergy and integration; Can simplify complex processes; Gets more out of fewer resources</i></p>	<p>TEAM BUILDING</p> <p><i>Develops networks and builds alliances; Participates in cross-functional activities to achieve organizational objectives; Focuses time and energy to develop direct report team and peer team; Fosters commitment, team spirit, pride and trust; Recognizes and rewards people for their achievements and contributions to organizational success; Identifies and tackles morale issues; Provides training and development to employees; creates and participates in team building sessions; Empowers others; Makes each individual feel</i></p>

	<i>his/her work is important; Invites input from each person and shares ownership and visibility</i>
MANAGING & MEASURING WORK <i>Clearly assigns responsibility for tasks and decisions; Sets clear objectives and knows what to measure and how to measure them; Monitors process, progress, and results; Designs feedback loops into work; Holds self and others accountable for achieving goals and objectives</i>	COMFORT AROUND HIGHER MANAGEMENT <i>Deals comfortably with more senior managers; Presents to more senior managers without undue tension and nervousness; Determines the best way to get things done with more senior managers by talking their language and responding to their needs; Crafts approaches to working with more senior managers that are seen as appropriate and positive</i>
MANAGERIAL COURAGE <i>Doesn't hold back anything that needs to be said; Is not afraid to provide current, direct, and "actionable" positive and corrective feedback to others; Lets people know where they stand; Faces up to people problems on any person or situation quickly and directly</i>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Orlando VLC
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.