

Senior Director-Benefits & Retirement

Job Locations US-TX-Dallas

Job ID # 2023-16879

Category Human Resources

Employment Type Full Time

<https://careers-accentcare.icims.com/jobs/16879/senior-director-benefits-%26-retirement/job?mode=view&mobile=false&width=775&height=500&bga=true&needsRedirect=false&jan1offset=-360&jun1offset=-300>

Overview

Why You'll Love Being a Senior Director-Benefits & Retirement at AccentCare

Do you have a passion for managing and leading a team? Are you passionate about providing exceptional care? Join the AccentCare team today as a Benefits Director.

As a Benefits Director, you will utilize your experience through direct oversight of your team of talented employees who are committed to delivering quality patient care. Your passion, dedication, and drive will impact the lives of not only your staff, but also the lives of the patients and families who are in our care.

When you join AccentCare, you become part of a team that is not only dedicated to their patients, but to each other as well. Here, you will truly make a difference each and every day as you work alongside a supportive and caring team. With a competitive benefits package, work-life balance, professional development, and an outstanding work environment, you will have everything you need to achieve success in your career. Bring your passion for patient care and you will build a career you love as an AccentCare Senior Director-Benefits & Retirement

Join the AccentCare team and apply for this Senior Director-Benefits & Retirement opportunity today!

Responsibilities

Senior Director-Benefits & Retirement Responsibilities

The Senior Director Benefits and Retirement is responsible for planning and directing the overall design, communication, and administration of the organization's health and welfare benefits programs; ensuring that programs adhere to current regulations and support the organization's strategic objectives; evaluating current programs to ensure compliance with governmental regulations and competitiveness with other organizations; and integration planning for acquisitions; contributing to benefit strategy; participate in RFP preparation and analysis; multiple vendor management oversight; ability to understand, negotiate, and manage vendor contracts and performance guarantee standards; oversight of associated budgets; development and performance management of staff.

- Plan and direct overall design of health and welfare programs to ensure competitiveness of the programs and deliver value for employees.
- Direct benefit design and communications to drive employee engagement and usage of offered benefits.
- Direct administration of health and welfare plans to ensure accurate enrollment, reporting, billing, and to minimize user issues.
- Interface with 401k investment strategy committee and related retirement vendor oversight and negotiations
- Provide consultation and/or performs decision-making analytics.
- Assure company compliance with provisions of Employee Retirement Income Security Act and the Affordable Care Act.
- Supervise preparation of reports and applications required by law to be filed with federal and state agencies, such as Internal Revenue Service, Department of Labor, insurance commissioners, and other regulatory agencies.
- Review and analyze changes to state and federal laws pertaining to benefits, and report necessary or suggested changes to management.
- Comply with additional applicable legal requirements, standards, policies and procedures including, but not limited to the Compliance Program: Code of Conduct, HIPAA and Documentation Standards.
- Responsible for 401k and deferred compensation plan and SPD(s) updates, compliance, maintenance, and distribution.
- Evaluate and compare existing company benefits with those of other employers by analyzing other plans, surveys and other sources of information.
- Plan, develop and/or participate in area and industry surveys, analyzing results of surveys to develop specific recommendations for review by management.
- Evaluate potential new product offerings.
- Support acquisition integration by reviewing acquired company's benefits programs, identify a strategy that provides the most benefit to the company and employees, and make recommendations.

Qualifications

Senior Director-Benefits & Retirement Qualifications

- 7 or more years of experience in benefits administration, strategy and/or retirement plans
- 3 or more years leading a direct reports team
- 1-2 years of experience with mergers and acquisition
- Bachelor's degree in Human Resource Management or Business Administration
- Master's degree in Human Resource Management or Business Administration, a plus
- Working knowledge of Workday, Bswift and/or HR Acuity, a plus
- Expert knowledge of healthcare federal and state healthcare regulations
- Comprehensive working knowledge of concepts, practices and procedures and ability to use in varied situations

- Strong business acumen.
- Strong project/process management skills
- Strong written skills - ability to create complex documents and spreadsheet analysis models
- Strong verbal communication skills – be able to present to all levels of the organization
- Ability to work in a fast paced, multi-task environment with competing priorities
- Excellent interpersonal/listening skills
- Proficient in interacting with and creating a collaborative working environment amongst and stakeholders at all levels of the organization
- Possess a responsible, detail-oriented, results-driven work ethic

Questions? Please, call (833)961-2988 or email us to speak with a recruiting specialist directly.

