

Senior Manager, Benefits

 Dallas, Texas | United States



Human Resources



1802771



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Trinity Industries is seeking a **Senior Manager of Benefits** for our **Dallas, Texas** office. The Senior Manager develops and administers Health & Welfare and Retirement programs that help employees achieve measurable improvement in employee health, productivity and healthcare costs, and financial wellness. This leader will manage oversight, design, administration, compliance and communication of health and welfare programs, defined contribution, defined benefit (pension), and non-qualified retirement plans. Additionally, the Retirement Benefits Manager will oversee and manage external service provider relationships and partners with internal key stakeholders to ensure retirement programs meet employee and business needs.

As a critical member the Total Rewards team, the Senior Manager manages all aspects of the health and welfare, and retirement programs with guidance and support from senior leadership.

What you'll do:

- Identify program enhancements that incorporate the company's strategic objectives, satisfy legal requirements, and achieve a balance between market practice, employee needs, and the company's ability to fund such programs. Work with external consultants and professional industry organizations to understand and benchmark market practices in order to maintain competitive plans.
- Develop and administer programs that promote employee health and well-being including weight reduction, smoking cessation, early detection, immunization and other related programs.
- Ability to lead an internal team and external vendors in all administration activities.
- Ability to partner with service providers (e.g., consultants, administrative partners, actuaries, trustees) and other functions (e.g., finance, communications) to resolve issues and recommend innovative solutions.

- Ensure plans are administered in accordance with plan, IRS, and ERISA rules. Ensure compliance including government filings and required participant disclosures (i.e., Form 5500's, Annual Funding Notice, PBGC, proxy circular, SARs, SPDs).
- Ensure that plans are administered according to service level agreements and the appropriate customer service is being provided to plan participants.
- Be subject matter expert and partner with Internal Communications to enhance participant understanding, create awareness and drive engagement.
- Perform financial analysis and reporting in response to standard, ongoing business requirements as well as in response to ad hoc needs.
- Research issues / questions as they arise and provide resolutions or recommendations for handling matters that relate to employee benefits, payroll deductions, or vendor interface issues.
- Work with HRIS system support to ensure data integrations accurately capture plan requirements and conduct appropriate system testing and audits as necessary.
- Manage and promote wellness programs through active, on-going communications with employees, thinking of health and wellness as a means of employee retention
- Accountable for wellness programs and results that lower healthcare costs over the long run
- Conduct ROI analysis of program outcomes

What you'll need:

- 7+ years relevant experience with the ability to manage and operate at both a strategic and hands-on level as needed
- Bachelor's degree required; Master's degree or CEBS preferred
- Deep knowledge of US health and welfare, and retirement plans and legal requirements.
- Significant experience managing vendor relationships, specifically working with consultants, program administrators, and actuaries
- Strong customer service and interpersonal skills. Ability to develop strong working relationships within the Benefits team and with HR business partners, cross-functional teams, and external vendors.
- Demonstrated financial analysis skills with ability to complete cost-benefit analysis and develop recommendations from the analysis
- Able to manage multiple, complex projects simultaneously (superior organization and planning skills)
- Strong capability using Microsoft Office Excel, PowerPoint, SharePoint
- Results-oriented
- Team-oriented and collaborative

- Strong communication skills, both written and spoken
- Ability to learn and apply new concepts effectively in a fast paced, challenging, dynamic and evolving global environment

Why Join Trinity?

Trinity Industries offers a comprehensive benefits program. Eligible employees are offered Trinity's standard company benefits package, which includes paid time off, tuition reimbursement, paid holidays, 401(k) with match and additional retirement contributions, medical, dental, vision, flexible spending accounts, life and disability insurance. Little known fact about Trinity Industries: Once people come to work here, they tend to stay. Trinity is employee-focused and involved in our communities, which is probably why working for Trinity feels more like family than a large corporation. Add in the industry leading industrial products we build, and you can see why our employees are proud to call Trinity home. What legacy will you build?

EEO Employer

EEO/Disabled/Veterans. If you are interested in applying for employment with Trinity and need special assistance or an accommodation to use our website or to apply for a position, please send an e-mail with your request to trinityrecruiting@trin.net. Applicants and employees of Trinity are protected under Federal law from discrimination. [Click here](#) to find out more.

Here is the link to apply:

<https://trinity.referrals.selectminds.com/jobs/senior-manager-benefits-3202?et=6N7mCZgL>