AMERILIFE®

BCA SEARCH

Chief Human Resources Officer

Clearwater, FL

AmeriLife Story

We invite you to explore a thriving & growing financial solutions marketing company where you can demonstrate your talent and leverage your proven strategic insight to impact business processes, employee engagement, talent management & more.

AmeriLife is a national leader in the development, marketing and distribution of life and health insurance, annuities and retirement-planning solutions. They are growing and stronger than ever with plans to triple in revenue over the coming three to five years.

AmeriLife has a leading position in their market with offices in 26 states, and approximately 1,000 employees. They are poised for significant growth given their recent partnership with Thomas H. Lee Partners, LLC.

One Mission:

AmeriLife offers insurance and retirement solutions to provide peace of mind and help people live longer, healthier lives.

Learn More

Leadership

Scott R. Perry

CEO of AmeriLife

Scott Perry joined AmeriLife Group, LLC in 2016 and is currently the Chairman and Chief Executive Officer. He has been instrumental in leading AmeriLife to its current position as the national leader in marketing and distributing life and health insurance, annuities and retirement planning solutions to pre-retirees and retirees. Prior to joining AmeriLife in 2016, Scott was Chief Business Officer of CNO Financial Group and President of Bankers Life. Scott has served on the boards of LL Global (LIMRA), the American College, Chair of the Greater Illinois chapter of the Alzheimer's Association and currently with Vericity Inc., a publicly traded insurance holding company. He has been cited in numerous financial publications, including Barron's, Life Annuity Specialist, and ThinkAdvisor.

Leadership Team

Tim Calvert - Chief Operations Officer

Patrick Fleming - EVP Product Innovation & Corporate Actuary

Nathan Hightower - Chief Legal Officer, Human Resources

Jim Quinn - Chief Financial Officer

Mike Vietri - Chief Distribution Officer

Ovi Vitas - Chief Marketing Officer

We are committed to equal employment opportunity regardless of race, color, ethnicity, ancestry, religion, national origin, gender, sex, gender identity or expression, sexual orientation, age, citizenship, marital or parental status, disability, veteran status, or other class protected by applicable law. We are proud to be an equal opportunity workplace.

The Position

Reporting to the Chief Executive Officer, the Chief Human Resources Officer (CHRO) is a key member of the Executive management team, providing a bias for action, and a strong orientation toward business outcomes.

This is an outstanding opportunity for a strategically-minded Human Resources leader with a history of moving the needle in complex business environments via counseling leadership, improving processes and systems, and enhancement of organizational capabilities, such as: building an exceptional HR team, leveraging a culture that attracts, motivates, and retains talent.

The CEO will look to the CHRO as a key business advisor, comprehensive communicator, and executive team facilitator who takes responsibility to assure the senior leadership team is aligned, engaged, and effectively leading the organization. The CHRO will manage all aspects of the Human Resources function, including talent acquisition, talent management, employee relations, compensation, benefits, recruitment, HRIS, organizational development and employee/leadership development across the entire business.

Responsibilities

- Serve as a strategic advisor/partner to the CEO and Senior Management team.
- Develop Centers of Expertise/HR Business Partner/Shared Services model.
- Develop and prioritize human capital metrics that align and support business objectives.
- Create a HR support methodology for business acquisition activity, inclusive of organization design consulting, HR Technology (Workday) support, efficient integrations and application of all AmeriLife HR policies.
- Identify, create and implement Diversity and Inclusion strategy across the organization; design policies that reinforce diversity in the workplace, address harassment and protect minority groups; ensure compliance with state or country regulations on diversity and equity.
- Design and deploy a workforce planning model in conjunction with business input that supports company growth and company performance against objectives.
- Establish specific and simple talent strategies and processes needed to achieve organizational talent objectives (e.g. performance review process, change management, succession/workforce planning, key talent development, etc.)
- In conjunction with business leadership, build scorecards for each role with clear outcomes and measures of success, and define career paths with articulated milestones and metrics, all in support of performance management, development and succession planning.
- Develop a rigorous onboarding program that ensures new employees are ready to be deployed as A-players within 3-6 months of their start dates.
- Consult and advise CEO and C-suite on the optimal culture for AmeriLife, preserving the elements that are working well today and creating a strong employee brand.
- Create a consistent and clear communication cadence for the AmeriLife community.
- Effectively execute core HR functions; such as a Total Rewards strategy including competitive compensation and benefits strategies, HR laws/regulation/fiduciary compliance, payroll and 401k direction, and employee relations.

Qualifications

- At least 15 years of relevant HR leadership experience with significant depth across the various functional disciplines of Human Resources
- At least 3-5 years experience leading the Human Resources function.
- Must have a track record of success in job performance.
- Experience with Private Equity held companies.
- Demonstrated ability to partner with senior level executives to achieve business objectives through the use of HR strategies, operations and tactics.
- Detailed experience implementing state of the art people practices, policies, programs and processes to create value.
- Demonstrated ability to assess, acquire, retain, and develop HR talent needed to support an evolving business

Education

- Bachelor's degree in business, Human Resources or related discipline.
- Advance degree preferred but not required.

The Person

The successful candidate must bring a high level of ethical, intellectual, professional and personal values. Including:

- Demonstrates ability to work collaboratively with the CEO and Senior Leadership Team to achieve company business plan and goals.
- Earns and maintains trust of the CEO. Show prudence and judgment about sharing what is discussed in confidence. Be respectful of the chain of command.
- Communicates in a direct, transparent, and proactive manner, while keeping the CEO informed. Operates with "no surprises."
- Assertive in style, but respectful of others, and skilled in navigating competing organizational priorities and agendas.
- High level of self-awareness and ability to take constructive feedback well and professionally.
- Strong ability to build credible, influencing relationships throughout the organization.
- Strategic thinker who possesses exceptional interpersonal communication skills needed to effectively share and engage the entire organization in the key people initiatives of the company.
- High energy, self-motivated, and hands-on management style when working with all levels of the organization to drive performance and continuous improvement using an analytic and metrics-based approach.
- Derives satisfaction from the work itself rather than praise or recognition.

For More Information Contact:

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Joe Gonzalez

760-268-9804

jgonzalez@bcasearch.com