Employee Benefits Analyst Program

January and July 2025

Join an innovative leader in insurance brokerage and consulting.

Explore a Career with USI

Are you – or do you know – a recent college grad eager to gain new skills and experience in insurance brokerage and consulting? USI Insurance Services' Career Track program offers new associates hands-on experience and opportunities to learn the skills necessary to effectively deliver exceptional customer experiences and succeed in an increasingly competitive market.

The Employee Benefits Analyst Program provides in-depth training to prepare associates with technical expertise in financial analysis and benefit plan strategies. Throughout the training program, associates join a mentorship business group, led by industry experts, to further develop skills while increasing role-specific levels of responsibility.

The program also offers organized activities for participants to meet senior executives and network with team members across business lines, as well as opportunities to get involved through our USI Gives Back campaign, where each of the company's approximately 200 offices volunteer in local community service.

What You'll Learn

You will be immersed in the fundamentals of employee benefit consulting including:

- The USI ONE Advantage® processes and best practices, a key differentiator between us and other brokerages
- Broad based insurance knowledge and expertise
- Guidance and support around appropriate licensing, certifications, and designations
- Fundamentals of employee benefit programs
- Core benefit consulting cadence; the life cycle of a client
- Strategies to help clients align benefit packages to fit their vision and values
- Financial tools, illustrations, and calculators
- Industry best practices from experienced professionals
- Networking and relationship-building skills
- Inter-office collaboration via group projects
- Professionalism and soft-skills development

Program Overview

During this 12-month program, you will assist in all aspects of benefit plan financial analysis and reporting including:

- Create financial deliverables for a mixture of business segment clients
- Utilize analytical tools, checklists, and templates to identify cost reduction opportunities
- Request, evaluate and illustrate insurance carrier renewals and new business proposals
- Prepare market review analyses, funding projections and claims utilization analyses
- Perform technical review of insurance contracts and funding arrangements
- Assist with the negotiation of premium rates and benefit features
- Write client executive summaries noting observations and findings
- Attend internal client strategy meetings

Candidate Qualifications

- Strong problem solving and critical thinking skills
- Organizational, multi-tasking, and prioritizing skills
- Ability to independently exercise time management skills and meet deadlines
- High attention to detail and accuracy
- Ability to follow policies, procedures, and regulations
- Excellent verbal, written, and interpersonal communication skills
- Comfortable working independently, as well as in a team environment
- Ability to take on a high level of responsibility, initiative, and accountability
- Strong knowledge of Excel, building financial tables and illustrations, and working with data
- Bachelor's degree achieved between Spring '24 and Spring '25

Program Locations

Opportunities available nationwide.

How to Apply

Submit your application online.

Apply Today