

Employment Opportunity

Chief Financial Officer

of TRICOR Insurance



For best consideration, please apply confidentially by:
November 1, 2022. www.qtigroup.com/TRICOR





ABOUT THE ORGANIZATION

TRICOR Insurance is a leading independent insurance agency, ranked among the top 100 independent agencies in the United States. With more than 240 employees and growing, they've earned the trust of over 40,000 clients across Wisconsin, Iowa, and beyond. As a locally controlled and operated business since 1945, their humble roots are the foundation of their strength. Today, even as they grow, their customers are still their friends and neighbors. TRICOR Insurance remains guided by their deep commitment to the people they serve and the communities they live in.



History and Ownership

In 1945, Virgil Fritz made his first life insurance sale operating under Fritz Insurance Agency in downtown Potosi, Wisconsin. In 1962, Virgil's son Delbert and his wife Elaine Fritz took over the family business. They successfully ran Fritz Insurance Agency until retiring in 1982 when their sons David and Bruce Fritz took ownership. Under the leadership of President & CEO, David Fritz, **TRICOR Insurance** now serves its clients across 32 office locations.

TRICOR People

TRICOR's greatest competitive advantage will always be their people. Their people have a vigorous work ethic—continuously creating and innovating to fuel better products, services, and processes.

TRICOR Insurance was named for the third consecutive year as one of the Best Places to Work in Insurance, by Business Insurance Magazine. This award recognizes employers for their outstanding performance in establishing workplaces where employees can thrive, enjoy their work, and help their companies grow. This success is inherently intertwined with the culture built on trust and commitment to their clients and their local communities.





ABOUT THE ORGANIZATION

TRICOR Culture

Inspired by the unique and exciting challenges their customers bring them, they solve problems by going beyond what's expected. At TRICOR Insurance, leadership comes from every single employee—it's a relentless pursuit of excellence. TRICOR's values are rooted in taking personal responsibility to help their communities thrive. They work hard, they have fun and they stay humble.

TRICOR Mission

To build and protect their clients' financial security by providing quality insurance and risk management services that meet their client's personal and business needs.



TRICOR Values

Teamwork. They accomplish their goals by surrounding themselves with a professional team of specialists in their fields. It's the responsibility of every TRICOR employee to introduce their clients to the products and services that offer the most value.

Integrity. Honesty is the foundation of all their relationships. They treat their clients, employees and company partners fairly, honestly and professionally.

Excellence. They continually look for ways to improve what they do and how they do it. This is accomplished by evaluating past performance, setting challenging goals and searching for new opportunities.

Service. They believe what's best for their client is best for TRICOR. They empower their staff to personally meet client's needs and solve all their insurance problems.



Notes Agency of the Month

The Rough Notes Company, a magazine company that has served the insurance industry since 1878 and is considered the nation's leading source of insurance innovations, trends, products & services shaping agencies & the property and casualty industry, selected TRICOR Insurance as Rough Notes Agency of the Month in its October 2021 issue.



ABOUT THE OPPORTUNITY

The **Chief Financial Officer** of **TRICOR Insurance** will oversee all aspects of operations that deal with finances, accounting and reporting.

ESSENTIAL FUNCTIONS

- Oversee all aspects of accounting, tax and financial statement preparation and the audit or review of the company's annual financial statements.
- Oversee and participate in the due diligence process of acquisition candidates.
- Safeguard the assets of the organization.
- Understand all aspects of debt covenants, if applicable, and oversee the preparation of applications for company E&O policy for compliance.
- Build relationships with staff and participate with the hiring, training and promotion of the department.

CORE COMPETENCIES

- **Client Management:** The degree to which client service and professional rapport is demonstrated in the day-to-day business environment. The ability to provide an extraordinary professional experience for the client through understanding and anticipating their needs; selflessly performing to meet or exceed their expectations.
- **Personal Effectiveness:** The ability to carry out the requirements of the position responsibilities in the most effective and efficient manner. The degree to which accountability, integrity, professionalism, communication, quality and quantity of work are performed.
- **Team Work:** The ability to promote and contribute to the development of a positive, collaborative and productive work environment. The degree of problem solving, communication, listening, cooperation, and productivity demonstrated while working with others to successfully meet goals.
- **Leadership:** The ability to effectively lead others, develop trusting followership, and inspire future leaders through role modeling appropriate leadership behavior. The degree to which the individual demonstrates a positive example in leading staff toward achievement of company goals and mission. The ability to effectively manage relationships and conflicting organizational dynamics.



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- **Team Development:** The ability to motivate team members, preserve high morale, and supervise with fairness and consistency. The appropriate use of positive and negative feedback in attempting to achieve expectations and team member performance. The degree to which the supervisor/manager/partner encourages team member education, development, and improvement. The level of allowing team members sufficient autonomy to exercise their own judgment and to think and work independently. An awareness of organizational needs related to team member development.
- **Professional Self Development:** The level of growth achieved through individual goals.

BASIC QUALIFICATIONS

- Bachelor's Degree, Master's Degree in related field and 5 or more years of Accounting experience.
- Five or more years of progressive leadership and strategic planning experience in Business, Operations and/or financial positions.
- Proficiency with MS Office software products with demonstrated skills in Excel.
- Strong financial and accounting background, including an understanding of profit and loss, balance sheet and cash flow management along with general finance and budgeting.
- Manage profitability by developing and communicating financial plans throughout annual sales forecasting cycles.
- Ability to develop and monitor the budgeting process, budgets, strategic planning and forecasts.
- Coordinate, direct, and oversee audits and proper filing of tax returns and other regulated compliance reporting.
- Ability to partner with the Controllershship organizations to develop and maintain systems for monthly, quarterly and annual financial closing process and performance management accounting.
- Ability to direct company operations to meet budget and other financial goals.
- Ability to direct short-term and long-range strategic planning and budget development to support strategic business goals.
- Ability to remain up to date on audit best practices and compliance.
- Ability to ensure legal and regulatory compliance regarding all financial functions.
- Demonstrated leadership ability, team management and interpersonal skills.
- Proficiency and demonstrated experience with GAAP providing reports on cash flows, profit-making operations and overall financial conditions.



ABOUT THE OPPORTUNITY

BASIC QUALIFICATIONS CONT.

- Experience with budget management, public accounting and cash flow.
- Experience with corporate governance.
- Proven negotiation skills.
- Ability to communicate effectively both verbally and in writing with internal and external customers.
- Ability to inspire confidence and create trust.
- Ability to work under pressure, plan personal workload effectively and delegate.
- Work independently and willing to assist others when needed.
- Ability to maintain a high level of confidentiality.

PREFERRED QUALIFICATIONS:

- Experience with Applied Systems Epic software.
- Certified Public Accounting (CPA) designation.
- Active affiliation with appropriate financial networks and organizations.
- Merger and acquisition experience.
- Experience working with Private Equity or Capital Partner.



ABOUT THE AREA

The successful CFO candidate must commit to reside in one of TRICOR Insurance's markets. Although primarily in Wisconsin, TRICOR's growing market expands to Northeast Iowa and Northcentral Illinois.

From the Great Lakes to the Mighty Mississippi and the land in between, Wisconsin is home to a vast landscape of beauty that includes woods, waters, prairies, and cityscapes.

[Livability's 2019 Top 100 Places to Live](#) included three Wisconsin cities, Appleton, Eau Claire, and Madison. With [Madison taking home the top spot in both 2021 and 2022](#).



In Wisconsin, you can enjoy gourmet farm-to-table food, a vast array of outdoor activities, legendary sports teams, plentiful live music venues, historic architecture, and of course, the famously friendly Midwestern spirit.

Learn more about life in Wisconsin here:

- <https://livability.com/wi/where-to-live-now/10-reasons-to-move-to-wisconsin/>
- <https://www.travelwisconsin.com/>





APPLICATION & SELECTION PROCESS

TRICOR Insurance has exclusively retained The QTI Group to conduct the search for their new **Chief Financial Officer**. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, Wisconsin.

Qualified individuals interested in being considered for the position are invited to submit their resume by November 1, 2022 to: www.qtigroup.com/TRICOR

Inquiries may be submitted to The QTI Group at the email or phone number listed below.

Deborah Best, Certified Diversity Recruiter (CDR)

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