



VLCT

# DIRECTOR RISK MANAGEMENT SERVICES

**Vermont League  
of Cities and Towns**

89 Main Street, Suite 4  
Montpelier, VT 05602

VLCT.ORG

Apply here: [vlct.org/careers](https://vlct.org/careers)



## THE POSITION

The Vermont League of Cities and Towns (VLCT) seeks a new Director of Risk Management Services to lead our government insurance risk pools – including our property, casualty, liability, workers compensation, and unemployment lines of coverage. We are seeking someone with tremendous financial acumen, a passion for local government, and experience working in the insurance industry. Daily responsibilities include overseeing the operations and strategic leadership of our two risk-sharing pools, which have assets of approximately \$120 million and more than \$30 million in annual member contributions.

## THE ORGANIZATION

VLCT is the nonprofit, nonpartisan, member-based organization that was founded in 1967 to serve and strengthen Vermont local government. Ninety-five percent of Vermont's municipalities (about 390) receive insurance coverage and related services through VLCT's government insurance risk pools. About half of VLCT's 54 staff are dedicated to insurance operations and report directly and indirectly to the Director of Risk Management Services. The Director is also responsible for providing strategic leadership and support to the trust boards, which are comprised of municipal officials from across Vermont. The Director is a core member of the VLCT leadership team.



---

**DIRECTOR, RISK MANAGEMENT SERVICES**





## QUALIFICATIONS

The ideal candidate will have deep knowledge of property/casualty and workers' compensation insurance and experience leading in the insurance industry, preferably within a government insurance risk pool. In addition to demonstrated leadership skills, the new director must have skills and knowledge in finance, liability, risk management, contracts, legal/litigation, and risk management information software systems. VLCT recognizes that a variety of life experiences can prepare someone to serve in a leadership role and encourages leaders, especially municipal officials, with a passion for numbers, risk management, and organizational leadership, to apply. Candidates with a degree in public administration, business administration, insurance, or a related field are desired. Insurance industry credentials are also desired.

## BENEFITS AND COMPENSATION

VLCT's employee benefits are substantial. They include

- Employer-paid health insurance (with a fully-paid premium option and an opt-out cash benefit)
- Paid sick leave
- Thirteen paid holidays, all of which can float at the employee's request
- Up to five weeks of paid vacation time
- Employer-paid life, disability, and dental insurances
- Flexible and remote work policy

VLCT is an instrumentality of government and therefore offers all the benefits of working for a Vermont government entity. These feature participation in the state-run municipal employee retirement system (VMERS), which has an option for a defined benefit pension. Also, because working for VLCT precludes active participation in the Social Security system, VLCT supports equitable savings over time by contributing to each employee's 401(a) plan. In addition, VLCT employees are eligible for Public Service Loan Forgiveness – a path to forgiveness on your federal student loans.

This position offers a competitive salary, with the starting range between \$160,000 and \$190,000. For more information – including the full job description – and to apply, visit [our Careers page](#). The position is open until filled; however, first review of resumes will occur on February 5.

## WORKING FOR A PUBLIC ENTITY INSURANCE RISK POOL

Local government insurance risk pools such as the VLCT Property and Casualty Intermunicipal Fund and the VLCT Employment Resource and Benefits Trust serve municipal governments in a variety of ways. We do not operate like commercial insurance carriers, where the priority is typically the bottom line. Our organization is member-owned and member-driven. We are unified in our commitment to assisting local government members with tackling their unique risk management and insurance coverage needs.

### Our government insurance risk pools...

- Provide broad coverage – property, liability, auto, environmental, cybersecurity, employee benefits, workers compensation, and unemployment – to Vermont municipal entities (except schools)
- Are financially secure
- Are administered locally by VLCT underwriters, claims adjusters, and loss control representatives
- Are separate legal entities, but integrated into Vermont's municipal association (VLCT) through an administrative service contract for staffing



## WORK FOR THE HEART OF VERMONT IN THE HEART OF VERMONT

The VLCT office is in the center of downtown Montpelier, the seat of state government and a bustling little city with great culture, walkable neighborhoods, and enticing food. Less than 45 minutes from the award-winning Church Street Marketplace of Burlington, the shores of Lake Champlain, the best skiing and riding on the east coast, and even closer to hundreds of thousands of acres of the Green Mountain National Forest, our offices provide a great launch pad to enjoy Vermont life. Vermont is also a short drive (less than two hours in most spots) from some of the largest cities on the East Coast – Montreal and Boston. But the best part of working for VLCT is that you work for the heartbeat of Vermont – local government – and quickly become friends with the elected and appointed local officials that make this place special.

## THINK VERMONT

Vermont isn't all cows and maple syrup (though, when combined, that makes one of the state's best treats: the maple creemee). Check out [thinkvermont.com](http://thinkvermont.com) to learn about the depth of Vermont. From our world class research university to the creation of electric aircraft at Beta Technologies, and from the region's largest semiconductor manufacturing facility at Global Foundries to the birthplace of Burton Snowboards – Vermont is more than you think it is.

## FLEXIBLE, REMOTE WORK

Thanks to VLCT's flexible remote work policy, our team lives throughout Vermont, with some ensconced in the remote woods of the Green Mountains and others involved in the bustling downtowns of our cities, towns, and villages. While many find it convenient to live in or near Montpelier, improved broadband connectivity has made working from all corners of Vermont possible, and our team does exactly that. We embrace primarily remote work because our team has demonstrated they are happier, more productive, and can better serve our members this way.



For more on Vermont and local government, visit [vlct.org](http://vlct.org), [thinkvermont.com](http://thinkvermont.com), or listen to Brave Little State.



[VLCT.ORG](http://VLCT.ORG)



[THINKVERMONT.COM](http://THINKVERMONT.COM)



[VERMONTPUBLIC.ORG](http://VERMONTPUBLIC.ORG)

**DIRECTOR, RISK MANAGEMENT SERVICES**