



Underwriting Manager, Workers' Compensation

Reports to: Director of WC Underwriting
Terms: Full Time, Exempt
Location: Rocklin, CA - Hybrid after training
Salary Range: \$170,000 – \$190,000

The Underwriting Manager partners with the Director of Underwriting to execute underwriting strategy and drive profitable growth. This role leads underwriting talent, strengthens operational discipline, and collaborates across teams to ensure sound risk selection, compliance, and consistent performance.

Essential Duties

- Collaborate with the Director of Underwriting and execute underwriting strategies aligned with organizational goals, profitability, and underwriting market trends
- Lead and mentor a team of underwriters towards common departmental goals and targets
- Collaborate in the production, review, and discipline of underwriting authorities
- Conduct performance evaluations, set goals, and provide ongoing feedback
- Make recommendations for staff development and training
- Continuously evaluate and enhance underwriting processes for efficiency and accuracy
- Collaborate in the innovation and implementation of digital transformation to streamline workflow and enhance data analysis capabilities, and AI
- Ensure that all company and departmental processes are in compliance with insurance laws, regulations, and company-specific strategies to ensure accuracy, compliance and fairness
- Maintain awareness of industry trends, competitor offerings, and emerging risks in the workers' compensation insurance market
- Maintain, prepare, and present reports to provide underwriters, management, and other key stakeholders with metrics for analysis
- Interface with the Accounting and Audit Department as appropriate to facilitate premium collections, audit dispute resolution, and mediating cancellation issues
- Interface with Risk Management to facilitate risk reviews, pre quote consultations and manage potential disputes of recommendations
- Travel 15%
- Other duties as assigned

Supervisory Responsibilities

- Manage a growing team including Underwriters and Underwriting Assistants. Current staff of seven.

Minimum Standards/Requirements

- Extensive Workers' Compensation technical expertise combined with solid underwriting judgment.

Work Experience

- 10 years of Workers' Compensation underwriting experience
- 3 years of leadership experience
- Demonstrated experience in driving process improvements and leveraging technology

Education, Certifications

- Bachelor's degree focused on data analysis, risk management, insurance and data science, finance, economics, or accounting
- Combined experience/education as a substitute for minimum education

Competency

- Strong business acumen and strategic mindset
- Exceptional organizational and leadership skills
- Excellent written and verbal communication skills
- Coaching and staff development skills
- Strong negotiation and relationship-building skills with agents, colleagues, and key stakeholders
- Prioritization skills with the ability to adapt to demanding yet changing deadlines
- Diplomacy

Employer-Paid Benefits

- Premiums paid for employees and eligible dependents for medical, dental, vision, chiropractic coverage, life & AD&D insurance, short- and long-term disability, and employee assistance program
- 401(k) with 100% employer match up to 6% following 1 year of service
- Generous PTO plans including vacation, personal days, paid sick time, and holidays

Other Benefits

- FSA
- Voluntary Life
- Aflac – Voluntary
- Legal Shield – Voluntary
- Pet Insurance – Voluntary
- Consumer Discounts

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