

The Job Interview

COMBINED INSURANCE COMPANY OF AMERICA

Philadelphia, PA

Combined Insurance is one of the leading providers of supplemental health and life insurance products, with offices throughout North America. Currently their Philadelphia office is seeking a District Manager.

BUSINESS

Website: www.combinedinsurance.com

Size: 280 employees

Industry: Insurance



ABOUT THE COMPANY:

- Founded in 1922, Combined Insurance Company of America is committed to helping people find the coverage they need at a price they can afford. They help customers and policyholders navigate the confusing world of supplemental insurance to make sure their needs, and the needs of their family are taken care of when peace of mind is needed most.

JOB POSTION: District Manager

Job Level: Mid-Level

Salary Range: \$52K

Tentative Start Date: ASAP

RESPONSIBILITIES:

- The District Manager will be responsible for building, developing and training new agents that generate sales to new customers, and provides sales and service support to current insurance policyholders.
- They must have excellent recruiting skills and must be willing to go out into “the field” and train new candidates. They will also represent Combined Insurance at local job fairs or other hiring events and conduct interviews with prospective agents.

INTERVIEWERS



VP REGIONAL DIRECTOR: Stewart Zaid

- Stewart is the Vice President Regional Director for Combined Insurance.
- He's been committed to Combined Insurance for 38 years and his colleagues describe him as a motivator, hard-working and competitive leader.
- When it comes to interviewing, Stewart tends to be more excited than the actual job candidates. He's extremely dedicated to matching the right people with the right opportunities. He says watching employee's growth is most rewarding.
- He likes to role-play during the interview and challenge candidates to try and sell him something. He wants to see if they can maintain their stamina and demeanor.



RECRUITER / TALENT ACQUISITIONS PARTNER: John Ferri

- John is one of the leading Recruiters for Combined Insurance and has been with the company for five years.
- He graduated from New York University with a Bachelor of Science in Marketing Management. He exudes a level of confidence and integrity that can be rare in this cutthroat industry.
- John's interviewing approach is very conversational because he likes to talk about things not on their resume. His litmus test is if the candidate seems like someone he'd enjoy inviting to the family barbeque.