



**The Nebraska Risk Management Association (NRMA)**  
AND  
**The Nebraska Intergovernmental Risk Management Association**  
(NIRMA)

*invite your interest in the position of*  
**EXECUTIVE DIRECTOR**



*Serving Nebraska County Government*

# NRMA - NIRMA *An Exceptional Opportunity*

## ABOUT THE NRMA - NIRMA RELATIONSHIP

The Nebraska Risk Management Association, Inc. (NRMA) is a private, non-profit public benefit corporation established in 2003, which serves as the employing entity for the Executive Director and staff of the Nebraska Intergovernmental Risk Management Association (NIRMA). NIRMA, established in 1988, is a not-for-profit, member-owned and operated risk management and self-insurance pool created specifically for Nebraska counties. NRMA and NIRMA work together seamlessly in a structure that serves county insurance pools and other county-related pools and organizations. NRMA will select the Executive Director as the employing entity, and that selection requires ratification by NIRMA for this jointly selected individual. The newly appointed Executive Director will report to the NRMA and NIRMA Boards, and be responsible for the day-to-day operation of NIRMA, NRMA, its staff, and the delivery of risk management and insurance programs and services to member organizations and clients.



## ABOUT NIRMA

### Our Mission

NIRMA, in partnership with its member Nebraska counties and other select public agencies, leads the way in providing innovative and cost-effective coverages, sound risk management strategies, and comprehensive loss prevention and safety services.

NIRMA was established in 1988, in response to a crisis in the insurance market and driven by the desire of counties to better control their own destinies by creating a framework for reliable, high-quality service, comprehensive coverages and a stable, cost-effective way to fund their risk. NIRMA was the pioneer as the first governmental risk pool in Nebraska, providing a model for all other risk pools in Nebraska that have since followed.

We are a member-driven service-oriented organization that helps Nebraska counties and select county-related public agencies manage risk so they in turn can effectively and safely provide services to Nebraskans. We offer a wide range of coverages and services that are tailored to best serve our members. That's why 90% of Nebraska counties, 84 of 93, trust NIRMA with their critical risk management and insurance needs. This core, stable county membership, along with our additional public entity members currently total 113 organizations who benefit from NIRMA's highly valued risk management and insurance expertise, services, and programs.

We continue to provide innovation and value in our offering of broad and stable coverages in liability, property, workers' compensation and cyber. We further provide a wide variety of risk management programs and services designed around the unique needs of counties and our other public entity members. For nearly 40 years, NIRMA has continued to grow in its membership, scope of coverages and services, financial security and stability, and the multi-decade partnership with our membership continues as strong as ever.

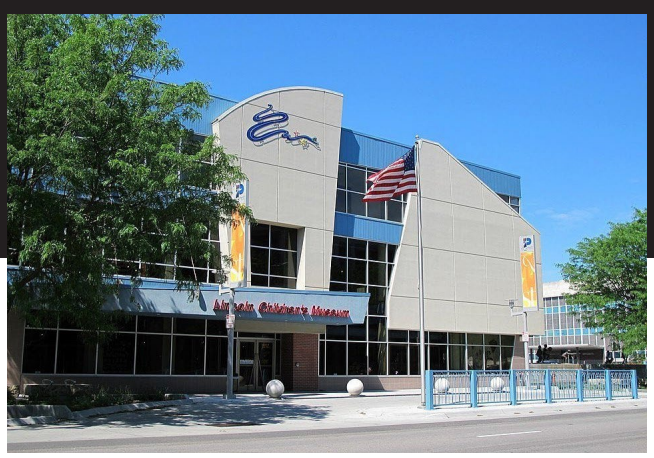
### Financials

NIRMA remains financially strong and stable with a 2024-25 annual written premium contribution of \$17M; 2024 year-end assets on hand that include cash and investments totaling \$61.6M; and an estimated combined member equity/net position of \$41.1M.

### NIRMA – A Great Place to Work

At NIRMA, we make a difference for counties, local communities and the people who serve Nebraskans. Our members respect and appreciate what we do for them. They recognize the commitment of our team's effective management of claims and risk, efficient delivery of services, and overall support of their needs. Our staff is talented, friendly, enthusiastic and professional in carrying out NIRMA's vision and core values each and every day. NIRMA is committed to a caring work environment where each employee is valued and provided with opportunities for growth and development.





## ABOUT THE AREA

NIRMA is headquartered in Lincoln, NE, the capital city. Lincoln is a growing and vibrant city with a population of over 290,000. It is the home of the University of Nebraska-Lincoln, the flagship campus of the University of Nebraska system, along with several other colleges and universities. Lincoln Public Schools is one of the premier school districts in the Midwest, reflecting the value of education to the community. Multiple insurance companies and businesses choose Lincoln as their headquarters in what is an attractive and thriving community for business professionals who make Lincoln their home. Our offices are located in southeast Lincoln, one of the many rapidly growing areas of the city, in a modern, professional office building with many amenities on site and located nearby.



The Pinnacle Bank Arena, Haymarket and Railyard District, the Lied Center for the Performing Arts and other venues regularly host a wide variety of concerts, entertainment, and a multitude of sporting events, including minor league baseball, USHL hockey, and everything the Nebraska Cornhuskers have to offer. Numerous museums and galleries also call Lincoln home. Outdoor adventure is readily available with seven state recreation areas in the immediate vicinity. Within the city of Lincoln, there are 125 city parks, 9 recreation centers, 10 public swimming pools, 5 public golf courses and over 131 miles of hard surface and crushed rock trails. Lincoln possesses a unique blend of culture, education, recreation, business, and other opportunities that make it the ideal city to live in and plant roots.



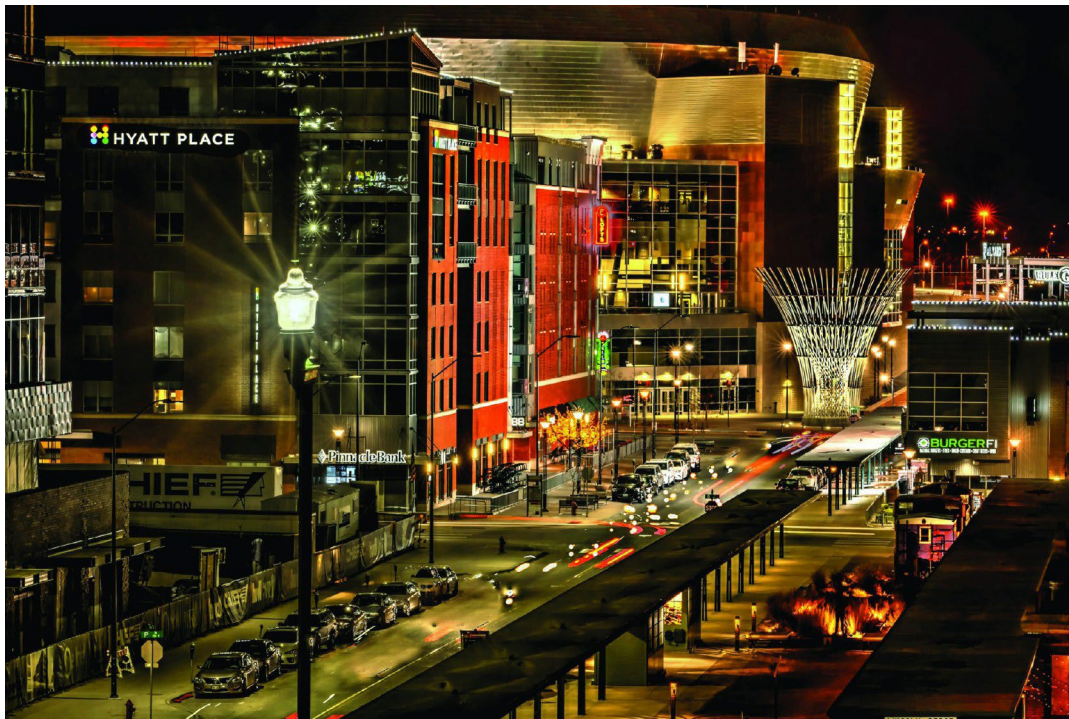


## ABOUT THE POSITION

The Executive Director provides general management and oversight of the NIRMA pools and designated staff, leads and coordinates the planning, policy development, as well as the operation and financial transactions of those pools. The Executive Director reviews and monitors all lawsuits, tort claims, and other actions filed against NIRMA or its member counties and assigns appropriate defense counsel as needed. The Executive Director has extensive interaction with the NRMA and NIRMA Boards, pool members, and servicing contractors. The Executive Director collaborates with consultants, legal counsel, and other public and related private organizations.

### Key Responsibilities

- Lead a strategy to gain first-choice provider status for self-insurance coverage for counties and county related entities while retaining a solid capital base and surplus position.
  - Maintain positive relationships with the membership, regulatory authorities, partners, and other key constituencies.
  - Achieve true partnerships with the NRMA and NIRMA Boards and pool members by demonstrating visionary and collaborative leadership; anticipating issues impacting NRMA-NIRMA and its clientele; initiating dialogue; and proposing solutions.
  - Implement and maintain a coverage and pricing structure that ensures the proper alignment of pricing, underwriting, claims/exposures and financial forecasting.
- Ensure the adequacy and soundness of pool financial structure to meet or exceed all levels of regulatory compliance and established financial benchmarks.
  - Ensure the preparation of comprehensive financial reports and build out projections for pool working capital requirements and future needs.
  - Engage in hands-on leadership to maintain a professional work environment of competence, quality and stability that engages and motivates staff in the achievement of organizational goals.
  - Champion internal and external educational and training programs to continually improve and elevate the technical and professional skills of staff and Board members.
  - Ensure compliance with good governance, including adherence to organizational policies, internal controls, statutory/regulatory and other applicable requirements.







## PREFERRED BACKGROUND & QUALIFICATIONS

NRMA-NIRMA seeks the following background and qualifications in the next Executive Director, and will consider any equivalent combination of training, experience and education that provides the requisite knowledge, skills, and abilities for the Executive Director position.

- A bachelor's degree in insurance, finance, business, public administration, or other related field; an advanced degree such as an MBA, JD or the like would be viewed favorably.
- Eight or more years of relevant experience and progressive responsibility in: risk pool management; risk management; public entity insurance; finance, claims, and/or underwriting management.
- Demonstrated leadership in cultivating Board and member relationships.
- Excellent written and verbal communication skills.
- Three years or more of supervisory experience and knowledge.
- CPCU, ARM, ARM-P, AIC, AIC-M, CSP or other relevant risk management certification is a plus.
- Must have a valid Nebraska operator's license, or the ability to obtain one, and be insurable under NRMA-NIRMA's liability coverages.





## IDEAL CANDIDATE

NRMA-NIRMA seeks an innovative, resourceful, and effective risk management and insurance professional. The ideal candidate will possess demonstrated management skills, a well-rounded risk management background, and have the highest ethical standards. He or she will have a proven record of leading self-insurance pooling operations, or functions within a pool, insurance company, or public agency. The Executive Director will have a thorough knowledge of self-insurance pooling and reinsurance products and services; experience in financial analysis, budgeting, and investment management; and an understanding of local government and associations.

The Executive Director will be a strategic thinker who applies analytical and critical thinking skills in synthesizing information and data towards an understanding of the "big picture." The ideal candidate will combine those skills with mature judgement to make sound decisions in complex insurance matters that best serve the short- and long-range interests of NRMA-NIRMA.

The ideal candidate will rely on personal involvement, respect, high visibility, and interpersonal connection with others to build and maintain strong working relationships across all levels of the organization. The Executive Director will be able to effectively navigate relationships amidst the dynamic technical, regulatory, political, and market environment in which NRMA-NIRMA provides risk management and insurance services. This requires the ability to build consensus among diverse stakeholders.

The Executive Director will have the demonstrated ability to lead people in a caring workplace culture where team members are valued and supported both professionally and personally; and where there is stable, effective leadership, camaraderie, and opportunity. The Executive Director will build teams while striking the proper balance of empowerment and delegation, with the timely assertion of effective management to ensure best outcomes. This will require the ability to coach, educate, motivate, and inspire others as a participatory leader who values the growth and development of the team.

The ideal candidate will have the ability to foster open, honest, and timely communication with the NRMA and NIRMA Boards to maintain a clear understanding of goals and objectives. The Executive Director will fully support the NRMA and NIRMA Boards in their ultimate responsibility for effective governance and accountability. He or she will work collaboratively with the NRMA and NIRMA Boards, value all Board members, and keep each Board member informed while being responsive, accessible, and open to ideas.







## COMPENSATION & BENEFITS

The salary for the Executive Director is dependent upon qualifications and experience for this senior level position. In addition to an excellent salary, NRMA-NIRMA offers a robust benefits package including:

- Paid Vacation, Holidays (13), and Sick Leave
- Health Insurance with Section 125 Plan: 100% employer paid for all coverage tiers
- Dental Insurance: 100% employer paid employee coverage and 50% for dependent coverage
- Vision Insurance: 50% employer paid
- Telehealth at zero copay
- 401k Retirement Plan: Up to 4% employer match with added 6% employer contribution after 2 years
- Health Savings Account (HSA) with variable employer contributions to eligible employees
- Group Life/AD&D Insurance: 100% employer paid for \$50K Life/AD&D Coverage
- Long Term Disability Insurance: 100% employer paid
- Company Car
- Other: Continuing Education; Wellness Program; Employee Assistance Program; Onsite Fitness Center

## HOW TO APPLY

Interested candidates are invited to submit a cover letter, resume, and a list of at least five job related references (with email and phone numbers) no later than close of business on **April 18, 2025**, to [jeffhale@localgovhrs.com](mailto:jeffhale@localgovhrs.com). Please contact Jeff Hale, Associate, Mercer Group Associates at 706-371-6126 or Lisa Ward, Senior Associate, at 706- 983-9326 with questions.



*The Nebraska Risk Management Association, Inc. (NRMA) is an Equal Opportunity Employer. NRMA does not discriminate on the basis of race, color, religion, sex, country of origin, marital status, disability, sexual orientation, gender identification, political affiliation, or status in any group protected by federal, State, or local law in employment or the provision of services.*

