

Health & Welfare Analyst

Horizon Actuarial Services, LLC (Horizon Actuarial) is looking for a math and benefits enthusiast to join our Health & Welfare practice fulfilling the role of Analyst.

About Horizon Actuarial

Horizon Actuarial commenced operations in February 2008, when Watson Wyatt Worldwide (now known as WillisTowersWatson), a leading multinational consulting firm, exited its multiemployer and Taft-Hartley plan consulting business and spun it off to a new company, Horizon Actuarial. The founders of Horizon Actuarial were all associates of Watson Wyatt. Since we started operations, we have grown from 23 Associates to 80 Associates with major offices in Maryland, Georgia, and California.

We provide a wide array of actuarial and consulting services directly to multiemployer defined benefit pension plans and multiemployer health and welfare plans. We have always viewed our role as actuaries and consultants whose responsibility is to protect the interests of the plan participants by keeping all trustees, both labor and management, well-informed and well-equipped to navigate the challenges facing their plans.

Horizon Actuarial is committed to treating associates very well. We understand that candidates have a multitude of choices in where they choose to work. That's why we go above and beyond to maintain a culture of inclusiveness. Regardless of where associates work, whether it be at their home office or one of our physical offices, associates remain connected. The opportunities that we create to come together to collaborate and connect with each other instill a sense of belonging in our associates.

A Day in the Life as an Analyst

As an Analyst, you will help distinguish our company with professionalism, in providing excellent service and the highest quality work to our clients ensuring their satisfaction and loyalty. Working closely with lead consultants and client teams, you will manage the completion of client deliverables and meeting items. An emphasis is placed on time management, quality work process, and ownership of the work, which includes monitoring deadlines and responsibilities, ensuring a thorough quality check process, communication, and collaboration.

Below are a few examples of the responsibilities in this role:

- Collect and organize data based on Horizon Actuarial Standards
- Review data to ensure understanding of what was received, documenting findings
- Review data for inconsistencies between sources
- Work with vendors and professionals to understand and/or reconcile discrepancies
- Manage timelines for data requests necessary to meet deliverable timelines



- Complete analyses (both standardized and customized) using this data
- Communicate with the team to understand the need and history of the work being completed
- Review processes and projects for improved efficiencies
- Manage deadlines for multiple projects and clients

About You

The ideal candidate will have the following skills and experience:

- Advanced technical skills (underwriting experience, advanced skillset using Excel, etc.) is strongly preferred
- 1-3 years of health and welfare consulting experience and/or health insurance experience is required
- Actuarial experience is a plus, but not required
- Experience with multiemployer health plans, negotiation support, and/or work with bargained health plans is a plus, but not required

Perks and Benefits

As an associate at Horizon Actuarial, you will enjoy fair compensation and benefits. The base salary for this role ranges from \$65K - \$90K depending on years of relevant experience and credentials. Full-time associates are also eligible to participate in the annual performance target bonus program. Benefits include medical, dental, vision, life, LTD, and STD insurance, paid time off, and paid holidays. To plan for retirement, we offer a **pension plan and a 401K retirement savings plan** with a company match. You'll also receive a share of company profits as a participant in an associate sharing of profits plan. In addition to this very comprehensive benefits package, associates are awarded performance and exam completion bonuses and raises as part of our generous exam program created to support associates in achieving actuarial credentialing.

If you are ready to become part of the Horizon Actuarial family, submit your resume [here](#). We look forward to learning more about you!

Horizon Actuarial Services, LLC is an Equal Opportunity Employer. It is the policy of Horizon Actuarial Services, LLC to afford all qualified persons with equal employment opportunities. Hiring, promotion, demotion, reclassification, transfer, training, termination, performance appraisal, and all other personnel policies and practices shall be carried out without regard to sex, age, race, color, religion, sexual orientation, gender identity, gender expression, pregnancy, physical or mental disability, medical condition, citizenship status, national origin, ancestry, military or veteran status, marital status, genetic information, or any other characteristic protected by applicable law.

