

Another Source's client, **University of California, Office of the President (UCOP)**, is recruiting an **Executive Director, Worker's Compensation and Employment Practices Liability** to join their team in Oakland, CA.

Here's a little about the University of California, Office of the President and the position they are recruiting for:

At the University of California (UC), your contributions make a difference. A world leader producing Nobel and Pulitzer Prize recipients with over 150 years of groundbreaking research transforming the world. Choose a career where you can leverage your knowledge, skills and aspirations to inspire and support some of the greatest minds in the world, and those who will follow in their footsteps. Working at the University of California is being part of a unique institution, and a vibrant and diverse community. At the University of California, Office of the President, we propel our mission through impactful work locally, in government centers and systemwide. We are passionate people, serving the greater good.

About Risk Services:

The Office of Risk Services is responsible for developing and implementing Enterprise Risk Management systemwide, consisting of 10 campuses, 5 medical centers and affiliated locations, identifying and developing strategies to minimize the impact of risk, developing a center of excellence for managing risk, reducing costs and improving safety by executing new ideas and strategic plans in a rapid manner. By strategically managing risk we can reduce the chances of loss, create greater financial stability and protect our resources in support of UC's mission.

Learn more about the Risk Services at the University of California, Office of the President:

<https://www.ucop.edu/risk-services/index.html>

What you will be doing:

As the Executive Director, you will provide visionary leadership, strategic policy direction, and comprehensive oversight for the teams managing the University's self-insurance programs for Workers' Compensation and Employment Practices Liability. Reporting to the Deputy Chief Risk Officer, you will oversee and guide the Program Manager, ensuring effective daily management while driving a culture of risk awareness and strategic integration. Your role will include selecting and supervising the University's Third-Party Claims Administrator and insurance brokers, optimizing the claims handling process, refining risk financing techniques, conducting coverage analysis, and developing loss prevention programs. Your leadership will be pivotal in fostering a risk-aware culture, analyzing data trends to limit risks, and ensuring the University's strategic decisions are well-informed and effective. The team seeks a leader with extensive claims management experience who can strategically guide programmatic focus areas and offer consultative insights to drive overall performance improvements.

The scope of the Workers' Compensation program includes annual funding of more than \$250 million and an open inventory of 4,000+ claims arising from the operations of the University's ten campuses, five medical centers, and affiliated locations. The Employment Practices Liability Insurance Program includes annual funding of more than \$100 million and an open inventory of 275+claims.

The anticipated yearly salary range for this position is \$218,000- 235,000.

How you will spend your time:

40% Self- Insurance Program Management

- Strategically leading and overseeing the comprehensive management of the University's Workers' Compensation and Employment Practices Liability programs.
- Supporting the Chief Risk Officer and Deputy Chief Risk Officer in evaluating risk financing strategies and appropriate insurance products for the University, ensuring alignment with organizational objectives.
- Developing policy and procedures and implementing program guidelines for the claims administration and defense of Workers' Compensation and Employment Practices Liability claims programs.
- Educating risk management and human resource teams at the University campuses and medical centers regarding the program and its focuses on claims management.
- Advising senior management on short- and long-term strategies regarding Enterprise Risk Management across multiple organizations or campuses/medical centers/Office of the President.
- Developing and implementing policy and training programs for multiple organizations or campuses/medical centers/Office of the President.
- Administering the University's self-insured programs and operations for insurance claims administration, contracts, and loss prevention.
- Maintaining underwriting data, preparing specifications for broker or underwriter proposals, evaluating proposals and recommending or concluding insurance contracts.
- Evaluating and selecting strategic partners, including insurance carriers, brokers, and third-party service providers, to optimize resources and enhance the effectiveness of insurance programs and risk mitigation efforts.
- Serving as the primary point of contact for insurance carriers, brokers, and external partners on workers' compensation and employment practices liability insurance coverage and claims management matters.

30% Worker's Compensation and Employment Practices Liability Claims Administration

- Implementing and monitoring control strategies and programs involving claim payments.
- Overseeing the third-party vendor responsible for claims management for workers' compensation and employment practices liability.
- Liaising with both internal and external campus partners to resolve claims.
- Administering highly complex claims/lawsuits and monitors payments in workers' compensation and employment practices liability insurance programs.
- Coordinating with attorneys, third-party administrators, and departments to resolve assigned claims.
- In collaboration with UC Legal, selecting and managing outside defense legal firms, monitoring their compliance with University Defense Counsel Guidelines for the defense of Program cases.

15% Risk Assessment, Loss Prevention and Mitigation

- Analyzing complex losses for areas or responsibility.
- Gathering, analyzing, preparing, and summarizing areas of potential loss and recommending the appropriate type and level of loss protection.
- Continuously evaluating and improving processes, systems, and practices related to insurance programs and risk management initiatives.
- Implementing innovative solutions to enhance efficiency, effectiveness, and service delivery.
- Implementing risk control programs and strategies to prevent losses and minimize potential exposure.
- Evaluating and improving the University's workers' compensation and employment practices liability exposure in collaboration with relevant departments.

15% General Program and Enterprise Risk Management

- Overseeing periodic systemwide meetings with risk managers to share lessons learned, risk reduction efforts.
- Collecting and analyzing information and data required for the insurance underwriting process.
- Participating in negotiations with insurers and develop and present information to insurers on university claims and exposures.
- Communicating with and advising underwriters' representatives on high exposure cases.
- Providing information and consultation to campuses on insurance and coverage questions.
- Collaborating with Office of the President financial personnel to develop budget for program.
- Participating in requests for proposal and contract negotiations for various service providers related to the Workers' Compensation and Employment Practices Liability programs.
- Interfacing with third party claims administrator to identify, develop and implement improvements to the program.
- Developing and implementing enterprise risk standards, guidelines, and processes to provide a common understanding and vocabulary for enterprise risk management as it relates to the Workers' Compensation and Employment Practices Liability programs.

Required Qualifications:

- Bachelor's degree required; advanced degree or legal degree preferred.
- 10 years or more experience with broad and current knowledge in tort law, insurance coverage, claims administration and claims adjusting practices.
- Ability to communicate and maintain effective working relationships with campus/hospital personnel, a wide variety of individuals at all levels of University administration, claims administrators, and internal and external defense counsel.
- Ability to evaluate and analyze data, determine effectiveness of program policies and implement and manage programs.
- Knowledge and ability to apply current and up-to-date knowledge of statutory, regulatory, court decision and other external or internal factors which will affect the program.

- Knowledge and ability to work with the claims database administrator to maintain and develop enhancements to the systems which help track loss information used to identify trends and developments in exposures which could result in increased claim costs for the University.

Preferred Qualifications:

- Associate in Risk Management (ARM) and/or ARM-E

What's in it for you:

University of California Office of the President (UCOP) offers a comprehensive benefits package for fulltime staff. Learn more about the benefits here: <https://www.ucop.edu/local-human-resources/op-life/benefits/index.html>

Equal Employment Opportunity and Non-Discrimination:

The University of California, Office of the President, is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

[EEO/AA Employer UC Nondiscrimination Policy](#)

The University of California, Office of the President, strives to make this job board accessible to any and all users. If you have comments regarding the accessibility of our website or need assistance completing the application process, please contact us at: [Accessibility](#) or email the Human Resource Department at: epost@ucop.edu.

Another Source works with their clients, on a retained project basis. We are committed to building inclusive candidate pools as we partner with hiring teams. Veterans, women, people of color, LGBTQIA+, and people with disabilities are encouraged to apply. As you read through the job posting and review the list of qualifications (required and/or preferred), please do not self-select out if you feel you do not meet every qualification. No one is 100% qualified. We encourage you to apply and share your story with us.