



# Job Description

<i>Job Description:</i>	Sr. Analyst, Retirement Sales Support
<b>CORE INFORMATION</b>	
<i>Job Title:</i>	Sr. Analyst, Retirement Sales Support
<i>Enterprise Job Title:</i>	Sr. Analyst, Retirement Stgy Planning
<i>Reports To Title:</i>	VP, Stable Value Business Leader
<i>Business Unit/Department</i>	Retirement Solutions\Retirement Solutions
<i>Locations</i>	Fort Wayne, IN; Greensboro, NC; Hartford, CT; National; Radnor, PA
<i>Last Approved Date:</i>	10/11/2013
<b>GENERAL PURPOSE OF JOB</b>	
<i>In 500 characters or less, please enter the General Purpose of the Job in the space provided.</i>	This position will be key contributor to product manufacturing, management and positioning of a suite Stable Value products.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

- Collaborate with stable value business leader to define the solutions and road map for a suite of current and future Lincoln Stable Value products and capabilities that span multiple markets, channels and product structures.
- Develop the core positioning, messaging and sales and marketing tools for the suite in collaboration with Marketing.
- Effectively present to and interact with senior management, internal/external shareholders, clients, consultants and prospects in representation of Lincoln's product suite and capabilities.
- Provide overall support and educating internal stakeholders about the Lincoln Stable Value; explaining how our product works and how it compares to competitors in the market.
- Responsible for day to day product and client support, including supporting product and client implementations as well as the creation and maintenance of procedural, collateral and training materials.
- Interface with and develop relationships with critical internal stakeholders
- Provide P&L analysis; collaborating and reporting with internal groups.
- Contribute to positioning the stable value asset class as a capital preservation option that has delivered safety, liquidity, and yield to participants.
- Deliver clearly defined and detailed business cases and product requirements with prioritized features and corresponding justification.
- Provide innovative direction and identify new growth opportunities based on proactively gathered competitive intelligence, trends and retirement plan expertise.
- Provide subject matter expertise in respect of the asset class, Lincoln's products and associated platform technologies, as well as the market, regulatory and competitive environment.
- Provide proactive direction in product planning and design to ensure our various Stable Value offerings are understood and differentiated and continue to remain compliant with applicable regulations.
- Manages resources including product assistants and analysts as appropriate

## Supervisory Responsibilities

Individual Contributor

## ADDITIONAL POSITION RESPONSIBILITIES (Display Only)

- Carries out duties in compliance with all state and federal regulations and guidelines. Complies with all company and site policies and procedures.
- Remains current in profession and industry trends.
- Makes a positive contribution as demonstrated by:
  - making suggestions for improvement

**ADDITIONAL POSITION RESPONSIBILITIES (Display Only)**

	<ul style="list-style-type: none"> <li>learning new skills, procedures and processes.</li> </ul>
	<ul style="list-style-type: none"> <li>Successfully completes regulatory and job training requirements.</li> </ul>
	<ul style="list-style-type: none"> <li>Ability to perform under stress in cases of emergency, critical or hazardous situations.</li> </ul>
	<ul style="list-style-type: none"> <li>Ability to work with others in a team environment.</li> </ul>
	<ul style="list-style-type: none"> <li>Performs other duties as required.</li> </ul>

**QUALIFICATIONS****Education**

	<i>Education Level</i>	<i>Other Education</i>
Minimum	4 Year/Bachelors Degree or equivalent work experience (4 years of experience in lieu of Bachelors)	

**Experience**

	<i>Experience</i>	<i>Experience Details</i>
Minimum	More than 5 Years	5-7+ years of experience in Retirement Strategy Planning that directly aligns with the specific responsibilities for this position

**Skills and Abilities**

<i>Skill/Ability</i>	<i>Description</i>	<i>Proficiency</i>
Technical Skills:	Technical expertise with rate setting, contract provisions, fixed income securities, regulatory schema, stable value risk management and/or channel development.	Advanced
Other Skill/Ability:	Strong relationship management and client-facing skills	Advanced
Language Skills:	Can communicate effectively (both written and verbally) at all levels within the organization.	Advanced
Reasoning Ability:	Works independantly as well as with a team under minimal supervision	Advanced
Reasoning Ability:	Forward thinking, excellent self motivation, able to anticipate, plan for and initiate next steps	Advanced
Other Skill/Ability:	Ability to manage multiple priorities and to bring issues, tasks and requests to clsure within acceptable timeframes	Advanced
Technical Skills:	Product manufacturing experience	Advanced
Other Skill/Ability:	Proven ability to influence, mobilize and motivate cross-functional teams without formal authority	Advanced

**Licenses and Certifications**

Preferred	Chartered Financial Analyst (CFA)		
Preferred	Resident State Life & Health		
Preferred	Series License-7		
Preferred	Series License-6		

**TRAVEL REQUIREMENTS**

<i>Travel Type</i>	<i>Travel Amount</i>
National Domestic	Minimal (0-25%)

**PHYSICAL DEMANDS**

<i>Physical Demands</i>			
While performing the duties of this job, the employee is frequently required to sit, use hands to finger, handle and feel, and talk and hear.			
The employee is occasionally required to stand, walk and reach with hands and arms.			
The employee must occasionally lift and/or move:	Weight:	Up to 10 lbs	
Employee must be able to work more than 40 hours per week.			

*The job demands described here are representative of those that must be met by an employee to successfully perform the functions of this job. Reasonable accommodations may be made to enable individuals with disabilities*

*to perform the essential functions. This job description is not intended and should not be construed to be an exhaustive list of all responsibilities, skills, efforts, or working conditions associated with the job. It is intended to be a reflection of those principal job elements essential for recruitment and selection, for making fair job evaluations and for establishing performance standards. The percentage of time spent performing the various job duties is not absolute. The incumbent shall perform all other functions and/or be cross trained as shall be determined by the sole discretion of management, who has the right to amend, modify, or terminate this job in part or in whole. This document is not a contract for employment. Employment is at-will.*

End of Job Description