



## **TWIA/TFPA Chief Financial Officer: Job Vacancy**

Our dynamic residual market insurance organization has an excellent opportunity for a proven top performer to join our team as Chief Financial Officer (CFO) in Austin, Texas.

Our mission at Texas Windstorm Insurance Association and Texas Fair Plan Insurance Association (TWIA/TFPA) is providing essential property insurance products and services for eligible Texas properties when no one else will.

**TEXAS WINDSTORM INSURANCE ASSOCIATION  
TEXAS FAIR PLAN ASSOCIATION**  
5700 South MoPac Expressway, Building A  
Austin, Texas 78749



# Overview

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Reporting to the General Manager, our CFO is the top financial position at TWIA/TFPA with responsibility for formulating financial policy and plans and ensuring the soundness of our financial structure. Our CFO oversees all financial and fiscal management aspects of association operations and provides overall operational and administrative direction for the accounting, tax, insurance, budget, credit, treasury, insurance and/or investment functions.

## Is This a Description of Your Talent, Knowledge and Skill?

- You have a complete understanding of statutory accounting principles, concepts, practices, and procedures with comprehensive knowledge of accounting and financial software, systems and processes.
- You know the issues surrounding state and federal compliance – specifically for the property and casualty industry and have a solid understanding of capital markets.
- You have comprehensive knowledge of GASB, GAAP and SAP accounting rules. Even better if your knowledge is specific to the property and casualty industry.
- You have excellent professional written and verbal communication and interpersonal skills with the ability to communicate and manage well at all levels of the organization and with the Board, external entities and stakeholders.
- You have a high level of integrity and dependability with a strong sense of urgency and results orientation and you have the ability to motivate teams to produce quality materials within tight timeframes and simultaneously manage several projects.
- You have strong problem solving and creative skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.

**If this describes you, our CFO position may be your career opportunity!**



# Responsibilities

What are the day-to-day responsibilities of our CFO? What are the minimums and preferred qualifications?

## This is What You Will Do:

- Manage the financial reporting to the boards of directors and all internal and external entities
- Oversee treasury, accounting budget, and all outside audits
- Manage the planning function to include the development of annual budget, revenues and expenses and periodic financial forecasting
- Maintain external relations with auditors, CPA firms, bank officers, state agencies, insurance agents, insureds and software vendors
- Evaluate needs, develop and maintain capital resources to meet capitalization requirements
- Initiate strategies to manage cash position, use of bank line of credit and investment of available cash
- Review working capital/cash flow requirements on a regular basis
- Plan, develop, and implement financial policies and procedures
- Establish and periodically update the investment strategy regarding duration, tax optimization, risk tolerance, benchmarking and other objectives
- Coordinate with the General Manager, Actuary and the Board and help manage TWIA/TFPA's reinsurance policies and bonds
- Select and develop strong relationships with banks to serve banking needs, including lines of credit, transaction support and accounts and maintain critical relationships with financial community

## You Meet These Requirements to Be Considered:

- BS/BA required
- Minimum 15 years progressive management experience with at least 5 as a controller and/or CFO
- Experience with financial institutions and/or accounting firms
- Experience managing accounting functions; including cash and capital management, bank relationships, and financial/cash flow projections
- Substantial experience in property and casualty insurance company accounting and financial operations

## Preference Will Be Given to Candidates Who Meet These Requirements:

- CPA Strongly Preferred
- MBA with concentration in finance or advance degree in Accounting strongly preferred
- Experience with reinsurance, catastrophic risk analytics, mathematical modeling, risk management mitigation, and bonds issuance
- Experience managing insurance company fixed income investment portfolios
- Experience in developing and utilizing financial models for evaluation of our operational and/or financial initiatives
- Experience in leading strategic planning



# Benefits

TWIA/TFPA offers an excellent benefits package, including medical, dental, vision, life, accident, and disability insurance, as well as retirement savings plans including a 401(k) plan and an employer paid pension plan. We also offer voluntary benefits such as supplemental life and catastrophe illness coverage, pet insurance, and legal and identity theft coverage. In addition, we provide paid holidays, personal days, and paid vacation, and sick leave.

## TWIA/TFPA Total Rewards & Compensation Program at a Glance:

### Health and Welfare

- ✓ Medical
- ✓ Dental
- ✓ Vision

### Flexible Spending

- ✓ Health care Flexible Spending Account
- ✓ Dependent care Flexible Spending Account
- ✓ Health Savings Account

### Life insurance

- ✓ Basic life policy for employees
- ✓ Optional life for spouse and dependents
- ✓ Accidental death and dismemberment (AD&D)
- ✓ Business travel accident insurance (*company-provided*)

### Disability

- ✓ Short-term disability (*company-provided*)
- ✓ Long-term disability

### Additional benefits

- ✓ Employee assistance program (*company-provided*)
- ✓ Legal Shield Identity Theft Protection
- ✓ Aflac Supplemental Coverage
- ✓ PetPlan Pet Insurance

### Retirement

- ✓ Pension Plan (vested after five years)
- ✓ 401(k) (6% company match)
- ✓ Supplemental Medicare Plan

### Workplace Flexibility

- ✓ Casual Friday dress
- ✓ Flex time

### Time off to support a work/life balance

- ✓ 20 Vacation Days, 7 Paid holidays, 5 Paid Personal Holiday and 8 Sick leave Days
- ✓ Bereavement leave
- ✓ Leave for jury and military duty Family Medical Leave Act (FMLA)
- ✓ Maternity and Paternity Leave (after one year of employment)

### Employee Well-Being

- ✓ BluePoints Online Tracking and Reward Program
- ✓ Monthly Lunch and Learns Wellness Training
- ✓ Micromarket (healthy lunch vending options)
- ✓ Annual Onsite health assessments
- ✓ On-site, company-paid flu shots

### Training and Professional Development

- ✓ Business Skills
- ✓ eLearning 24/7 Access
- ✓ Onsite Learning Lab
- ✓ Management and Leadership Development
- ✓ Certifications, designations and licensures
- ✓ Incentive Program for PMP, CBAP, CPCU, AIC Designations, and other Insurance and Professional designations
- ✓ Seminars, conferences and professional memberships, Employee Development and Leadership Development

### Pay and Performance

- ✓ Performance Management
- ✓ Individual Performance Incentives
- ✓ Merit





TEXAS WINDSTORM  
INSURANCE ASSOCIATION



## Contact Us!

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If you want the opportunity to apply your vast knowledge, skill and experience, this may be the role for you. Apply today by accessing this link [https://workforcenow.adp.com/jobs/apply/posting.html?client=twia&ccId=19000101000001&type=MP&lang=en\\_US](https://workforcenow.adp.com/jobs/apply/posting.html?client=twia&ccId=19000101000001&type=MP&lang=en_US) or you can send your resume to [recruitment@twia.org](mailto:recruitment@twia.org).

Contact Angie Contreras, Talent Management Specialist, at [acontreras@twia.org](mailto:acontreras@twia.org) if you have any questions.