

Are you a competitive, self-starter, with top notch work ethic and have a desire to help people find their career calling? Northwestern Mutual is looking for a talented recruiter to join our team! With direction from a higher-level recruiting role or Managing Partner/Managing Director/Chief Development Officer, this role is responsible for district network office or network office recruitment and selection efforts. This role will execute office recruiting plans to reach activity and full-time contract goals.

#### Primary Responsibilities

##### Sourcing and Selection

- Build and develop effective referral sources with FRs/staff, develop productive centers of influence (COIs), and develop qualified lead strategies from a variety of sources (i.e., referrals, COIs, advertising, career fairs, social media, etc.)
- Actively participate in community clubs and organizations to promote and brand Northwestern Mutual Coordinate advertising and marketing strategies to include ads, direct mail, community events, etc.
- Develop relationships with other Northwestern Mutual recruiters to share leads and best practices
- Specific selection process accountability to include but not limited to screening candidates, conducting initial interviews, administering selection tools and guiding candidates through the selection process
- Review resumes and schedule initial interviews
- Effectively communicate with candidates

#### Accountability, Tracking and Analysis

- Report weekly recruiting activity to leadership team
- Develop proficiency and use of home office-supported software to maintain candidate databases and accurate records of prospects to ensure efficiency of the selection process
- Assist in the coordination of leadership team meetings and the preparation of activity/results reports
- Analyze recruiting ratios to identify inefficiencies in selection process; establish and implement improvements
- May include the oversight of contract and licensing responsibilities

#### Qualifications

- Bachelor's degree preferred
- One to three years professional work experience, preferably in sales, recruiting or the financial services industry
- Demonstrated ability to work professionally as a team member and with all levels of people
- Experience with prospecting; generating leads via phone or face-to-face interactions preferred
- Strong personal network and/or community involvement to leverage from a recruiting perspective

Salary: 35-45k DOE

#### About Northwestern Mutual:

Northwestern Mutual has been helping families and businesses achieve financial security for 160 years. Through a distinctive, whole-picture planning approach including both insurance and investments, we

empower people to be financially confident. We combine the expertise of our financial professionals with a personalized digital experience and leading-edge technology to best serve our clients.

With \$250.4 billion in assets, \$28.2 billion in revenues, and more than \$1.6 trillion worth of life insurance protection in force, Northwestern Mutual delivers financial security to more than 4.4 million people who rely on us for life, disability income and long-term care insurance, annuities, brokerage and advisory services, trust services, and discretionary portfolio management solutions.

The company holds more than \$100 billion of client assets as a part of its wealth management and investment services.

**Recent Awards and Accolades:**

- FORTUNE® 102 (FORTUNE® 500, 2020)
- One of the “World’s Most Admired” life insurance companies (FORTUNE® Magazine, 2019)
- Best Places to Work #67 (Glassdoor, 2018)
- Highest Rated CEO's #89 (Glassdoor, 2019)
- America’s Best Employers for Diversity #71 of 250 companies (Forbes, 2018)

To apply send resume to [larissa.s.martineau@nm.com](mailto:larissa.s.martineau@nm.com).