



Corporate Headquarters
1111 Fairview Ave N
Seattle, WA 98109
Phone: 206.652.1111

www.saltchuk.com

Career Opportunity

Job Title: Senior Director of Risk Management
Location: Seattle
Reports to: General Counsel, with dotted line to Chief Financial Officer
Direct Reports: 2 Risk Managers

Responsible for managing the property/casualty risk financing program and executing the enterprise risk management program for a dynamic, privately-held Pacific Northwest company providing transportation and logistics services throughout the U.S. and Caribbean.

Saltchuk Overview

Saltchuk is a family-owned, diversified transportation and distribution company headquartered in Seattle. With consolidated revenue of nearly \$3 billion and approximately 7,500 employees, Saltchuk is ranked among the largest privately held businesses in Washington. Saltchuk companies provide air cargo, domestic shipping and logistics, international shipping and logistics, marine services, petroleum distribution and trucking services throughout North America. We believe in—and champion—the inherent value of our companies' individual brands. The Corporate office provides leadership and resources to our companies, but not direct management of their operations. We do, however, provide integrated leadership in finance, risk management and internal audit. A primary function of the Corporate Home is to deploy capital and manage debt. Although the company has grown considerably since its' founding in 1982, the Corporate Home employs about 50 people and has retained the collegial and entrepreneurial culture of a much smaller organization. Saltchuk is a values-driven organization, committed to safety and taking care of its employees, communities and the environment.

Essential Functions

This position develops and manages the property/casualty risk financing program for Saltchuk Resources and its six Business Units, and executes Saltchuk's enterprise risk management program.

Risk Financing - Key responsibilities

- Develop risk transfer and risk retention programs that optimize cost of risk while accommodating the varying risk appetites of Saltchuk and its business units.
- Work collaboratively with Saltchuk's business units to develop risk financing programs.
- Purchase all property/casualty insurance for Saltchuk companies, including marine, cargo, aviation, management liability, auto/trucking liability, environmental liability, property, professional liability, workers' compensation, U.S. Longshore & Harborworkers and ancillary coverages.
- Meet regulatory insurance or self-insurance requirements of the industries in which Saltchuk companies operate.



- Manage broker services: Negotiate contracts, evaluate service levels, develop and maintain relationships.
- Develop and cultivate relationships with current and prospective insurers.
- Manage the risk management information system, Origami Risk, and the policies regarding its use.
- Analyze and resolve complex coverage and claims issues and problems.
- Promulgate contract review guidelines throughout the Saltchuk companies and review contracts when needed.
- Evaluate and analyze claim reserves, review actuarial reports, develop allocation methodologies.
- Manage risk and safety reporting functions for executives and the Board.
- Plan, run and host an annual two-day risk management conference for all Saltchuk companies.
- Assist and support Business Unit personnel who perform risk management functions.
- Mentor and train risk management staff.

Enterprise Risk Management (“ERM”) - Key Responsibilities

- Work collaboratively as a member of Saltchuk’s ERM Committee to execute the ERM plan, which includes:
 - Annual update of the Saltchuk risk assessment, with a formal Saltchuk-level risk assessment every 3 years.
 - Annual risk assessments at each of the six Business Units, to review and re-prioritize risks.
 - ERM discussion at one Business Unit Presidents’ meeting or retreat each year.
 - Saltchuk or Business Unit deep dives as desired or required.
 - Quarterly reports to the Audit & Risk Management Committee and the Board that includes reporting on action plans for all approved mitigation actions.
 - Evaluation and use of software platforms for ERM and other resources.
 - Periodic review and refinement of ERM program

Requirements and Qualifications

Background Required

- Bachelor’s degree
- Ten years risk management and insurance experience
- ERM experience
- Three years supervisory experience

Background Preferred (but not required)

- MBA
- CPCU, ARM
- Brokerage, underwriting and/or claims experience
- Experience in marine, aviation and/or trucking insurance
- Experience with RMIS



Other Essential Abilities and Skills

- Excellent knowledge of risk management and insurance practices.
- Excellent analytical skills.
- Excellent understanding of claims and loss control activities and of ERM activities.
- Good understanding of accounting and budgeting.
- Good verbal and written communication skills.
- Must be a team player.
- Good organizational skills.
- Proficient in Windows and MS Office Suite (Outlook, Word, PowerPoint and Excel).

Working Conditions

Work is performed in a combination of office environments. Work can also include irregular or unpredictable schedules requiring more than a normal work week, including weekend, night & holiday work. Regular and predictable attendance is a requirement. Occasional travel to visit subsidiary companies, and attend meetings & conferences will be required.

Physical/Mental Demands

While performing the duties of this job, the employee is frequently required to sit; use hands or fingers; handle or feel; talk and hear. The employee is occasionally required to reach with hands and arms. The work day usually has a high number of interruptions and priority changes necessitating the need to remain flexible and focused in order to accomplish tasks. Often requires the ability to work under time constraints, with frequent changing deadlines and handling confidential information.

Qualified applicants should respond by sending their resume to:

Colleen Rosas
Senior Vice President of Human Resources
Careers@saltchuk.com
Saltchuk
1111 Fairview Ave North
Seattle, WA 98109

Saltchuk is a family of diversified transportation and distribution companies with a vision to serve our customers by being the best in North America. We value safety, reliability, and commitment to our organization – in a work environment where anyone would be proud for their children to work. Please see www.saltchuk.com.

Equal Opportunity Employer