



Invites qualified candidates to apply for the position of:

Managing Director of Insurance Programs

Strengthening Counties Through Leadership

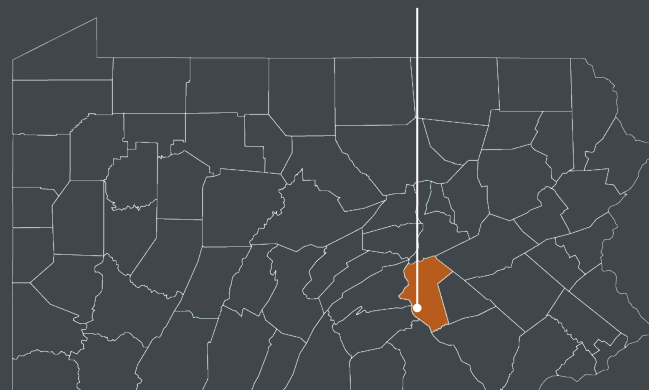
The County Commissioners Association of Pennsylvania (CCAP) is seeking an accomplished executive to lead one of the Association's largest and most influential member service areas. As Managing Director of Insurance Programs and a member of CCAP's senior leadership team, you'll help shape the future of trusted insurance and risk management programs that protect Pennsylvania counties while contributing to the strength and success of the Association as a whole.



CCAP HEADQUARTERS
Harrisburg, PA

Supporting Pennsylvania's 67 Counties

Every day, Pennsylvania's counties deliver the essential public services that residents depend on—from public safety and human services to elections, infrastructure, and emergency management.



Behind those services are organizations that help counties operate effectively, manage risk, and prepare for the future.

For more than a century, the County Commissioners Association of Pennsylvania (CCAP) has partnered with counties across the Commonwealth by providing advocacy, education, member services, and innovative insurance programs designed specifically for county government. Through these efforts, CCAP helps counties protect their people, safeguard public resources, and respond confidently to an evolving risk environment.

Today, CCAP is seeking a strategic and collaborative executive to lead one of the Association's most important member service programs. As Managing Director of Insurance Programs and a member of CCAP's senior leadership team, you'll oversee the Association's largest department, help shape the direction of the Insurance Programs, strengthen relationships with county leaders and governing boards, and contribute to broader organizational priorities that support CCAP's continued success.

Supporting Pennsylvania Counties Through Partnership

The County Commissioners Association of Pennsylvania exists to help counties succeed. Through advocacy, education, professional development, and member services, CCAP equips county leaders with the resources and partnerships they need to address the complex challenges facing local government.

The Insurance Programs are central to that mission.

Created by counties, for counties, these member-owned programs help protect county employees, public facilities, and financial resources while providing expert risk management, loss prevention, and claims support tailored specifically to county government. More than an insurance provider, the programs are trusted partners committed to helping counties operate safely, responsibly, and effectively.

As Managing Director of Insurance Programs, you'll build on a strong foundation. Working closely with CCAP's Executive Director, governing boards, county officials, staff, vendors, and strategic partners, you'll help ensure the Insurance Programs remain strong, responsive, and focused on the needs of Pennsylvania's counties while contributing to the broader success of the Association.

Leadership at Scale:

- Lead CCAP's largest department, comprising approximately 35 dedicated professionals.
- Provide strategic direction for multiple insurance and risk management programs serving counties across Pennsylvania.
- Work closely with governing boards to maintain strong, member-driven programs.
- Strengthen a culture of collaboration, communication, and service among a highly experienced team.
- Contribute as a member of CCAP's senior leadership team to priorities and decisions that extend beyond the Insurance Programs.

Your Impact

As Managing Director of Insurance Programs, you'll provide strategic and operational leadership for a diverse portfolio of insurance and risk management programs while leading the people and partnerships that make them successful. As a member of CCAP's senior leadership team, your impact will also extend beyond the Insurance Programs to the Association as a whole.



Lead the Insurance Programs

Provide executive oversight for CCAP's insurance and risk management programs, maintaining their financial and operational strength while planning for their long-term success.



Support and Develop the Team

Lead an experienced team of professionals, strengthening communication, collaboration, and a workplace culture that supports both staff and exceptional member service.



Strengthen Member Relationships

Stay connected to county leaders, understand their evolving needs, and reinforce the responsive, personal service that distinguishes CCAP's Insurance Programs.



Partner with Governing Boards

Build strong relationships with the Insurance Programs' governing boards, supporting informed decision-making, strategic planning, and meaningful county participation.



Advance CCAP's Broader Mission

Work alongside the Executive Director and senior leadership team, bringing the perspective of the Insurance Programs to Association-wide priorities and contributing to CCAP's overall success.

What Success Looks Like

The next Managing Director will inherit strong programs, an experienced professional team, and committed governing boards. Success will mean preserving those strengths while positioning the Insurance Programs and CCAP for continued success.



Strong, Stable Programs

The Insurance Programs remain financially and operationally sound, with the integrity, service, and value that members have come to expect.



Engaged and Satisfied Members

Counties continue to see CCAP as a trusted partner, participation remains strong, and opportunities to retain and expand membership are pursued thoughtfully.



Connected, Effective Boards

Governing boards remain informed and engaged, with strong participation from member counties and a productive partnership with staff and Association leadership.



A Strong, Supported Team

Staff feel informed, valued, and connected to the work, with clear leadership, strong communication, and a collaborative culture.



Prepared for What Comes Next

The Insurance Programs continue to evolve with the needs of Pennsylvania's counties, while the Managing Director contributes perspective and leadership to CCAP's broader priorities.

The opportunity is to lead from a position of strength—preserving the trust and service that have defined CCAP's Insurance Programs while providing the leadership needed to carry that success forward.

The Leader We're Looking For

CCAP recognizes that exceptional executives come from a variety of professional backgrounds. Success in this role requires both deep knowledge of insurance and risk management and the leadership skills to build relationships, exercise sound judgment, and lead collaboratively. The next Managing Director must be equally comfortable leading the Insurance Programs, working with members and governing boards, and contributing as a senior leader within the Association.

The strongest candidates will bring many of the following qualifications and attributes:

Executive Leadership & Judgment

- Experience leading a complex organization, business unit, or major program while balancing day-to-day operations with long-term priorities.
- The judgment to understand and preserve what is working well while identifying opportunities for thoughtful change.

Relationships & Member Service

- A strong listener and communicator who builds trust with staff, governing boards, county leaders, colleagues, vendors, and strategic partners.
- An approachable, transparent, and collaborative leader who can build consensus while maintaining a strong commitment to member service.

Experience & Credentials

- A bachelor's degree in business administration, public administration, finance, risk management, insurance, or a closely related field.
- Significant executive or senior management experience with progressively increasing responsibility.
- Experience in insurance, risk pools, physical and cyber claims, risk management, association management, governmental organizations, or a related field is strongly preferred. Equivalent combinations of education and experience will be considered.
- Ability and willingness to reside within approximately one hour of CCAP's Harrisburg office.

The right leader will bring credibility without ego, listen before acting, and earn the trust of staff, members, governing boards, and colleagues across CCAP.

Compensation and Benefits

CCAP recognizes that executive leaders evaluate opportunities based on the complete employment experience—not compensation alone. In addition to a competitive salary, the Association offers a comprehensive benefits package designed to support employees and their long-term financial well-being.

Highlights Include:

- Competitive executive compensation starting at \$160,000
- Retirement benefits
- Flexible healthcare options
- Dental and vision insurance
- Generous paid time off and holidays
- Life and disability insurance
- Professional development opportunities

The Next Chapter of Your Career

This is an opportunity to combine executive leadership, meaningful public service, and statewide impact. You'll lead established programs that Pennsylvania counties rely on, work with county and Association leaders across the Commonwealth, and bring your experience and perspective to CCAP's senior leadership team.

For the right leader, the role offers something distinctive: the opportunity to lead a significant insurance enterprise while contributing to the success of an organization dedicated to strengthening county government.



Why CCAP?

For more than a century, the County Commissioners Association of Pennsylvania has helped counties succeed through advocacy, education, collaboration, and member services designed specifically for county government. The Managing Director of Insurance Programs joins an established statewide Association with a strong reputation, a clear mission, and deep relationships with Pennsylvania's counties.



Built on Partnership

CCAP's work is grounded in relationships with its members. Its Insurance Programs reflect that same approach—created by counties, for counties, and shaped by the people and organizations they serve.



Located in the Heart of Pennsylvania

CCAP's headquarters are located in Dauphin County, just outside Harrisburg, placing the Association within easy reach of member counties across the Commonwealth.



A Collaborative Organization

CCAP brings together experienced professionals with a shared commitment to serving Pennsylvania's counties. As part of the senior leadership team, you'll work across the Association while bringing the perspective and expertise of the Insurance Programs to broader organizational priorities.



Looking Ahead

CCAP has served Pennsylvania's counties for more than a century by evolving alongside them. The next Managing Director will help carry that tradition forward—supporting strong Insurance Programs while contributing to an Association focused on the changing needs of county government.



Explore the Opportunity

The strongest executive leaders are often deeply committed to the organizations they currently serve—not actively searching for their next role. If this opportunity has captured your interest, we'd welcome the opportunity to start a confidential conversation.

Whether you're ready to apply today or simply want to learn more about the Managing Director of Insurance Programs position, we encourage you to reach out.

Ready to Take the Next Step?

Applications will be accepted until the position is filled.

To learn more about the Managing Director of Insurance Programs opportunity, visit the Pracademic Partners recruitment website:

<https://www.pracademicpartners.com/current-recruitments>

To be considered, please submit your application through the Pracademic Partners Recruitment Portal.

Questions?

Confidential inquiries are welcome throughout the recruitment process.

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Know Someone Who Would Be an Exceptional Fit? Referrals are always appreciated.

CCAP is an Equal Opportunity Employer.



Thank you!

To learn more about each of CCAP's
nine insurance programs, please visit:
pacounties.org/insurance

