

ABOUT THE ORGANIZATION

Noguchi & Associates was established in November 1982 by Hideo Noguchi. The firm offers a broad range of services, including commercial and personal insurance, premium financing, accounting, risk control, claims-handling support, surety bonds, and specialized insurance programs. In 2022, Noguchi & Associates joined the Ori-gen Family of Companies, a portfolio of legacy-owned businesses committed to uplifting and sustaining the communities they serve. As an Ori-gen Family Company, Noguchi & Associates continues to offer a broad scope of services to best meet the needs of our clients.

POSITION OVERVIEW

The Executive Vice President serves as a key member of the senior leadership team, bridging strategic direction with day-to-day execution. In an organization of approximately 60 employees, the EVP functions as both a strategic architect and hands-on leader, serving as the operational and strategic backbone of the company. This role oversees client service and operational teams, cultivates strong relationships with clients and carrier partners, and collaborates closely with leadership on financial, organizational, and strategic planning. The ideal candidate is both a visionary and an executor—deeply engaged in the business, capable of solving today's challenges while positioning the organization for long-term growth and success.

STRATEGIC LEADERSHIP

- Partner with the President (Ori-gen) to set company vision, growth strategy, and annual business goals.
- Lead market expansion efforts across Hawaii's islands and areas of synergy between the continent and beyond.
- Evaluate M&A opportunities presented, partnership deals, and new lines of business.

OPERATIONS & ADMINISTRATION

- Oversee day-to-day brokerage operations including account management, service teams, and workflows.
- Drive process improvements and technology adoption (AMS, CRM, AI, etc.).
- Ensure E&O compliance, carrier relationship management, and policy servicing standards.
- Manage key client relationships and step in on large or complex accounts.
- Establish and track agency-wide performance benchmarks, including revenue growth objectives and multi-line service expansion opportunities.

PEOPLE & CULTURE

- Collaborate with leadership to design and refine competitive compensation frameworks that attract, retain, and motivate top-performing talent across all roles.
- Foster company culture throughout the organization where the EVP is highly visible and accessible.

EXECUTIVE VICE PRESIDENT

FINANCIAL OVERSIGHT

- Work alongside leadership and finance on budgeting, profitability by department, and overhead management.
- Monitor key metrics: revenue per employee, retention, carrier contingencies, and expense ratios.

CARRIER & MARKET RELATIONS

- Maintain and grow relationships with admitted and surplus lines carriers active in Hawaii.
- Negotiate binding authorities, commission tiers, and contingency agreements.
- Stay current on Hawaii DOI regulations and compliance requirements.
- Help find and foster new carrier relationships and opportunities as benefits the agency operations, client needs, and agent support.

KEY RESPONSIBILITIES

- Lead and develop department heads across sales, account management, and operations.
- Manage key client and carrier relationships, including contract negotiations and contingency agreements.
- Oversee brokerage operations, technology systems, and service quality standards.
- Partner with leadership on budgeting, financial reporting, and profitability analysis.
- Ensure regulatory compliance with Hawaii DOI requirements and company E&O standards.
- Represent the company in the community and at industry events throughout Hawaii and beyond.
- Evaluate and execute strategic growth initiatives, including potential acquisitions or market expansions.

QUALIFICATIONS

- 10+ years of experience in insurance brokerage or a closely related field.
- Proven track record in leadership roles and execution of strategic initiatives.
- Knowledge of Hawaii's insurance market, carrier landscape, and regulatory environment.
- Strong relationships with commercial lines carriers and wholesalers.
- Excellent financial acumen – comfortable with budgets and metrics.
- A collaborative, people-first leadership style with the ability to inspire and hold teams accountable.
- Experience with AMS and CRM platforms; comfort driving technology adoption.
- Bachelor's degree preferred; equivalent combination of education and relevant experience will be considered. Advanced degree or industry designations (CIC, CPCU, ARM) are a plus.
- Hawaii P&C and benefit license required (or ability to obtain within 1 year).

EXECUTIVE VICE PRESIDENT

WHY JOIN US

- Competitive executive compensation package including base salary, performance bonus, and equity/profit-sharing consideration.
- Opportunity to make a meaningful impact with one of the largest, privately held agencies in Hawaii.
- Work alongside experienced leadership deeply committed to the company's people and culture.
- Hawaii-based role in a market where relationships and reputation truly matter.
- Comprehensive benefits including health, retirement, and professional development support.

Target Annual Salary: \$225,000 - \$250,000 + incentive compensation opportunities

For detailed information, please visit www.inkinen.com/featured-opportunities/noguchi-evp