



INSURANCE BROKERS ASSOCIATION OF ONTARIO YOUNG BROKERS COUNCIL (YBC)

PURPOSE

To encourage the long-term success of young IBAO Member Brokers by building a strong professional network through career development and peer-to-peer opportunities focused on the perpetuation of the broker network.

To enhance industry leadership qualities of young brokers through active participation as a YBC Team Leader.

ROLE

YBC TEAM LEADER — Two YBC Team Leaders may be elected for each Territory, for a total of up to twelve YBC Team Leaders. Each YBC Team Leader is expected to serve a three-year term. Expired terms will be filled annually using a selection process.

RESPONSIBILITIES & DELIVERABLES

- Connect and communicate with Young Brokers within your Territory and Affiliates.
- Be present at all YBC in-person meetings (February, June, October) and all YBC virtual ad hoc meetings.
- Assist with the development of the Young Brokers Conference including recruitment of attendees and sponsors.
- Provide input and constructive collaboration during YBC discussions.
- Demonstrate leadership qualities in all conduct while representing YBC and IBAO.
- Regularly attend local Affiliate meetings.
- In collaboration with your YBC Territory Co-Lead, plan and host at least two YBC events per year in your local Territory. Can be hosted in collaboration with your local Affiliate meetings.
- Seek out opportunities to speak at and/or collaborate with the Affiliates within your territory.
- Prepare an annual report on events and speaking engagements and send to YBC President by September 30th of each year.
- Contribute to social media feeds, encouraging dialogue throughout the channel.
- Sell the value of attending YBC events to broker principals in your Territory.

CRITERIA

- Under 40 years of age or in the industry for less than 5 years;
- RIBO License in good standing;
- Employed by an IBAO Member Brokerage;

- A letter of expressed interest in the Team Leader position;
- A letter of reference from the Principal Broker acknowledging the financial commitment of their attendance at the annual YBC Conference, and;
- Letters of reference from 4 other brokers (who are employed at separate brokerages). *These letters do not have to come from a Principal Broker.*

SELECTION

- Role vacancies will be published to all members and an application deadline will be clearly announced.
- Candidate must submit all documents to designated IBAO staff member by the published deadline.
- IBAO will vet and bring to the IBAO Board of Directors, recommendations for YBC Team Lead vacancies as required.
- IBAO Board of Directors will approve all YBC Team Leads.
- A YBC Team Lead's first year will be a probationary year, after which, there will be a performance review with the YBC President and IBAO Liaison to the Board. Team Leaders will be measured against the role description as outlined in this document.

TIME COMMITMENT

- 1 full-day meeting is held in Toronto
- Host **at least** two YBC events annually in your Territory (additional community involvement encouraged)
- Join your local Affiliate
- Involvement with local career fairs and other industry recruitment initiatives, if available
- Attend IBAO's annual Convention in October, and YBC's annual Conference in June