Retirement Benefits Consultant

Department: Strategic Growth | Reports to: Director, Strategic Growth | Location: Remote (California) | Base salary: $110,000 – $140,000 + 8% annual target incentive

About the Opportunity

MMBB is seeking a mission-driven, member-focused Retirement Benefits Consultant based in California to connect churches and faith-based organizations with customized retirement and benefits solutions that support their short- and long-term needs.

In this remote role, you will develop new businesses, lead efforts to enroll large, medium, small church and faith aligned nonprofit employers in MMBB benefits programs and strengthen existing employer relationships. Through consultative conversations, you will help employers identify tailored plan options and serve as a strategic partner throughout the relationship. Travel is required as needed to support the growth strategy.

What You'll Do

- Enroll employers and new members into MMBB benefit programs.
- Focus growth efforts on designated marketing areas (DMAs).
- Generate new leads that build a strategic pipeline of eligible churches and faith-based organizations interested in MMBB's benefit plans.
- Proactively follow up on leads from general marketing efforts, including the MMBB website, conferences, and mailings.
- Use consultative listening skills to assess client needs and customize benefits plans accordingly.
- Cultivate and maintain strong relationships with existing employers, with a focus on retention and ongoing support.
- Apply a deep understanding of faith-based organizations, especially churches and church staff, to address their unique financial and benefit needs.
- Stay current with market trends and the church landscape, share insights with internal teams, and apply new thinking to achieve better outcomes.
- Respond to all inquiries within 24 hours, or sooner whenever possible.
- Use MMBB systems such as CRM, Concur, Ariel, Microsoft Office (Word, Excel, PowerPoint), and AI tools to manage account information and support administrative tasks.
- Perform additional duties as assigned.

Who You Are

- A proven business developer who can originate opportunities and close large, medium, and small Employers

- Comfortable engaging with sophisticated decision makers, including those with deep technical knowledge.
- Able to think strategically about larger opportunities without losing focus on MMBB's core market.
- A strong collaborator who knows when to bring MMBB colleagues into the sales process.
- Comfortable with team selling and focused on the overall MMBB outcome rather than individual ownership of an opportunity.

What You Bring

- Demonstrated consultative and strategic communication skills.
- Demonstrated ability to advance prospect opportunities through the sales cycle and convert qualified prospects into new business.
- Strong collaboration and teamwork abilities, especially in cross-functional environments.
- Familiarity with church and faith-based organizational structures and their financial/benefits needs.
- Ability to understand and explain financial concepts related to MMBB retirement plans.
- Ability to identify key decision makers and process owners within prospective employers and efficiently close new accounts.
- Ability to use virtual platforms across all aspects of your work.
- 5 to 8 years of experience identifying and securing new business and supporting retention for not-for-profit, faith-based organizations.
- Undergraduate degree or significant experience working within a church ministry context is strongly preferred. Ordination is a plus.

Equal Employment Opportunity

The organization is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by applicable federal, state, or local law.

This job description is intended to describe the general nature and level of work performed by the individual assigned to this position. It is not an exhaustive list of all duties, responsibilities, or qualifications. Duties and responsibilities may be changed, expanded, or reassigned at management's discretion, and this description does not constitute an employment contract.