



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 OF A YBC TEAM LEADER

- 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 YBC conference as requested as well as recruitment of attendees and sponsors
- Provide input and constructive collaboration during all 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 2 YBC events per year in your local territory. This 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 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 FOR BECOMING A YBC TEAM LEADER

- 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 OF YBC TEAM LEADER

- 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 leads vacancies, as required.
- IBAO Board of Directors will approve all YBC team leads, as required.
- 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 FOR YBC TEAM LEADERS

- 1 full-day meeting is held in Toronto;
- Host **at least** two YBC Events annually in your Territory (additional community involvement encouraged);
- Join 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