



FINANCIAL SERVICES
FOR THE GREATER GOOD®

TIAA-CREF

TITLE: Product Manager – Stable Value Products

LOCATION: OPEN

WEBSITE: www.tiaa-cref.org and reference job number 1688849

Location: Open, depending upon your current work location and will report to the Senior Product Director.

THE COMPANY

TIAA-CREF is a Fortune 100 financial services organization, managing approximately \$476 billion in assets (3/31/11) on behalf of institutions and individuals throughout the nonprofit world.

Known for its historic financial stability and relentless focus on long-term investment performance, TIAA-CREF offers a full range of financial services, including retirement plans, IRAs, mutual funds, brokerage services, life insurance, and 529 college savings plans.

The company is widely recognized for its leadership in areas such as lifetime financial security, retiree health care, corporate governance, socially responsible investing, and diversity and inclusion.

Summary:

TIAA-CREF's Institutional Product Development & Management Group is seeking a Product Manager who will be key contributor to product manufacturing, management and positioning of a suite of commingled and custom Stable Value products. This includes managing the product suite throughout the product lifecycle, gathering and prioritizing product and customer requirements, defining the product vision and delivering on spread and fee revenue goals within established risk budgets. The Product Manager will also provide day to day product support to internal and external constituents, assist in client product implementations, and ensure that customer satisfaction goals are met and that the product and marketing efforts support the company's overall strategy and growth goals. The Product Manager will be expected to provide thought leadership and to enhance TIAA-CREF's industry presence. Finally, this position will be responsible for market and competitive intelligence gathering, trending and analysis to ensure that our products meet or exceed the expectations of plan sponsors and their consultants, plan participants and stable value managers.

Responsibilities:

Through skillful and indirect influence, this person must have the ability to acquire resources, overcome barriers, manage conflict and achieve resolution, and drive organizational and cultural change to ensure team and product success. This person must be able to build and nurture cross-functional collaborative teams and foster partnerships outside of the team.

The Product Manager is expected to:

- Collaborate with Sr. Product Director to define the strategy and roadmap for a suite of current and future TIAA-CREF Stable Value products and capabilities that span multiple markets, channels and product structures.
- Provide general subject matter expertise in respect of the asset class, TIAA-CREF's products and associated platform technologies, as well as the market, regulatory and competitive environment
- Play a proactive role in product planning and design to ensure our various Stable Value offerings are understood and differentiated and continue to remain compliant with applicable rules and regulations
- Provide innovative direction and identify new growth opportunities based on proactively gathered competitive intelligence, trends and retirement plan expertise
- Deliver clearly defined and detailed business cases and product requirements with prioritized features and corresponding justification
- Develop the core positioning, messaging and sales and marketing tools for the suite in collaboration with Marketing
- Effectively present to and interact with senior business leaders, internal partners, clients, consultants and prospects in representation of TIAA-CREF's product suite and capabilities.
- Provide channel support to Consultant Relations, Client Service and Sales, (e.g. maintaining RFP responses, preparing client-facing associates, etc.)
- Be responsible for day to day product and client support, including supporting product and client implementations as well as the creation and maintenance of procedural, collateral and training materials.
- Interface with and nurture relationships with critical business partners in Actuarial, Law, Asset Management, Risk Management, Client Service, Sales, Marketing, Finance, Technology and Operations, etc.
- Provide P&L analysis and management
- Contribute to industry contact / thought leadership / white papers,

Requirements:

- **Minimum of 10 years professional experience in the financial services market, with 5 years industry experience with a broad array of Stable Value offerings**
- Technical expertise with rate setting, contract provisions, fixed income securities, regulatory schema, stable value risk management and / or channel development, a strong plus
- Strong client-facing skills
- Can communicate effectively (both written and verbal) at all levels within the organization
- Works independently as well as with a team under minimal supervision

- Forward thinking, excellent self-motivation, able to anticipate, plan for and initiate "next steps"
- Ability to manage multiple priorities and to bring issues, tasks and requests to closure within acceptable timeframes
- Product manufacturing experience
- Manages resources including product assistants and analysts as appropriate
- Proven ability to influence, mobilize and motivate cross-functional teams without formal authority
- Light travel up to 10 - 25% of the time
- Bachelor's degree (MBA preferred, CFA and / or FSA a plus)
- Insurance License required within 6 months
- Potential need to obtain series 6, 7 and / or 63