



State of Nevada

Invites you to apply for

Chief Deputy Insurance Commissioner



THE STATE OF NEVADA

MISSION

The Nevada Way: Empowering the executive branch to provide solution-oriented customer service to residents, businesses, and visitors so Nevada is recognized for its world-class destinations, its innovative and business-friendly economic environment, its quality of life, and its efficiently and effectively run state government.

VISION

Governing with transparency and fiscal responsibility; working with local government, non-profit and industry partners; delivering dependable services to citizens and visitors; and creating opportunities for Nevadans to lead safe, healthy, prosperous, and productive lives.

**“OUR CAPACITY TO
ACHIEVE GREAT DEEDS
WILL NEVER BE IN
QUESTION, BECAUSE WE
WILL FOLLOW THE NEVADA
WAY – NEVER GIVE UP,
NEVER GIVE IN, AND NEVER
STOP DREAMING.”**



Governor Joe Lombardo
STATE OF THE STATE ADDRESS

The State of Nevada, encompassing over 110,000 square miles, is a land of vast natural beauty, economic diversity, and cultural vibrancy. Known as the “Silver State” for its historic mining legacy, Nevada today is equally recognized for its dynamic cities, rugged outdoor landscapes, and spirit of independence. Anchored by metropolitan hubs like Las Vegas and Reno, Nevada also offers a rich tapestry of rural communities, tribal lands, and open desert that reflect its deep Western roots.

Home to more than 3.2 million residents, Nevada is one of the fastest-growing states in the nation. The state features no personal income tax, a favorable business climate, and year-round recreational opportunities—from world-class entertainment and dining to hiking, skiing, and stargazing beneath some of the clearest night skies in the U.S.

With over 300 days of sunshine annually in many regions, Nevada’s climate ranges from the dry heat of the Mojave Desert to the four-season beauty of the Sierra Nevada. The state is also home to Lake Tahoe, Great Basin National Park, Red Rock Canyon, and more than 800,000 acres of state park land.

Nevada balances innovation and tradition, offering a high quality of life, a growing emphasis on sustainability and technology, and a commitment to preserving the natural and cultural richness that makes the state truly one of a kind.



Business & Industry/Division of Insurance

MISSION STATEMENT:

To protect the rights of Nevada consumers in the experiences with the insurance industry and to ensure the financial solvency of insurers.

VISION STATEMENT:

The Nevada Division of Insurance envisions a marketplace where consumers are confident in their insurance choices, insurers operate responsibly and transparently, and Nevada remains a national model for fair regulation, consumer protection, and industry stability.

This position works across several units—the Administrative and Accounting Sections, which are responsible for the agency’s operational needs (such as fiscal, budgeting, personnel and human resources, payroll, and contracts), the Product Compliance Section, which is responsible for evaluating rates and forms filed by licensees. The Self-Insured Worker’s Compensation Section, which is responsible for regulating self-insured companies and groups, along with administrators. The services provided by the different sections run the gamut—the Administrative and Accounting Sections support Division staff, and the Product Compliance and Self-Insured Worker’s Compensation Sections are integral to insurance regulation.

UNIT SECTIONS:

Administrative

Accounting

Product Compliance

**Self-Insured Worker’s
Compensation**

THE IDEAL CANDIDATE



**Join a team where your impact
will matter from day one.**

WHAT WE'RE LOOKING FOR:

The ideal candidate is a steady, employee-focused leader and skilled administrator with the judgment to navigate complex insurance, political, and personnel matters. They provide clear coaching and mentorship while addressing issues directly when needed. Strong negotiation and compromise skills are essential, balancing the Division's interests with its mission of consumer protection. The candidate values public service, pursues knowledge, and communicates effectively with diverse stakeholders — including the public, the Governor's Office, legislators, Business & Industry leadership, insurers, the NAIC, lobbyists, and attorneys.

WHAT YOU'LL BE DOING:

Under the general direction of the Insurance Commissioner, the incumbent provides leadership and oversight for the Administrative, Accounting, Product Compliance, and Self-Insured Workers' Compensation Sections. The role involves collaborating with Section leaders to ensure compliance with all performance metrics and statutory requirements, fostering productive and respectful work cultures through mentorship and accountability. The incumbent supports interagency relationships with the Nevada Health Authority, Division of Industrial Relations, and other government entities to advance the business of insurance and protect Nevada consumers. Additional responsibilities include representing the Commissioner in meetings and presentations, supporting cross-divisional operations, and advising on matters of policy and administration.

QUALIFICATIONS:

A bachelor's degree in insurance, risk management, or a related field is required, along with at least three years of experience leading teams of 15 or more and five years of direct insurance experience. Ten or more years of direct insurance experience, or five years in a senior management role with another state insurance department, may substitute for the degree. Candidates should understand government operations, including the legislative process, funding, and administrative procedures, and possess intermediate insurance expertise with knowledge of market forces and industry trends. Professional designations such as CPCU, CIE, CFE, or AIRC are highly desirable.

KEY QUALITIES & COMPETENCIES:

A competent and steady leader with the ability to motivate, communicate effectively, negotiate, empathize, and find compromise. Skilled at managing competing priorities and navigating time-sensitive or high-pressure situations with professionalism and composure. Adept at addressing sensitive issues, inspiring teams, and leading without political bias. Possesses a mentor mindset—committed to helping others excel—and a strong understanding of the structure and functions of the U.S. insurance system.

SALARY:

Employee/Employer - \$138,385
Employer Only - \$116, 903

LOCATION:

Carson City, Nevada

STATE BENEFITS

The State of Nevada offers a wide array of benefits to employees, including:

- No Nevada State income tax
- Medical, dental, life, and disability insurance coverage
 - Twelve paid holidays per year
 - Three weeks of annual leave
 - Three weeks of sick leave
- Participation in the Public Employees' Retirement System (**PERS**)
 - Access to a tax-sheltered deferred compensation plan
- No Social Security contributions (Medicare deduction still required)
 - Additional benefits for long-term and CBA employees



The State of Nevada is an equal opportunity employer dedicated to building diverse, inclusive, and innovative work environments with employees who reflect our communities and enthusiastically serve them. All applicants are considered without regard to race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.



APPLICATION & SELECTION PROCESS

Applications will be accepted on a first-come, first-serve basis and will continue to be accepted until the position is filled. Applicants are therefore strongly encouraged to submit their applications as soon as possible. Hiring may occur at any time during the recruitment process. Interested applicants should submit their cover letter, resume, and a list of three professional references to:

Please provide one writing sample (no longer than 3 pages) with resume and letter of interest to:

SUBJECT LINE: Chief Deputy Insurance Commissioner

Kaysha Kight

Administrative Assistant III

kkight@doi.nv.gov

(775) 687-0757

In your cover letter please indicate how you heard about this position. If you heard about this position through a website, please specify which website.

Thank you!

