

Nick Severson

Director of Client Strategy · Employee Benefits Strategy & Operations

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Employee-benefits strategy leader with 10+ years across plan design, renewals, funding evaluation, and vendor partnerships for employers of 25–2,000 employees.

EXPERIENCE

Director of Client Strategy

Sep 2025 – Present

James P. Bennett & Company

- Provide ongoing executive consultation and strategic guidance to 20+ employee benefits clients.
- Implemented the firm's first AI-enablement strategy for benefits operations; automation, analytics, knowledge management, and an audit engine.
- Led the firm's first benefits captive funding initiative, deepening its self-funding practice and establishing workflows and SOPs.

Senior Client Manager

Mar 2024 – Sep 2025

Client Manager

Oct 2021 – Mar 2024

Nava Benefits

- Promoted while managing over \$5M in employee benefits spend across self-funded and fully insured plans: plan design, renewals, open enrollment, vendors, and ERISA/HIPAA/FMLA compliance.
- Administered HRIS and benefits-administration platforms, including payroll <> benadmin <> carrier file-feed setup and auditing.
- Built necessary frameworks, KPI documentation, and guided software stack as the firm scaled from Series A to C
- Implemented proven alternative funding strategies netting double digit cost savings for clients.

Client Manager

Feb 2018 – Oct 2021

SCM LLC

- Managed a large-group book of 15+ clients (200–2,000 employees) across fully insured and self-funded plans.
- Led C-suite renewal strategy, financial analysis, and employee education; held retention through 2020 and grew ARR 3–6% per client.

Account Executive

Mar 2017 – Jan 2018

Jellyvision

- Closed 70% of opportunities reaching a first demo; exceeded annual goals and earned a new-business bonus within 12 months.

Account Executive, ITsavvy

Jun 2015 – Mar 2017

Editor, Original Six Media

Jul 2013 – May 2015

Genius, Apple Retail

Nov 2010 – Jun 2013

SKILLS

Benefits Strategy & Plan Design · Self-Funding & Captives · Renewals & Open Enrollment · HRIS, File Feeds & Auditing · Vendor & Broker Management · ERISA/HIPAA/FMLA Compliance · Employee Communications & Experience · AI & Analytics · Financial Analysis · Team Development

LICENSING

Health & Life Consulting

Employee Benefits License #0M27326 (CA)

EDUCATION

Bachelor's Degree

Columbia College Chicago