

# POTENTIAL PARTNERSHIP PURPOSE



BLUE CROSS BLUE SHIELD  
of North Dakota



*Discover how you can make an impact on the overall well-being of families and communities while getting the support you need to grow your career at Blue Cross Blue Shield of North Dakota.*

## MEET BCBSND

### MAKE A DIFFERENCE IN THE HEALTHCARE INDUSTRY

Ever wanted to find ways to make healthcare more affordable and accessible to North Dakotans and beyond? Have you ever wanted to know that your work is helping someone improve how they manage their physical and emotional well-being? At Blue Cross Blue Shield of North Dakota, that's your day-to-day reality. Our role is to give you the opportunity and resources to do it in a way that works best for you.

### A SUPPORTIVE COMPANY WITH CARING EMPLOYEES

We're a nonprofit company full of advocates who want to make healthcare more affordable and accessible for those we serve. By being part of the national Blue Cross Blue Shield Association, we give our members and dependents access to high-quality care no matter where they live or work. These individuals are the people who drive the work we do and the support we provide each and every day.

# HOW OUR VALUES REINFORCE OUR CULTURE



Our team members are the ones who define and live our values each day. Our values encourage everyone to bring the best version of themselves to work while helping support the mission to ensure healthcare is affordable and accessible.

## OUR VALUES

### INTEGRITY

We do the right thing.

### EFFECTIVE COLLABORATION

We work together toward  
a common purpose.

### SERVICE EXCELLENCE

We provide value  
through quality service.

### CONSTANT INNOVATION

We seize opportunities  
to advance progressive  
change.

### RESPONSIBLE STEWARDSHIP

We manage all resources  
entrusted to us.

### ENTHUSIASM

We enjoy our work  
and have fun doing it.

# POTENTIAL PARTNERSHIP PURPOSE

#LIFEATNDBLUE

TAKING CARE OF OUR MEMBERS  
BY TAKING CARE OF EMPLOYEES

When your needs are met, you're more confident, engaged and excited about demonstrating our values and supporting our mission to make healthcare affordable and accessible. We strive to create an open, inclusive environment where employees feel safe to speak up and balance the demands of work and life.

# HOW WE TAKE CARE OF OUR EMPLOYEES

Your well-being extends beyond your paycheck. Your mental and physical well-being are just as important as those of our members. That's why we offer such a wide range of benefits to ensure that you feel supported inside and outside of working hours.

**SHORT & LONG TERM DISABILITY**

**WORKPLACE FLEXIBILITY**

**COMPANY-PAID LIFE INSURANCE**

**COMPETITIVE SALARIES**

**EMPLOYEE WELLNESS PROGRAMS**

**EMPLOYEE ASSISTANCE PROGRAM (EAP)**

**INTERNAL EVENTS AND ACTIVITIES**

**CAREER DEVELOPMENT PLANNING**

**TUITION REIMBURSEMENT**

**PTO ACCRUAL & FLEXIBLE HOLIDAYS**

**CAREER OPPORTUNITIES & GROWTH**

**MULTIPLE HEALTH INSURANCE OPTIONS TO FIT YOUR NEEDS**

**IN-HOUSE GYM & ON-SITE CAFE**

**PAID PARENTAL LEAVE**

**VOLUNTEER OPPORTUNITIES**

**SPECIAL EMPLOYEE DISCOUNTS**

## VOLUNTEER BENEFITS



UP TO  
**16 HOURS**

Paid Volunteer Time  
to All Employees

**\$200**  
DONATION

to Charity of Choice Once  
16-Hours has Been Met

## OPPORTUNITIES

To Suggest & Create New  
Events with Internal Team

## HOW WE TAKE CARE OF OUR COMMUNITIES

Giving back to the community promotes a healthier society and improves the local well-being of others, including our team members. That's where our BCBSND Caring Foundation takes the lead. The foundation gives employees the opportunity to volunteer for local initiatives. It also provides grants to local organizations with projects that aim to make healthcare more affordable and accessible in their communities.

### POPULAR INITIATIVES

- United Way of Cass-Clay
- Ronald McDonald House
- Lincoln Elementary Adopt-a-School mentorship program
- Meals on Wheels



**SCAN HERE**  
For More Benefits Information

# TAKE THE NEXT STEP IN GROWING YOUR CAREER



Working at BCBSND, you can plan and grow your career through so many different aspects of healthcare — you're not just selling insurance. Each department has a hand in supporting our members, both directly and indirectly.

# MORE THAN JUST AN INSURANCE COMPANY

## INTERESTED IN AN AREA NOT LISTED – ASK US TO LEARN MORE



### COMMUNICATIONS AND CUSTOMER EXPERIENCE

Build marketing and communication programs that help get the right content to the right person at the right time.



### HUMAN RESOURCES AND TRAINING

Help recruit, train and retain top employees by keeping an eye on workforce trends and needs.



### LEGAL AND COMPLIANCE

Analyze business practices to ensure that new and existing processes continue to uphold laws and regulations.



### MEMBER SERVICES

Help our members with their questions that are related to their well-being and health insurance.



### FINANCE

Manage company finances by applying best practices for budgeting and reporting.



## INFORMATION TECHNOLOGY AND INFORMATION SERVICES

Work on the cutting edge of technology while protecting existing systems from downtime.



## MARKETING AND SALES

Become an ambassador for the company by helping individuals and organizations select the best plans and get the most out of their plans.



## SECURITY

Partner with IT professionals to stay a step ahead of security threats to protect our member's sensitive data.



## ACTUARIAL

Use your math and statistics skills to evaluate risk and stability of the organization so we can continue supporting our members.



## INTERNAL AUDIT

Work with our audit team to improve processes and ensure protocols are followed. This is perfect if you love numbers, analysis and technology.



## HEALTH INTEGRATION

Use your medical background to manage relationships with providers and help members with their health conditions.

# START YOUR INTERNSHIP

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Advance your Career by Gaining Experience in:

1

TEAM  
COLLABORATION

2

COMMUNITY  
ENGAGEMENT

3

PROFESSIONAL  
DEVELOPMENT

GAIN PAID  
**EXPERIENCE**  
with Growth Opportunities



**SCAN HERE**  
Find Open  
Internship  
Opportunities

# WE WANT TO WORK WITH YOU



*Want to feel encouraged while helping support the well-being of others? Your time and effort could be the one thing a member needs to make a decision that impacts their physical and mental well-being.*

**LAUNCH & CONTINUE  
TO GROW YOUR CAREER  
WITH BCBSND**



**READY TO START A  
CAREER AT BLUE?**  
Find the Latest  
Job Openings Here



**BCBSND.COM/CAREERS**

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