

VP of Corporate Finance for a P&C Carrier

The Company/The Situation

- US-based international subsidiary of Bermuda-based, global insurance organization.
- Finance team is made up of seasoned professionals who are highly credentialed and have deep P&C insurance expertise.
- Entire finance team supports the business planning process.
- Associates, Managers and Executives see the big picture and get involved in more than what is typical at a much larger carrier.
- Strong opportunities for career relationship development.
- The VP of Corporate Finance transitions to parent company in Bermuda, no succession plan in place.

The Challenge

- Carrier is anticipating growth, and successor must be able to support this growth.
- Successor must have combination of Big-4/private background backed up with finance experience from similarly sized P&C insurance carrier.

The Choice

- A number of search firms interviewed. ARExecutiveSearch selected because of track record and deep insurance practice area.

The Approach

- ARExecutiveSearch uses a multi-point approach and zeroes in on five candidates out of an initial pool of 37.
- Short slate presented.
- Four of five placed into interview process.
- Two invited back.

The Selection and Solution

- Top candidate selected.
- Salary negotiations wrapped up in four days.
- Acceptance and start date set.