

VP of North American Finance for a P&C Carrier

The Company/The Situation

- Well-respected, well-run, fast-growing P&C Insurance Company with an international footprint.
- Company is less than 10 years old with premiums close to \$2BB.
- Client is entrepreneurial in nature. No ivory towers or siloes. Associates have direct access to the executive team, and the carrier's most successful executives, managers and associates have the ability to work in a less-structured environment.

The Challenge

- Due to company growth, the former Head of FP&A for the Americas has been promoted to Global Head of FP&A. A new Head of FP&A for the Americas is needed.
- Client needs a candidate with a well-rounded set of experiences from a similar carrier in terms of product line, size and environment.
- Current bench lacks a suitable replacement candidate.
- Candidate needs experience supporting business unit CEOs by providing them with solid financial data, industry data and insight in order for the CEOs to make good business decisions.

The Choice

- ARExecutiveSearch has had a relationship with the Global Head of FP&A for about a year.
- After exhausting his internal resources and contacts, the Global Head of FP&A reached out to ARExecutiveSearch.

The Approach

- ARExecutiveSearch went out to market and contacted an initial pool of FP&A candidates who came from three similarly sized companies and environments.
- The pool of FP&A candidates was narrowed down to a possible seven.
- All the candidates had strong P&C experience backed up with experience supporting an executive team.
- A short slate of three candidates were interviewed and vetted with industry contacts by ARExecutiveSearch.
- All three candidates were put into the interview process.

The Selection and Solution

- There was strong interest in two of the three candidates after initial interviews; both of them were placed into second-round conversations.
- The two final candidates were evenly matched, but the winning candidate was chosen because of her previous experience supporting one of the client's business unit CEOs in a prior role when they were both with another company.
- Salary negotiations were wrapped up in two days and a start date was set.
- ARExecutiveSearch stayed with the successful candidate through the resignation process with her current employer.
- New Head of FP&A for the Americas started.