



### Vice President, Regional Chief Investment Officer Publicly Traded Carrier

#### The Company/The Situation

- The carrier is publicly traded, growing, and profitable. With more than 80+ acquisitions since its inception, this global carrier has become one of the largest consolidators of run-off books of business in the industry.
- The Chief Investment Officer is looking for a right-hand person/Regional Chief Investment Officer to help him manage a multi-billion-dollar portfolio. It's a visible role where independent thinking, a proactive work ethic and a collaborative approach is encouraged.
- The focus of this role is on existing portfolios as well as portfolios of M&A targets.
- There is a high degree of interaction with the Investment Committee and the BoDs.

#### The Challenge

- The CIO is most interested in candidates who have fixed income and alternatives experience from the insurance space; who are creative in terms of yielding the highest possible return on their portfolios; and who have the ability to generate 3 or 4 good ideas every day.
- The search process will be rigorous and will include on site interviews with a panel of associates, case studies, presentations and final interviews with the executive team.

#### The Choice

- ARExecutiveSearch has had a good relationship with the Group CFO in Bermuda for a number of years and has done search work for him in the past. The CFO knew that the investment team was growing and needed help identifying good talent.
- The Group CFO connected the Head of HR and the Chief Investment Officer to ARExecutiveSearch. Meetings took place to discuss their needs. After the meetings, the decision was made to engage ARExecutiveSearch on this search.

#### The Approach

- This search was important to the CIO, so solid recommendations based on industry contacts were needed. A number of strong referrals were yielded from industry contacts whom ARExecutiveSearch had developed over the years.
- Five candidates were identified who, to varying degrees, had the combination of a broad scope of technical expertise and who were active in managing their portfolios on a daily basis.
- A conference call was set up to discuss the candidates. Three candidates were pulled into the interviewing process.

#### The Selection and Solution

- Initial phone calls were set up with the three candidates. All three were invited in for a face to face panel discussion.
- After the panel discussion, two candidates stood out. These two were invited back in to meet other executives and to complete a portfolio case study which would be used later as a basis for presentation to the executive team.
- After the presentations, a lead candidate was identified, and a decision was made to pursue that candidate.
- An offer was extended, and salary negotiations were started which involved existing long-term compensation as well as accrued short term bonus from his current firm. After some negotiation (and many spreadsheets!), a final offer was extended and accepted. The new VP, Regional CIO is doing well, making good recommendations to the M&A team and driving great returns on their portfolios!