

### VP of Corporate Accounting Policy for a P&C, Life and Retirement Services Carrier

#### The Company/The Situation

- Well-respected, 100-year-old, publicly traded insurance carrier with a global footprint.
- \$10BB+ in revenue, with business in the P&C and Life & Retirement Services space.
- The work environment is collaborative and fluid.
- A need for a Vice President of Accounting Policy has developed. This need is driven by the client's frequent interaction with the FASB and with the SEC.

#### The Challenge

- The client desires a candidate who has a combination of P&C and SEC experience and strongly prefers a candidate who has worked for the SEC.
- Because of this unique skill set requirement, this role has been open for over six months.

#### The Choice

- ARExecutiveSearch has had a relationship with the hiring manager, the Senior Vice President of Accounting Policy, for about two years.
- After exhausting internal and external referrals, the Senior Vice President reached out to ARExecutiveSearch.

#### The Approach

- Since this skill set was so unique, only a handful of candidates in the geographic area were on the radar screen.
- ARExecutiveSearch had an existing relationship with two candidates who met these criteria. Both were not necessarily looking but were open to considering situations that supported their longer-term career goals.
- After having determined that one candidate wouldn't be served well by this role, the other one was pursued.
- This candidate was well respected at his company, had a strong relationship with the CFO and was currently in an external reporting role. However, the candidate did see an opportunity to formalize/deepen his accounting policy experience in this new role, which would help him step into a future CAO role.
- After the candidate considered the role and responded positively, his background was presented to the Senior Vice President of Accounting Policy.

#### The Selection and Solution

- Meetings were held between the candidate, the CFO, the CAO, and the Senior Vice President of Accounting Policy. The meetings went well and there was interest on both sides.
- Since the candidate had a short-term bonus incentive due in the 1st quarter and since he had significant deferred compensation on the table from his current employer, the client's compensation committee, the Senior Vice President of Accounting Policy, the CFO and HR became involved in determining a mutually acceptable offer.
- Candidate accepted and a start date was set.
- ARExecutiveSearch stayed close to the candidate and the client during the resignation and transition process.
- New Vice President of Accounting Policy started.