

VP of Corporate Audit for a Life, Health and Retirement Carrier

The Company/The Situation

- 150-year-old Life, Health and Retirement Services Carrier with over \$50BB in assets.
- Audit team is made up of experienced audit professionals with a combination of industry experience and Big-4 backgrounds.
- Environment is collaborative and associates are involved in all aspects of auditing in this well-run insurance organization.
- New Head of Audit has been named.

The Challenge

- New Head of Audit, with an eye toward succession planning, has determined a need to develop a leader (VP of Audit) who will act as his right hand.
- Candidate should have a track record of developing deep relationships in the operating units in order to embed a solid controls mindset into the fabric of the organization.
- Candidate must have a combination of Big-4/private background backed up with audit experience from a Life and Retirement Services carrier of a similar size.
- The new VP must be able to develop and manage a highly skilled team.

The Choice

- ARExecutiveSearch already had a strong relationship with the new Head of Audit for a number of years. He was confident in ARExecutiveSearch's ability to identify and recruit a key player who had the combination of deep audit experience, leadership skills, and a Life and Retirement Services background.

The Approach

- ARExecutiveSearch determined that there were two key carriers of a size, business profile and geographic fit similar to the client's.
- Potential candidates were identified by ARExecutiveSearch's research team.
- Four candidates who fit the parameters were identified, contacted, and interviewed by ARExecutiveSearch.
- Three were put into the interview process.

The Selection and Solution

- The top candidate was selected.
- Salary negotiations were wrapped up in three days.
- Acceptance and start date set.
- Client and new VP of Audit are happy with their decision.
- Succession planning development is going well.