

# Group (Corporate) Controller P&C Carrier

### The Company/The Situation

- Client is an A+ rated, P&C carrier that is led by well-known executives from the insurance space who have a history of leading rapidly expanding carriers.
- There is a need to hire a Corporate Controller because the current Controller is planning on retiring.
- This Controller role is certainly appropriate for a current Corporate Controller or for a Senior Manager/Director from public who is looking for the next step.
- This role will be a training ground for a broader CFO role.

### The Challenge

- The challenge will be to identify a candidate who has strong P&C experience, an ability to work in a mid-sized organization and who has strong subject matter expertise in controls/accounting.
- Additionally, the candidate should have the gravitas to eventually step into the CFO role if the CFO is selected for a broader operational/CEO role.

### The Choice

- The current Controller has known ARExecutiveSearch for a number of years.
- After the carrier had tried to complete the search itself, the Controller suggested that the Executive team reach out to ARExecutiveSearch.
- An introduction was made, and video meetings were scheduled for the client to have a better understanding of the search process and of what to expect in terms of timelines.
- The carrier team responsible for the search recognized ARExecutiveSearch's deep insurance industry expertise and access to candidates who would fit their desired profile.
- A decision was made to engage ARExecutiveSearch on the search assignment.

### The Approach

- An initial reach out to ARExecutiveSearch's network of Controller and public accounting candidates was started as well as the process of mapping the market for additional relevant candidates.
- After 2 weeks, several recommendations were generated along with direct responses from candidates in and outside of the network.
- The candidates were then ranked, and a candidate benchmarking meeting was scheduled to review candidate profiles.

### The Selection and Solution

- Based on the rankings, two candidates stood out. A recommendation was made by ARExecutiveSearch to move forward with these top two candidates first before visiting with the remaining candidates.
- Candidate meetings were scheduled. After the meetings, one of the candidates stood out.
- Follow up meetings with others on the finance team were scheduled with this candidate and after the meetings, the Executive team decided to move forward with this candidate.
- An offer was made; Negotiations started; candidate accepted, and a start date was set.
- Candidate is doing well.
- Another successfully completed search!