

Senior Vice President, Finance Reinsurance Subsidiary of a Global Asset Manager

The Company/The Situation

- Client is a publicly traded, global asset manager that manages a diverse range of asset classes for investors and acts as an operating partner in companies it invests in.
- The client recently established a subsidiary with a focus on providing capital-based solutions to insurance companies.
- Reporting to the EVP CFO, the client is looking to bring on board a strong SVP of Finance & Insurance Accounting who can support the anticipated growth of this entity.
- An accounting policy expertise is needed since this candidate will work with the team on statutory and GAAP accounting treatment for complex investments. An expertise in building out a robust finance infrastructure is also required.

The Challenge

- The challenge will be to identify a candidate who can evaluate technical accounting issues around highly structured/complex investments; who can communicate closely with external regulators, rating agencies and other third-party inquiries; and who has the experience in establishing a strong finance infrastructure to support a scale up.

The Choice

- After internal efforts to identify a candidate were unsuccessful, A Senior Manager from Public who was on the client engagement, suggested a reach out to ARExecutiveSearch because she was aware of their depth of contacts, relationships, and background expertise in the insurance space.
- An introduction was made, and video meetings were scheduled for the client to gain an understanding of the search process and of what to expect in terms of timelines and approach.
- The internal client 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 public accounting, accounting policy and GAAP/stat candidates was initiated.
- Additionally, the process of mapping the market for additional relevant candidates outside of the immediate network was started with an eye towards presenting for 1st round, the top 5% of candidates from a pool of 75.
- After 2 weeks, several recommendations/referrals were generated along with direct responses from candidates in and outside of the network. The candidates were then ranked by ARExecutiveSearch, and a candidate benchmarking meeting was scheduled to review candidate profiles.

The Selection and Solution

- Based on the rankings, 3 candidates were selected for the initial round of interviews.
- There was one candidate who was known from industry associations and who was well regarded by a number of finance executives at the client. After 1st round, a decision was made to pursue that one candidate who was well regarded. 2nd and 3rd round interviews were scheduled and completed.
- An offer was made; negotiations started, and the candidate accepted.
- Both the Client and candidate are doing well. The candidate said she could not be happier with the role and the recruiting process. Another successfully completed search!