

VP, Actuary, Asset Liability Management Recently Formed, Private Equity-Backed Annuity and Reinsurance Platform

The Company/The Situation

- The client is a newly formed, private equity-backed annuity and reinsurance platform built as part of a broader strategy to create a global alternative credit and insurance business.
- The platform was in the process of building out key executive and functional leadership capabilities as new products were being launched and the broader organization continued to take shape.
- As part of that build-out, the Chief Actuary sought to hire a Lead Actuary of Asset Liability Management to lead and enhance the company's ALM framework.
- The role sat at the intersection of actuarial modeling, investment strategy, capital and balance sheet risk management, with responsibility for helping support financial soundness and product profitability across a growing business.

The Challenge

- This was a highly attractive seat for the right individual: an opportunity to take ownership of ALM within a newly formed organization, work directly with senior leadership, and help shape both the function and the broader business from an early stage.
- At the same time, the role required a willingness to stay close to the work - rolling up one's sleeves, pivoting as needed, and operating effectively in an environment that offered both strategic visibility and day-to-day execution responsibility.
- The search required finding a blend of capabilities: a strong technical ALM actuary who could also operate as a forward-facing business leader.
- The client was not simply looking for someone to maintain models or produce analysis. They needed someone who could see how ALM related to the business as a whole, identify what needed to be built, and help shape the function with vision and credibility.
- That combination narrowed the market. Many candidates brought the technical actuarial skill set, while others brought leadership presence, but few paired both in a way that fit a newly formed, scaling environment.

The Choice

- ARExecutiveSearch had an existing relationship with the CFO and Chief Actuary, and had previously supported the build-out of the carrier, including placing another actuarial leader into the organization.
- Through that work, our team had developed a clear understanding of both the technical remit of the search and the kind of individual who would fit culturally within a scaling, build-stage environment.
- The client also knew our firm had experience supporting other insurance build-out roles, and trusted our ability to assess not just actuarial qualifications, but also the mentality, flexibility, and executive presence needed for success in this type of platform.
- With those factors in mind, our firm was engaged to execute a focused and targeted search.

The Approach

- ARExecutiveSearch took a disciplined market-mapping approach, focusing on high-caliber actuarial talent from established life and annuity organizations with meaningful ALM backgrounds.

- The search prioritized candidates with strong actuarial credentials, exposure to annuity products and balance sheet management, and the communication skills needed to partner with senior executives across actuarial, investments, and finance.
- We placed particular emphasis on candidates who had shown consistent progression over time: individuals who had built credibility within strong organizations, earned promotions, developed leadership capability, and appeared ready for a broader step up.
- Beyond technical experience, the assessment process focused on identifying candidates who could succeed in a newly formed platform - people with the judgment, adaptability, and ownership mentality to help build rather than simply inherit a mature function.

The Selection and Solution

- One candidate ultimately emerged as the clear choice: a seasoned actuarial and investment professional with deep experience across ALM, hedging, liquidity management, and annuity-related risk analysis, along with the broader perspective and leadership presence the role required.
- The individual brought the right combination of large-carrier training, technical rigor, cross-functional credibility, and entrepreneurial mindset. In particular, their CFA credentials helped reinforce the candidate's ability to bridge actuarial and investment considerations in an ALM leadership seat.
- Our firm played a key role in supporting compensation discussions throughout the process, including maintaining transparency around annual bonus timing, LTIP considerations, vesting schedules, and overall compensation expectations so that all parties remained aligned and there were no last-minute surprises.
- Our team remained closely involved through acceptance, resignation, and onboarding.
- Another successfully completed search!

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