

Vice President (Actuary), Corporate Development

Asset Management-Backed Life/Annuity Carrier



The Situation

- The client is a leading retirement services carrier, specializing in providing retirement services to both individual customers and institutional partners, and operating as a key partner of a major global alternative asset manager.
- The carrier has built a reputation in structuring and managing retirement benefits and in growing through significant reinsurance deals.
- Due to its focus on expansion, the firm sought a Vice President (Actuary) of Corporate Development to join its 12-person team, which includes backgrounds in investment banking, actuarial science, and broad finance.
- With a focus on evaluating 20-30 potential reinsurance and M&A transactions per year, the workload is consistent with what you would expect in an investment banking environment.
- The ideal candidate needed strong actuarial expertise with a background in life/annuity reinsurance transactions, modeling, and underwriting/pricing.
- The role offered strong visibility, with a career path touching both the carrier and its affiliated asset manager, and the company is known for growing individuals into broader responsibilities.

The Challenge

- The role required deep actuarial expertise combined with strong financial acumen around potential deals, making it a unique hybrid of skills between M&A and Actuarial.
- This desired combination of experience narrowed the talent pool.
- The carrier sought a leader who could handle complex deal modeling, and financial due diligence while collaborating with executives across multiple business units.
- Internal and external recruitment efforts had yielded limited candidates.

12

PERSON TEAM

20-30

DEALS EVALUATED / YR

30

DAY SEARCH TIMELINE

7

CANDIDATES PRESENTED

WHY ARExecutiveSearch

- A proven track record with this client across prior actuarial and finance searches.
- Deep reach into hybrid actuarial and finance talent within insurance and reinsurance.
- A structured, market-mapping approach built for highly specialized, technical hires.

The Choice

- The carrier had engaged ARExecutiveSearch in prior actuarial and finance searches and recognized our ability to deliver specialized talent within the insurance and reinsurance sectors.
- Given our strong track record of identifying professionals with hybrid actuarial and finance experience, the client engaged us to execute a highly targeted search for this critical hire.

The Approach

- ARExecutiveSearch took a structured approach: we conducted a market mapping exercise, identifying candidates with actuarial credentials (FSA) and reinsurance experience.
- We prioritized candidates with experience in both the actuarial space and investment banking-style due diligence, ensuring they could contribute across all deal phases.
- The search prompted several conversations with candidates who met the criteria.
- These conversations focused on their unique and relevant actuarial and transaction experiences, ability to thrive in a work environment closely resembling investment banking, and potential to grow within the organization.

The Selection

- Over the course of 30 days, 7 candidates were presented and placed into the interview cycle.
- After a rigorous interview process, including technical assessments and meetings with cross-functional team members and the executive team, a standout candidate was selected: a seasoned actuary with deep experience in life/annuity reinsurance pricing and transaction execution.
- Salary negotiations were initiated and finalized successfully.
- Since coming on board, the newly hired Vice President of Corporate Development has taken the lead on financial due diligence and pricing across several transactions.
- He has also enhanced internal modeling tools, boosting both the speed and precision of deal evaluations, and contributed meaningfully to strategic initiatives supporting the carrier's ongoing growth.

THE RESULT

- Over the course of 30 days, 7 candidates were presented, and a standout candidate was selected: a seasoned actuary with deep life/annuity reinsurance pricing and transaction experience.
- Salary negotiations were initiated and finalized successfully.
- Since coming on board, the new Vice President of Corporate Development has led financial due diligence and pricing across several transactions.
- He has enhanced internal modeling tools and contributed meaningfully to strategic initiatives supporting the carrier's ongoing growth.

Another successfully completed search.