

COMPLETED SEARCH

Associate Partner

Insurance Practice, International Advisory Firm



The Situation

- This was a retained search for an Associate Partner within the Insurance practice group of an international, business/IT advisory firm, with a broad US geographic reach and a strong path toward Partnership, which came with equity in the organization.
- The firm was entrepreneurial and operated at the intersection of Technology, the Customer, Finance, Big Data, Regulatory, and Operations, pulling together creative approaches to make carriers/reinsurers better.
- 70% of the carriers/reinsurers overseas, where the firm was headquartered, did business with them because of the solutions they developed and the strong relationships they built.
- The need for an Associate Partner developed because one of the firm's North American Partners was promoted to a role in Europe.

The Challenge

- The challenge was to identify a candidate with a current advisory background, deep insurance industry relationships, and a preference for an entrepreneurial environment.
- The candidate needed the ability to identify potential engagements while orchestrating existing and upcoming business, along with a broad knowledge of insurance operations, technology, and the insurance industry's regulatory environment.

The Approach

- Because the North American Partner was transitioning overseas, time was of the essence.
- A team was assembled to pull together a database of competitor firms and their corresponding Sr. Managers and Directors, and outreach began.
- When dialoguing with candidates, the focus was on those looking for the next step in their career, as well as a faster track toward Partnership.
- Within two weeks, a meeting was scheduled with the client to review the profiles of several candidates who met the criteria.

WHY ARExecutiveSearch

- Introduced to the North American CEO through a Partner contact in the advisory space, based on ARExecutiveSearch's deep relationships in the insurance industry.
- A focused practice area specifically dedicated to the insurance industry.
- A proven ability to get the job done, per the referring Partner's endorsement.

The Choice

- ARExecutiveSearch was introduced to the North American CEO through a Partner contact in the advisory space, and an initial conference call was scheduled, which went well.
- A subsequent face-to-face meeting was held with the North American CEO and the North American Partner, after which it was clear that ARExecutiveSearch and the client would have a productive and sincere relationship.
- After interviewing a number of search firms, the client made the decision to engage ARExecutiveSearch.

The Selection

- After candidate review, a selection of five candidates was made for first-round conversations.
- After the first round, a series of second-round conversations were held with two candidates.
- Final-round conversations were held with a strong candidate who combined business development experience, deep relationships in the industry, and the gravitas to be made Partner.
- The final-round candidate was flown to Europe for conversations with the Group CEO.

THE RESULT

- Negotiations were started, and the candidate accepted, becoming the newest Associate Partner with a clear path toward Partnership.

Another successfully completed search.

Another successfully completed search. **John Moskonas, President** | jmoskonas@theargp.com | 973.271.7684 | www.theargp.com

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