

Chief Financial/ Business Officer

Workers Comp, Liability and Excess Lines Carrier



The Situation

- The Client was a privately held carrier that wrote professional/general liability, workers comp and excess lines.
- The carrier was growing in excess of 15% year over year and wrote business mainly in the health-care sector.
- This mid-sized carrier had been listed as one of the “Best Places to Work” in its state.
- The CEO needed a strong CFO who would be both a strong finance partner and a strong operations and business partner.

The Challenge

- The challenge was to identify a candidate deeply embedded in a mid-sized carrier, with meaningful involvement in actuarial, underwriting, and claims, and a strong GAAP and treasury background.
- The CEO’s strategic vision needed to be supported, requiring a candidate with a track record of partnering closely with his or her CEO.
- The candidate needed to translate key performance indicators into understandable, actionable data to support the CEO’s strategic decisions.

The Approach

- ARExecutiveSearch reached out to its robust network of CFO contacts across a 10-state area.
- The network surfaced several quality referrals, including 2 candidates with previous ties to the area, along with contacts open to relocating.
- Candidates were interviewed with an eye toward a slate of 5; a slate of 4 strong candidates was ultimately developed and presented.

WHY ARExecutiveSearch

- A long-standing relationship with the referring firm and a strong track record in finance.
- Deep focus and expertise in insurance finance searches.
- A collaborative approach that earned the client’s trust from the start.

The Choice

- The Client had a relationship with a search firm focused on the operational side of insurance, which in turn had a long-standing relationship with ARExecutiveSearch.
- Because this search called for deeper finance expertise, the other firm — aware of ARExecutiveSearch’s track record in finance — reached out and asked for help.
- Meetings were set up and an introduction to the Client was made; ARExecutiveSearch shared its focus and approach, and the search assignment was initiated.

The Selection

- Initial phone conversations were held; 3 candidates were selected to fly in for interviews.
- Face-to-face interviews went well, with strong interest in one candidate in particular. The candidate had former ties to the area, but the family wasn’t familiar; the family was flown in to get to know the area. Everyone was comfortable, and the family was connected with a local real estate agent.
- Salary negotiations began, an offer was formally extended, and an acceptance and start date were set.

THE RESULT

- The client is growing, and the new CFO is doing a great job supporting the CEO.
- The candidate’s family has settled in and is happy in their new home.

Another successfully completed search.