

Chief Financial Officer

Global Insurance Brokerage Firm



The Situation

- Client was a well-known, well-established global insurance brokerage firm with locations in the US and UK.
- The Client represented a large number of specialty line P&C products and continued to grow its 40-year-old business.
- There was a need for a new CFO because the former CFO retired.
- Internal bench strength wouldn't support a promotion, so the client needed to look externally.

The Challenge

- The challenge was to identify and on-board a strong CFO who could orchestrate the day-to-day while partnering closely with the UK and US Directors to tell the story behind the numbers.
- The CFO needed to establish decision KPIs to help direct the firm toward its next level of growth.
- The CFO needed to be a strategic partner to the Chairman, Directors, and Board, with the ability to elevate processes, staff caliber, and systems.
- The CFO needed a record of leading a finance organization at the CFO level, with insurance brokerage experience and the ability to work well with varied constituents and personalities.

The Approach

- Within two weeks, ARExecutiveSearch identified an initial pool of CFO candidates with the finance, industry, and business acumen expertise the client needed.
- A benchmarking call narrowed the pool to a short slate for interviews — 3 candidates initially, with 2 more added later.

WHY ARExecutiveSearch

- Highly recommended by a trusted search firm partner in the insurance space.
- A defined approach and strong track record placing accounting and finance talent in the insurance industry.
- Deep focus on accounting and finance searches specifically for insurance organizations.

The Choice

- ARExecutiveSearch was highly recommended to the UK Director by another search firm active in insurance search but not in finance search for the insurance industry.
- Introductions were made by the other search firm; given ARExecutiveSearch's defined approach and track record placing accounting and finance talent in the insurance industry, it was selected to lead the search for the new CFO.

The Selection

- Five candidates were invited in for first-round interviews.
- 3 advanced to a second round to meet the CEO, complete an online assessment, and meet with the outside audit partner.
- Of the 3 second-round candidates, 2 stood out for their combination of experience, track record, and strategic thinking.
- An offer was made to the lead candidate; outside reference checks were completed and the offer was accepted.

THE RESULT

- The new CFO is doing well and is on pace with efforts to bring the firm to its next level.
- The CFO has become a trusted strategic partner to the Chairman, Directors, and Board.

Another successfully completed search.