

Group (Corporate) Controller

P&C Carrier



The Situation

- The client was an A+ rated P&C carrier led by well-known executives from the insurance space with a history of leading rapidly expanding carriers.
- There was a need to hire a Corporate Controller because the current Controller was planning to retire.
- The Controller role was well suited for a current Corporate Controller or a Senior Manager/Director from public accounting looking for the next step.
- The role was designed to serve as a training ground for a broader CFO role.

The Challenge

- The challenge was to identify a candidate with strong P&C experience, the ability to work in a mid-sized organization, and strong subject matter expertise in controls and accounting.
- The candidate also needed the gravitas to eventually step into the CFO role, should the CFO be selected for a broader operational or CEO role.

The Approach

- An initial outreach to ARExecutiveSearch's network of Controller and public accounting candidates began, alongside the process of mapping the market for additional relevant candidates.
- After two weeks, several recommendations were generated, along with direct responses from candidates both inside and outside the network.
- The candidates were ranked, and a candidate benchmarking meeting was scheduled to review candidate profiles.

WHY ARExecutiveSearch

- A multi-year relationship with the current Controller.
- A reputation for deep insurance industry expertise and access to candidates who fit the desired profile.
- A collaborative introduction process that gave the Executive team confidence in engaging ARExecutiveSearch.

The Choice

- The current Controller had known ARExecutiveSearch for a number of years.
- After the carrier tried to complete the search on its own, the Controller suggested the Executive team reach out to ARExecutiveSearch.
- An introduction was made, and video meetings were scheduled so the client could better understand the search process and expected timelines.
- The carrier team responsible for the search recognized ARExecutiveSearch's deep insurance industry expertise and access to candidates who fit their desired profile.
- A decision was made to engage ARExecutiveSearch on the search assignment.

The Selection

- Based on the rankings, two candidates stood out; ARExecutiveSearch recommended moving forward with these top two before meeting with the remaining candidates.
- Candidate meetings were scheduled, and after the meetings, one candidate stood out.
- Follow-up meetings with other members of the finance team were scheduled with this candidate; afterward, the Executive team decided to move forward with the candidate.
- An offer was made, negotiations began, the candidate accepted, and a start date was set.

THE RESULT

- The new Corporate Controller is doing well in the role.

Another successfully completed search.