

COMPLETED SEARCH

Head of IT Audit

Life, Health and Retirement Carrier



The Situation

- 150-year-old Life, Health and Retirement Services carrier with over \$50BB in assets.
- Audit team was made up of experienced audit professionals with a combination of industry experience and Big-4 backgrounds.
- Environment was collaborative, but emphasis was needed on building better relationships with the operating units.
- A new Head of Audit had been named.

The Challenge

- The new Head of Audit determined a need to develop a leader (Head of IT Audit) to further strengthen the organization's IT Audit capabilities, as technology played an increasingly important role.
- The candidate needed a track record of developing collaborative relationships in the operating units to embed a solid controls mindset into the fabric of the organization.
- The candidate needed a combination of Big-4/private background backed up with audit experience from a Life and Retirement Services carrier of a similar size.
- Big-4 experience was particularly important, as the client had had good results with that background, since the ability to forward-face internal clients effectively is learned in that environment.
- The new Head of IT Audit also needed to develop a collaborative mindset within his/her own team, one that valued the perspective of all team members and leveraged their deep experience.

The Approach

- ARExecutiveSearch determined that there were two key carriers of a size, business profile, and geographic fit similar to the client's.
- There were a number of potential candidates on the radar screen from a prior successfully completed IT Audit search.
- One candidate had the requisite Big-4 background and IT Audit experience and was currently working for a competitor of the client.
- ARExecutiveSearch had stayed in touch with this candidate over a three-year period.
- The candidate had previously declined to consider a move; however, this role represented the next logical step in his career, and he was more open to a move given limited upward movement in his current organization.
- A selection of three candidates who fit the parameters were identified, contacted, and interviewed by ARExecutiveSearch.
- All three were put into an interview process that included six people over a two-day period.

\$50BB
ASSETS

150
YRS HISTORY

3
CANDIDATE SLATE

2
DAYS TO ACCEPTANCE

WHY ARExecutiveSearch

- A strong, multi-year relationship with the new Head of Audit.
- Confidence in ARExecutiveSearch's ability to identify deep IT Audit and leadership experience.
- Confidence in ARExecutiveSearch's ability to recruit a candidate with the Life and Retirement Services background needed.

The Choice

- ARExecutiveSearch already had a strong relationship with the new Head of Audit for a number of years; he was confident in ARExecutiveSearch's ability to identify and recruit a key player with the combination of deep IT Audit experience, leadership skills, and Life and Retirement Services background needed.

The Selection

- The candidate mentioned above was the top choice.
- An offer was extended, and salary negotiations were wrapped up in two days.
- Acceptance and start date were set.

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

The AR Group is a high-quality Accounting, Finance and Actuarial Talent Search Company for the Insurance Industry. We take pride in working with candidates who have industry and Big-4 experience from some of the best carriers in the market. [See our successful placements.](#)

THE RESULT

- The Head of Audit and the new Head of IT Audit are both pleased with their decision; the Head of Audit feels the new Head of IT Audit has a strong future ahead in an organization that is complex, interesting, and growing.
- Relationships within the audit team and between the audit group and operating groups are strengthening, and a strong IT controls framework is being built out.

Another successfully completed search.