

Head of Tax

Global, Life and P&C Reinsurance Carrier

The Situation

- Multibillion-dollar, global reinsurance carrier with a consistent track record of growth.
- A new CFO had been named, with a number of transformation initiatives on the table.
- Much of the tax function had historically been outsourced, and there was a desire to bring it in-house.
- A decision was made to hire a Head of Tax.

The Challenge

- The Head of Tax would be responsible for all domestic and international tax matters and would serve as a key strategic partner to the Executive team.
- The focus would be on compliance, provisioning and optimization of tax strategies.
- A deep public accounting background backed up with insurance/reinsurance expertise in both the P&C and life space was required.
- The client would likely need to relocate the candidate, since the local candidate pool was limited — this was a national search.

The Approach

- Candidates were identified from a handful of national carriers who employed tax professionals with both P&C and life experience.
- Candidates were also identified directly from public accounting firms that had well-developed tax insurance practice areas.

The Selection

- During the initial two-week recruiting phase, a number of potential candidates were identified, contacted and screened.
- Out of this initial pool, seven candidates were selected for further discussion, and interview dates were set up with the internal recruiting team.
- After the first round of internal interviews, four top candidates were selected for a slate, based on their P&C and life tax experience and ability to forward-face the operating groups.
- Initial conference-call interviews were held between the CFO and the four candidates; three were then selected to be flown in to the client headquarters.
- After face-to-face interviews, one candidate — who came directly from public accounting — was selected for the final round with other members of the Executive Team.
- Final interviews were completed, and an offer was extended after the candidate met with the relocation team.
- Salary negotiations wrapped up in four days, and a start date was set.

THE RESULT

- The new Head of Tax started and is doing well, growing out his team.
- Client is pleased both with the candidate's progress and their decision to bring the tax function in-house.

Another successfully completed search.

7

CANDIDATES EVALUATED

4

FINALIST SLATE

2

WKS TO SHORTLIST

4

DAYS TO ACCEPTANCE

WHY ARExecutiveSearch

- A successful search recently completed for the client, placing an executive with strong transformation experience.
- Built strong confidence with the CFO in ARExecutiveSearch's ability to identify highly specialized tax talent.
- A deep network of tax professionals with both P&C and life insurance/reinsurance expertise.

The Choice

- A successful search on behalf of the client for an executive with strong transformation experience had recently been completed, and because of this, the CFO was confident in ARExecutiveSearch's ability to identify a Head of Tax.