

Senior Vice President, Chief Financial Officer

ESOP P&C Reinsurance Brokerage Firm



The Situation

- The client was a highly respected and long-standing independent reinsurance brokerage firm, recognized as one of the largest in its sector.
- Known for its independence, the client provided tailored reinsurance solutions and prioritized exceptional service, relying on deep expertise and a relationship-based approach.
- As an Employee Stock Ownership Plan (ESOP) firm, the client valued its employee-owners and offered competitive opportunities for professional and financial growth.
- The client recently sought to hire a new Chief Financial Officer, a pivotal position reporting directly to the CEO.
- This role would be critical in supporting the firm's client relationships, particularly within the Property & Casualty space, and in steering the client's internal financial strategy.
- With a focus on both internal leadership and client-facing responsibilities, the CFO needed to have strong reinsurance expertise and a collaborative approach in working with clients and the internal broker teams.

The Challenge

- The role required a unique combination of skills in reinsurance, accounting, and strategic financial management, specifically within the Property & Casualty insurance domain.
- The client was searching for a leader who could navigate complex client relationships and provide accounting insight on reinsurance solutions such as loss portfolio transfers and quota shares.
- The ideal candidate needed experience with succession planning and performance management frameworks while collaborating with the CEO and executive team on corporate finance initiatives.
- The challenge was identifying a candidate who could handle the technical aspects of reinsurance finance while integrating seamlessly into the client's values-driven, teamwork-oriented culture.

The Approach

- ARExecutiveSearch leveraged its extensive network within the reinsurance finance sector, focusing on individuals with proven experience in both reinsurance brokerage and P&C client relationship management.
- The team conducted an intensive search, identifying six candidates with the required technical expertise and cultural fit, drawn from both primary and reinsurance firms, with a mix of skills in internal finance management and external client-facing roles, and presented them for the first-round slate.

WHY ARExecutiveSearch

- A long-standing business relationship with one of the firm's Board Members, who recommended ARExecutiveSearch given its reputation for placing high-caliber finance executives in the reinsurance and insurance industries.
- The client's leadership team reached out, and initial discussions clarified the firm's strategic priorities and the type of candidate who would thrive within its ESOP structure.

The Choice

- During the meeting, the CEO gained an understanding of ARExecutiveSearch's approach and the timeline for the search process, and a decision was made to engage ARExecutiveSearch.

The Selection

- After first-round interviews, two top candidates were selected for in-person meetings with the CEO and senior management team, each demonstrating strong technical qualifications and a commitment to the client's client-focused, team-driven philosophy.
- Following the final round of discussions, one candidate emerged as an ideal fit, bringing a robust background in reinsurance finance, strong P&C accounting knowledge, and extensive experience in team leadership and client relations, and accepted the offer.
- The new CFO became actively engaged with the client's executive team, overseeing corporate finance functions, guiding the internal accounting department, and building relationships with key clients.

THE RESULT

- The new CFO is already making strides in enhancing the client's financial strategy and internal processes, aligning with the firm's mission of delivering tailored, high-quality reinsurance solutions.

Another successfully completed search.