

Senior Vice President, Finance

Reinsurance Subsidiary of a Global Asset Manager



The Situation

- The client was a publicly traded, global asset manager that managed a diverse range of asset classes for investors and acted as an operating partner in companies it invested in.
- The client had recently established a subsidiary with a focus on providing capital-based solutions to insurance companies.
- Reporting to the EVP CFO, the client was looking to bring on board a strong SVP of Finance & Insurance Accounting who could support the anticipated growth of this entity.
- An accounting policy expertise was needed since this candidate would work with the team on statutory and GAAP accounting treatment for complex investments. An expertise in building out a robust finance infrastructure was also required.

75

CANDIDATES EVALUATED

2

WEEKS TO INITIAL SLATE

3

FIRST-ROUND CANDIDATES

1

FINAL CANDIDATE

WHY ARExecutiveSearch

- A recommendation from a Senior Manager at a public accounting firm who was on the client engagement and aware of ARExecutiveSearch's depth of contacts and insurance expertise.
- Video meetings that gave the client a clear understanding of the search process, timelines, and approach.

The Challenge

- The challenge was to identify a candidate who could evaluate technical accounting issues around highly structured/complex investments; who could communicate closely with external regulators, rating agencies and other third-party inquiries; and who had the experience in establishing a strong finance infrastructure to support a scale up.

The Choice

- After internal efforts to identify a candidate were unsuccessful, a Senior Manager from Public who was on the client engagement suggested a reach out to ARExecutiveSearch because she was aware of their depth of contacts, relationships, and background expertise in the insurance space.
- An introduction was made, and video meetings were scheduled for the client to gain an understanding of the search process and of what to expect in terms of timelines and approach.
- The internal client team recognized ARExecutiveSearch's deep insurance industry expertise and access to candidates who fit the desired profile.
- A decision was made to engage ARExecutiveSearch on the search assignment.

The Selection

- Based on the rankings, three candidates were selected for the initial round of interviews.
- One candidate, known from industry associations and well regarded by a number of finance executives at the client, was pursued after the first round, with second- and third-round interviews scheduled and completed.
- An offer was made, negotiations began, and the candidate accepted.

The Approach

- An initial reach-out to ARExecutiveSearch's network of public accounting, accounting policy, and GAAP/stat candidates was initiated, along with mapping the market for additional relevant candidates outside the immediate network, with an eye toward presenting the top 5% of a pool of 75 candidates for first-round interviews.
- After two weeks, several recommendations and referrals were generated along with direct responses from candidates in and outside the network.
- The candidates were then ranked by ARExecutiveSearch, and a benchmarking meeting was scheduled to review candidate profiles.

THE RESULT

- Both the client and the candidate are doing well, and the candidate said she could not be happier with the role and the recruiting process.

Another successfully completed search.