

VP, Accounting Policy for Investments & Transactions

Life and Annuity Carrier



The Situation

- This client was a publicly traded, high-growth Life & Annuities carrier that encouraged its associates to take on new internal challenges supporting a holistic view of the organization.
- The carrier had a history of structuring roles and teams around the talents and subject matter expertise of the individual, and was founder-led by a CEO and team with extensive expertise and strong records of structuring transactions that drove the carrier's success.
- A global asset management firm held a significant stake in the company.
- This Vice President of Accounting Policy for Investments and Transactions was a newly created role, open because of growth, supporting the Accounting Policy needs of several internal and external constituencies; the OAP was made up of 10 people, with management and staff reporting into this role.

The Challenge

- The challenge was to identify an accounting policy expert with a deep understanding of invested assets who could effectively face the global asset management firm, which relied on the OAP team to communicate the accounting policy implications of complex, esoteric investment structures.
- This accounting policy expert also needed to serve as a face and voice of the company for industry and regulatory bodies.

The Approach

- The team spent the first 1.5 weeks mapping the market of potential candidates, from both its significant pool of Accounting Policy expertise and candidates outside that pool.
- Within 2 weeks, a group of potential candidates was identified and organized by characteristics.
- A conference call was held with the client to benchmark these candidates.
- After the call, 5 candidates were selected to be pulled into first-round conversations.

5

FIRST-ROUND CANDIDATES

2

FINALISTS

2

WEEKS TO INITIAL SLATE

1

FINAL CANDIDATE ADVANCED

WHY ARExecutiveSearch

- The Chief Accounting Officer worked with the ARExecutiveSearch team during his tenure at another carrier.
- ARExecutiveSearch's process and approach satisfy the Head of OAP during their initial call.
- The recommendation came directly from the CAO, giving the Head of OAP confidence in ARExecutiveSearch's capabilities.

The Choice

- The Chief Accounting Officer introduced ARExecutiveSearch to the Head of OAP, and a conference call was scheduled to discuss the search.
- During the call, ARExecutiveSearch's process and approach were discussed, and the Head of OAP was satisfied; since the recommendation came from the CAO, he was confident in ARExecutiveSearch's capabilities.
- A decision was made to engage ARExecutiveSearch.

The Selection

- After the first round, the Head of OAP was especially interested in 2 candidates and, with his deep industry connections, began confidentially asking around about them.
- Referencing the candidate who was ultimately hired, one contact shared: "If you can hire this person, this is the person you want." The Head of OAP strongly considered this perspective as he brought the 2 candidates through the interview process.
- The candidate who came highly recommended was extended the offer; negotiations began, both sides came to an agreement, and the candidate accepted.

THE RESULT

- The VP of Accounting Policy was brought on board as an effective voice and face of the carrier.
- Both the client and candidate are doing well.

Another successfully completed search.