

VP, Actuary - Head of Business Planning & Forecasting

Publicly Traded Life/Annuity Carrier

The Situation

- The client was a publicly traded life/annuity carrier that was in the process of splitting off from its parent company, which retained majority ownership.
- The client and its parent were sharing finance resources for the time being, but much of the finance infrastructure needed to be built out in anticipation of the full split.
- As a scale-up environment, dedicated resources across the full finance function were required.
- Planning and forecasting were a key priority, since this function would help the CEO and CFO map out both the current and future state of the business.
- A need had arisen for a VP, Actuary to head up the business planning and forecasting function.

The Challenge

- The challenge was to attract a candidate from the life/annuity space whose foundational skill set was actuarial but who had transitioned into a broader finance role.
- The candidate needed depth of product knowledge and business unit experience, along with experience operating at the holding company level.
- The candidate needed the gravitas to build relationships at the C-suite level and the ability to influence across the entire organization.

The Approach

- ARExecutiveSearch began the search by identifying candidates within its network who possessed both actuarial and planning/forecasting experience, while reaching out to the broader finance community for peer recommendations.
- Efforts to map the market beyond the immediate network were also made to ensure a comprehensive search that reached potential candidates outside existing connections.
- This approach yielded a strong pipeline of potential candidates from which a refined list of 30 candidates was identified. A cadence of reach out to this candidate pool was established; interest was gauged; internal interviews were scheduled; and after an extensive internal interview process/ranking of the candidates, a slate of candidates was put together. A meeting was scheduled with the Deputy CFO and CFO to discuss the proposed slate of candidates.

30

CANDIDATES IDENTIFIED

6

FIRST-ROUND CANDIDATES

2

CANDIDATES ADVANCED

1

FINAL CANDIDATE

WHY ARExecutiveSearch

- A longstanding relationship with both the CFO and Deputy CFO at the carrier.
- Both executives have a strong understanding of ARExecutiveSearch's approach, its deep relationships in the insurance space, and its ability to build a strong pipeline of candidates.

The Choice

- The client had attempted to identify a candidate on its own but was not successful.
- ARExecutiveSearch had a longstanding relationship with both the CFO and Deputy CFO at this carrier, and both executives had a good understanding of ARExecutiveSearch's approach, its deep relationships in the insurance space, and its ability to build a strong pipeline of candidates.
- A decision was made to engage ARExecutiveSearch on the Vice President (Actuary), Head of Business Planning and Forecasting search.

The Selection

- Six candidates were selected for first-round conversations, and following those conversations, two candidates advanced to the next round.
- Following additional rounds of interviews, one candidate was selected, and after compensation negotiations, the candidate was brought on board.

THE RESULT

- Both the new VP, Actuary and the client are doing well.

Another successfully completed search.