

VP of Corporate Accounting Policy

P&C, Life and Retirement Services Carrier



The Situation

- Well-respected, 100-year-old, publicly traded insurance carrier with a global footprint.
- \$10BB+ in revenue, with business in the P&C and Life & Retirement Services space.
- The work environment was collaborative and fluid.
- A need for a Vice President of Accounting Policy developed, driven by the client's frequent interaction with the FASB and the SEC.

WHY ARExecutiveSearch

- A relationship with the Senior Vice President of Accounting Policy spanning about two years.
- The Senior Vice President reaches out after exhausting internal and external referrals.
- Existing relationships with candidates who meet this unique skill set.

The Challenge

- The Client wanted a candidate with a combination of P&C and SEC experience and strongly preferred someone who had worked for the SEC.
- Because of this unique skill set requirement, the role had been open for over six months.

The Choice

- ARExecutiveSearch had a relationship with the hiring manager, the Senior Vice President of Accounting Policy, for about two years.
- After exhausting internal and external referrals, the Senior Vice President reached out to ARExecutiveSearch.

The Selection

- Meetings were held between the candidate, the CFO, the CAO, and the Senior Vice President of Accounting Policy; the meetings went well, with interest on both sides.
- Since the candidate had a short-term bonus incentive due in the 1st quarter and significant deferred compensation on the table from his current employer, the Client's compensation committee, the Senior Vice President of Accounting Policy, the CFO, and HR became involved in determining a mutually acceptable offer.
- The candidate accepted, and a start date was set.
- ARExecutiveSearch stayed close to the candidate and the Client during the resignation and transition process.
- The new Vice President of Accounting Policy started.

The Approach

- Since this skill set was so unique, only a handful of candidates in the geographic area were on the radar screen.
- ARExecutiveSearch had an existing relationship with two candidates who met these criteria; both were not necessarily looking but were open to considering situations that supported their longer-term career goals.
- After determining that one candidate wouldn't be served well by this role, the other was pursued.
- This candidate was well respected at his company, had a strong relationship with the CFO, and was currently in an external reporting role — but saw an opportunity to formalize and deepen his accounting policy experience in a role that would help him step into a future CAO role.
- After the candidate considered the role and responded positively, his background was presented to the Senior Vice President of Accounting Policy.

THE RESULT

- Both the candidate and the client are doing well.

Another successfully completed search.