

Vice President, Corporate Controller

Global Life and Retirement Services Carrier



The Situation

- Global Life and Retirement Services carrier with over \$6BB in assets, a 100+ year history, and \$500BB in life insurance coverage in force.
- Client had a history of supporting the local community and of making good decisions based on quality and integrity.
- Client worked hard to create an environment where employees could balance work and life commitments.
- Candidates were surrounded by strong players from the insurance industry, with the opportunity to further strengthen their knowledge base and industry relationships.
- Due to an internal promotion of the Controller to CFO, the Client sought a Vice President and Corporate Controller.

The Challenge

- The challenge was to identify a candidate with expertise in financial reporting who could also provide leadership, strategic direction, and functional expertise across the financial reporting and operational control process.
- The Client sought a candidate with meaningful interactions with functional areas such as underwriting, actuarial, and risk, capable of orchestrating the financial reporting and analysis process.
- The candidate needed to analyze and interpret pronouncements from regulatory bodies such as the FASB and effectively provide meaningful business insights to the Board of Directors.

The Approach

- ARExecutiveSearch reached out to a broad national network of financial contacts in the insurance space.
- Emphasis was placed on the Client's stable history, balanced atmosphere, and ability to be impactful in the role.
- A number of positive responses were narrowed to a short slate of 4 candidates who were presented to the Client.

\$6BB
ASSETS

100+
YRS HISTORY

4
CANDIDATE SLATE

2
FINAL ROUND

WHY ARExecutiveSearch

- An existing relationship with a search partner with deep operational recruiting expertise in the insurance industry.
- A deep network and expertise in the finance and accounting areas, suited to a national search.
- An introduction by the search partner to the COO and CFO.

The Choice

- The Client had an existing relationship with one of ARExecutiveSearch's search partners, who had operational recruiting expertise for the insurance industry; an introduction to the COO and CFO led to an initial call to discuss the role.
- The Client knew they would likely need to draw from outside their geographic area, since their pool of qualified candidates was limited — this would be a national search.
- ARExecutiveSearch was selected as the search partner of choice given its deep network and expertise in the finance and accounting space.

The Selection

- The Client committed to interviewing all 4 candidates on the short slate.
- Initial interviews were held, and 2 candidates were selected to come back for final rounds.
- After the final round, the Client expressed strong interest in one candidate and arranged for the relocation team to show the candidate and his family the area.
- The candidate and his family were comfortable with the area and positive about the role.
- Salary negotiations were finalized and a start date was set.

THE RESULT

- Corporate Controller is having an awesome time and loving the area.

Another successfully completed search.