

Vice President, Corporate Controller

P&C Carrier

The Situation

- U.S. subsidiary of an Australian-based, global carrier that wrote a diverse mix of P&C and specialty lines business.
- Client had been acquisitive over the years and was in a post-acquisition integration and growth stage.
- Finance team included a recently appointed CFO and Deputy CFO, both with strong track records of building out quality finance organizations.
- Work environment was collaborative, and the Client's most successful executives had the ability to work in a mid-sized environment and had a desire to be impactful in their roles.
- A need developed for a strong Corporate Controller who could free up the Deputy CFO's time to guide a number of strategic projects.

The Challenge

- The carrier was anticipating growth, and the Corporate Controller needed to support that growth with a strong mix of financial reporting, team-building, and process-improvement skills.
- The Corporate Controller needed a combination of Big 4/private background, international experience, and experience working for a similarly sized P&C insurance carrier.

The Approach

- ARExecutiveSearch was aware of a handful of quality candidates who met the skill and experience criteria and, because of recent changes in their organizations, were motivated to assess other opportunities.
- Three candidates in particular had the depth the Client was looking for and strong reference points from contacts the Deputy CFO would know.
- A short slate was presented.
- All three candidates were placed into the interview process.
- Two were invited back.

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CANDIDATE SLATE

100%

ADVANCED TO INTERVIEW

2

FINAL ROUND

5

DAYS TO OFFER

WHY ARExecutiveSearch

- An existing, multi-year relationship with the Deputy CFO builds trust and confidence in ARExecutiveSearch.
- ARExecutiveSearch's deep focus on the insurance industry and track record of successfully completed searches.

The Choice

- The Deputy CFO had a relationship with ARExecutiveSearch for a number of years and was confident in its ability to identify the right candidate, given ARExecutiveSearch's focus in the insurance industry and track record of successfully completed search work.

The Selection

- The top candidate was selected.
- Salary negotiations wrapped up in five days.
- Acceptance and start date were set.

THE RESULT

- Both the candidate and the client are doing well.

Another successfully completed search.