

VP of Corporate Audit

Life, Health and Retirement Carrier



The Situation

- 150-year-old Life, Health and Retirement Services Carrier with over \$50BB in assets.
- Audit team was made up of experienced audit professionals with a combination of industry experience and Big-4 backgrounds.
- Environment was collaborative and associates were involved in all aspects of auditing in this well-run insurance organization.
- A new Head of Audit had been named.

The Challenge

- The new Head of Audit, with an eye toward succession planning, determined a need to develop a leader (VP of Audit) who would act as his right hand.
- The candidate needed a track record of developing deep relationships in the operating units in order to embed a solid controls mindset into the fabric of the organization.
- The candidate needed a combination of Big-4/private background backed up with audit experience from a Life and Retirement Services carrier of a similar size.
- The new VP needed to be able to develop and manage a highly skilled team.

The Approach

- ARExecutiveSearch determined that there were two key carriers of a size, business profile and geographic fit similar to the client's.
- Potential candidates were identified by ARExecutiveSearch's research team.
- Four candidates who fit the parameters were identified, contacted, and interviewed by ARExecutiveSearch.
- Three were put into the interview process.

\$50BB

CLIENT ASSETS

4

INTERVIEWED

3

CANDIDATE SLATE

3

DAYS TO OFFER

WHY ARExecutiveSearch

- A strong relationship with the new Head of Audit spanning a number of years.
- Confidence in ARExecutiveSearch's ability to identify and recruit a key player with deep audit experience, leadership skills, and a Life and Retirement Services background.

The Choice

- ARExecutiveSearch already had a strong relationship with the new Head of Audit for a number of years.
- He was confident in ARExecutiveSearch's ability to identify and recruit a key player who had the combination of deep audit experience, leadership skills, and a Life and Retirement Services background.

The Selection

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

THE RESULT

- Client and new VP of Audit are happy with their decision.
- Succession planning development is going well.

Another successfully completed search.