

VP of North American Finance

P&C Carrier



The Situation

- Well-respected, well-run, fast-growing P&C insurance company with an international footprint.
- Company was less than 10 years old, with premiums close to \$2BB.
- Client was entrepreneurial in nature — no ivory towers or silos; associates had direct access to the executive team, and the carrier's most successful executives, managers, and associates had the ability to work in a less-structured environment.

The Challenge

- Due to company growth, the former Head of FP&A for the Americas was promoted to Global Head of FP&A, creating a need for a new Head of FP&A for the Americas.
- The Client needed a candidate with a well-rounded set of experiences from a similar carrier in terms of product line, size, and environment.
- The current bench lacked a suitable replacement candidate.
- The candidate needed experience supporting business unit CEOs with solid financial data, industry data, and insight to help them make good business decisions.

The Approach

- ARExecutiveSearch went to market and contacted an initial pool of FP&A candidates from three similarly sized companies and environments.
- The pool of FP&A candidates was narrowed down to a possible seven.
- All candidates had strong P&C experience backed by experience supporting an executive team.
- A short slate of three candidates were interviewed and vetted with industry contacts by ARExecutiveSearch.
- All three candidates were put into the interview process.

\$2BB

CLIENT PREMIUMS

7

CANDIDATES EVALUATED

3

CANDIDATE SLATE

2

DAYS TO OFFER

WHY ARExecutiveSearch

- A relationship with the Global Head of FP&A spanning about a year.
- The Global Head of FP&A reaches out after exhausting internal resources and contacts.
- Access to FP&A candidates from similarly sized companies and environments.

The Choice

- ARExecutiveSearch had a relationship with the Global Head of FP&A for about a year.
- After exhausting his internal resources and contacts, the Global Head of FP&A reached out to ARExecutiveSearch.

The Selection

- There was strong interest in two of the three candidates after initial interviews; both were placed into second-round conversations.
- The two final candidates were evenly matched, but the winning candidate was chosen because of her previous experience supporting one of the Client's business unit CEOs in a prior role at another company.
- Salary negotiations were wrapped up in two days, and a start date was set.
- ARExecutiveSearch stayed with the successful candidate through the resignation process with her current employer.
- The new Head of FP&A for the Americas started.

THE RESULT

- Both the candidate and the client are doing well.

Another successfully completed search.