

INSURANCE | STARTUP P&C CARRIER | FINANCE AND ACCOUNTING

A startup P&C carrier needed a Group Controller who could build the accounting function from scratch

Insurance accounting depth and startup instincts rarely sit in the same person, and the client's local market was thin. We placed a local candidate in 43 days.

INDUSTRY	FUNCTION	ROLE	MARKET	ENGAGEMENT	TIME TO PLACEMENT
Insurance. Property and casualty startup carrier	Finance and accounting	Group Controller	National search, local placement	Retained executive search	43 days

THE SITUATION

A startup P&C carrier with a new distribution model had outgrown improvised accounting.

It needed a Group Controller to build financial reporting, a close calendar, and a team, starting from close to nothing.

WHAT MADE IT HARD

- **2 skill sets, 1 hire.** Insurance accounting depth and startup building instincts. Plenty of controllers have one of the 2.
- **A thin local market.** The client's geography did not hold many professionals with P&C accounting experience at this level.
- **Relocation risk.** A remote or relocating hire would slow the build at exactly the wrong moment.

HOW WE RAN THE SEARCH

- 1 Ran the search nationally to find the skill.** The technical requirement came first, and the country was the search area.
- 2 Mapped the local market in parallel.** A second track focused on the client's own region, so a local hire stayed possible.
- 3 Engaged 46% of the target list directly.** Nearly half the identified market had a real conversation with us.
- 4 Submitted 6, including 3 local.** The client could weigh national depth against local speed with real options on both sides.

THE OUTCOME

Placed a local candidate 43 days after the search began.

The Controller built the reporting stack and the close calendar, then hired the team underneath.

BY THE NUMBERS

43

DAYS TO PLACEMENT

46%

OF TARGET MARKET
ENGAGED

6 / 3

SUBMITTED / LOCAL

IN THEIR WORDS

"Lyneer's approach to understanding our unique needs and tailoring the search to our market challenges was exceptional. The candidate has been instrumental in shaping our financial operations and team culture."

CLIENT, STARTUP P&C CARRIER

WHY IT MATTERS

90% of Lyneer placements earn promotions within their organizations. Hires like this one are why that number holds: the Controller was not hired to fill a seat, and the seat did not stay the same shape for long.

Ready to start a search?

We place finance, accounting, underwriting, and actuarial leaders at insurance carriers, MGAs, reinsurers, RIAs, family offices, and financial services firms. We have done it since 1993, and every retained search we have accepted has ended in a placement.

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