LYNEER SEARCH GROUP

CASE STUDY

INSURANCE | PUBLICLY TRADED SMALL-CAP CARRIER | LEGAL

A newly appointed General Counsel at a small-cap insurer had 1 hire to get right

The candidate needed SEC reporting and governance experience from a public company, and needed to have done that work personally rather than supervised it. 54 days from signed engagement letter to start date.

INDUSTRY	FUNCTION	ROLE	REPORTS TO	ENGAGEMENT	ENGAGEMENT TO START DATE
Insurance. Publicly traded small-cap carrier	Legal	Assistant General Counsel	Newly appointed General Counsel	Retained executive search	54 days

THE SITUATION

A publicly traded small-cap insurance company had brought in a new General Counsel. The legal function needed building, and the GC's opening move was to hire an Assistant General Counsel to carry securities work and board support.

WHAT MADE IT HARD

- **The market was narrow at both ends.** Candidates needed public company securities and governance experience. At a large cap that work is spread across a team, and plenty of those lawyers have never drafted a proxy start to finish.
- **It was the GC's first hire.** A miss would cost a new General Counsel credibility with the board at the moment they were building it.
- **Board support is a judgment skill.** A résumé will not tell you whether the committee wanted them back.
- **Small cap needed selling carefully.** Framed the wrong way, wider scope on a smaller platform reads as a step down.

HOW WE RAN THE SEARCH

1. **Searched publicly traded insurance, financial services, and other regulated industries.** SEC reporting and governance practice under comparable regulatory pressure.
2. **Filtered on scale, not on the word "public."** We screened out lawyers whose securities work had been distributed across a large-cap team. This job is hands-on
3. **Built the message around scope.** The description of the job is the search: what the lawyer would own personally, and the board access a small cap gives you.
4. **Assessed for the room, then the résumé.** Every finalist ran through the Lyneer Executive Search Strategy™: technical skill, leadership capability in front of a board, cultural alignment with a lean legal function, and long-term growth potential.
5. **Stayed close to the GC.** A short finalist slate and direct contact through every round.

THE OUTCOME

Placed an Assistant General Counsel with public company governance experience and the appetite to do the work personally, 54 days from signed engagement letter to start date.

They took securities reporting and board support off the General Counsel's desk, which freed the GC to build the rest of the function.

BY THE NUMBERS

54 DAYS, ENGAGEMENT TO START

107 PROSPECTS IDENTIFIED

12 ADVANCE SCREENED

3 SLATE PRESENTED

WHY IT MATTERS

107 prospects, 59 worth a shortlist, 12 who held up under a real screen. That is the shape of a narrow market. There was no volume to fall back on, so the description of the job mattered more than the sourcing.

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