LYNEER SEARCH GROUP

CASE STUDY

FINANCIAL SERVICES | ADVISORY BUSINESS | TOTAL REWARDS

A financial services firm scoped a compensation manager role. It closed at Director level in 35 days.

The requisition was written a level too low. Once we were in the market it was clear the advisor and executive rewards scope needed a Director, and the client re-leveled the role.

INDUSTRY	FUNCTION	ROLE	MARKET SEARCHED	ENGAGEMENT	TIME TO ACCEPTED OFFER
Financial services	HR and total rewards	Opened at Compensation Manager, placed at Director of Compensation	Wealth management, private banking, and financial services	Retained executive search	35 days

THE SITUATION

A financial services firm had outgrown its compensation structure. Advisor pay, executive rewards, and retention were handled without anyone who owned them.

WHAT MADE IT HARD

- **Advisor compensation is a specialty.** Advisor pay runs on grids, payout schedules, deferred compensation, and retention tied to book ownership.
- **Executive rewards sat in the same job.** A separate technical body of work with its own governance requirements.
- **Influence without authority.** Every recommendation lands in front of senior advisors and executives with strong views about their own pay, and compensation sits close to every relationship in the firm.
- **A small field.** Candidates who have done advisor comp and executive comp inside a firm with an advisor population are a few hundred nationally.
- **The role was scoped a level too low.** At manager level, nobody carrying the scope the firm described was going to take the job.

HOW WE RAN THE SEARCH

1. **Searched where the work is actually practiced.** Wealth management, private banking, and financial services, where this work is practiced.
2. **Ran every candidate through the Lyneer Executive Search Strategy™.** Technical skill, leadership capability at the executive table, cultural alignment with an advisory model, and long-term growth potential.
3. **Took the level problem back to the client.** Every candidate carrying the described scope was already a Director. We brought the evidence, and the client raised the level rather than lower the requirement.
4. **Screened hard on the advisor population.** We wanted people who had built advisor pay structures and watched them survive contact with the advisors.
5. **Submitted only candidates ready for a strategy conversation.** Nobody needed bringing up to speed on advisor economics first.

THE OUTCOME

Accepted offer 35 days after engagement, at Director level, after 3 client interviews.

The Director rebuilt the advisor and executive compensation structure and gave the firm something it can recruit against.

BY THE NUMBERS

35
DAYS TO ACCEPTED OFFER

3
CANDIDATES INTERVIEWED

+1
LEVEL, MANAGER TO DIRECTOR

WHY IT MATTERS

At a firm with an advisor population, advisor economics are the business model, so a compensation hire is a business hire. The useful thing we did here was tell the client their requisition was wrong, with the candidate evidence to prove it.

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, and have done it since 1993. Every retained search we have accepted has ended in a placement.

hello@lyneersearch.com

646-543-8865

lyneersearch.com