LYNEER SEARCH GROUP

CASE STUDY

INSURANCE | P&C | FINANCE AND ACCOUNTING

A global P&C insurer needed an FP&A leader to scale the function. The role was filled within 90 days.

The search called for one executive with P&C insurance expertise, FP&A transformation experience, private equity and M&A exposure, and Board-level communication skills.

INDUSTRY	FUNCTION	ROLE	COMPENSATION	ENGAGEMENT	TIME TO FILL
Property and casualty insurance	Finance and accounting	Head of FP&A	$300K	Executive search	Within 90 days

THE SEARCH

A highly specialized search for an FP&A leader within the P&C insurance sector who could help scale an FP&A function from a startup environment into a more mature, sophisticated organization.

KEY REQUIREMENTS

- Proven FP&A leadership experience within P&C insurance
- Private equity and M&A experience
- Strong finance leadership and demonstrated team-development capabilities
- Experience taking an FP&A function from startup phase through organizational development and maturity
- Senior stakeholder engagement, including Board-level presentations and communications
- Experience operating within a global organization

SEARCH CHALLENGE

The primary challenge was identifying an executive with the right combination of P&C insurance expertise, FP&A transformation experience, PE and M&A exposure, and Board-level communication skills. The specialized nature of the requirements significantly narrowed the candidate pool.

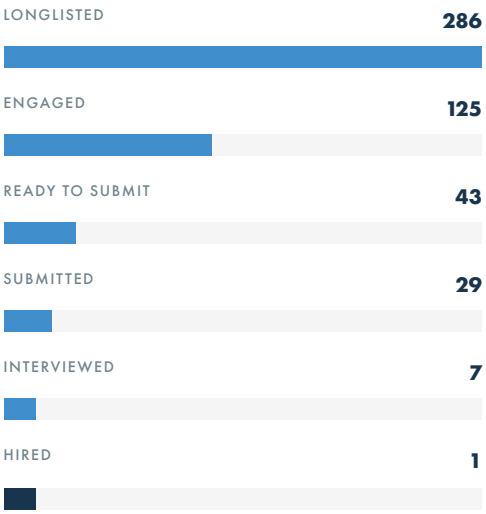
HOW WE RAN THE SEARCH

1. **Mapped the market.** 286 candidates were longlisted and 16 more applied, to find P&C expertise combined with FP&A transformation, PE and M&A exposure, and Board-level experience.
2. **Engaged 125 candidates.** Conversations covered team development, global operating experience, and senior stakeholder engagement.
3. **Submitted 29 candidates.** 7 were interviewed, leading to 1 placement within 90 days.

THE OUTCOME

Despite the complexity of the search, the position was successfully filled within 90 days.

THE SEARCH FUNNEL



286 : 1

CANDIDATES LONGLISTED PER PLACEMENT

WHY IT MATTERS

At this stage the function needed a leader to set its strategy. The company was moving through a finance data transformation under new private equity ownership, with a technically strong team ready for development in leadership and strategic thinking. The hire had to set FP&A strategy, develop the team and a number two, and brief the Board and ownership. We screened for strategic and leadership experience alongside P&C technical depth.

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.

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