

MARKET BRIEF

Liberty Mutual posted 89% more job openings in 2026 than the year before.

Boston's insurance market is hiring at a different speed.

Liberty Mutual, headquartered in Boston since 1912, opened roughly 3,180 new roles in 2026, about 265 a month. The carrier employs more than 33,000 people worldwide, most of them in the US. Regional carriers like Arbella and Plymouth Rock built their businesses in the same market.

89.3%

Year-over-year increase in Liberty Mutual job postings

3,180

New roles Liberty Mutual opened in 2026

33,038

Liberty Mutual employees worldwide, as of March 2026

1912

Year Liberty Mutual was founded in Boston

MIDDLE MARKET IN MOTION

Liberty Mutual is hiring at a pace most insurers haven't seen in years, and that kind of growth doesn't stop at the front line. Every new book of business needs an underwriting leader to price it and an actuary to reserve for it. Boston's regional carriers, Arbella and Plymouth Rock among them, are competing for the same senior bench.

Nationally, MGA and specialty consolidation kept private equity active through the first half of 2026. Boston's carriers are hiring the CFOs, chief actuaries, and compliance leaders who can scale a book of business without losing control of it.

ROLES WE PLACE & WHAT THEY COST TO HIRE

FUNCTION	ROLE	TYPICAL TOTAL COMP*
UNDERWRITING	Chief Underwriting Officer	\$600K–\$1.1M
ACTUARIAL	Chief Actuary (FCAS / FSA)	\$250K–\$400K+
FINANCE & ACCOUNTING	Chief Financial Officer	\$500K–\$850K
FINANCE & ACCOUNTING	Controller	\$152K–\$213K base
OPERATIONS	Chief Operating Officer	\$250K–\$700K+
COMPLIANCE & RISK	Chief Risk Officer	\$320K–\$560K
COMPLIANCE & RISK	General Counsel	\$365K–\$520K+
HR & TALENT	Chief Human Resources Officer	\$190K–\$550K

*Directional base/total-cash benchmarks for mid-market carriers, MGAs, and specialty insurers (roughly \$100M–\$500M in revenue). Major hub metros, New York, New Jersey, Boston, and Chicago among them, typically price 20–40% above these baselines; larger enterprises price higher still. Calibrate to company scale, ownership structure, and mandate before use in an offer.

100%

Placement rate on retained searches since 1993

90%

Of our placements earn a promotion within their organization

Top 250

HuntScanlon's 2025 America's Top Executive Search Firms

We've specialized in insurance, wealth management, and financial services since 1993. We know the difference between staffing a P&C carrier's first Chief Underwriting Officer and staffing an MGA's next CFO, and we know it before the first call. The Lyneer Executive Search Strategy™ evaluates every candidate on technical skill, leadership capability, cultural alignment, and long-term growth potential: the four things that actually predict whether a leader succeeds in your firm.

Let's talk about your next Boston hire.

The executive search firm for insurance, wealth management, and financial services.

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Sources: Revelio Labs, Liberty Mutual employee headcount and hiring data, 2026; company disclosures (Liberty Mutual); PwC Insurance: US Deals 2026 midyear outlook; beinsure.com insurance M&A tracking, 2026; JRG Partners 2026 Insurance Executive Compensation Report; actuary.info 2026 Actuarial Salary & Compensation Guide (BLS, DW Simpson, Glassdoor); Robert Half 2026 Salary Guide (Controller); Cowen Partners & Paragon Legal General Counsel benchmarks; industry COO/CHRO compensation surveys.