INSURANCE · CHARLOTTE MARKET

MARKET BRIEF

Pacific Life just put $12.3 million into a new Charlotte office. Its hometown insurance giant is getting bigger too.

CRC Group, the Charlotte-based wholesale specialty and MGA business, closed its acquisition of Atrium, a Lloyd's managing agency, in January 2026. Pacific Life is bringing 300 jobs to a new South End office. Charlotte's insurance bench, carriers, MGAs, and the specialty wholesalers built around them, is expanding at the same pace as its banks.

300
Jobs Pacific Life is adding at its new Charlotte office

$12.3M
Pacific Life's investment in that office

Jan 2026
CRC Group, Charlotte's homegrown MGA giant, closed its acquisition of Atrium at Lloyd's

Top 5
US metro for actuarial pay, alongside New York and Hartford

MIDDLE MARKET IN MOTION

CRC Group built its wholesale and MGA business in Charlotte and just used it to buy a Lloyd's managing agency. Pacific Life picked Charlotte for its newest office and 300 jobs. Both bets say the same thing: Charlotte's insurance middle market, MGAs, specialty wholesalers, and the carriers that back them, is deep enough to build on.

Every acquisition needs a CFO who can close the deal and a compliance leader who can get a new subsidiary through its first regulatory exam. Charlotte's insurance middle market is hiring for both right now.

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 Charlotte hire.

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

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Sources: WBTV, "Major insurance company bringing 300 jobs with new office in Charlotte," Oct. 2025; Insurance Journal/CRC Group deal coverage, Jan. 2026; U.S. News & World Report / BLS actuary metro pay analysis, 2025; 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.