

reo+group

— executivesearch

## Case Study

Chief Underwriting  
Officer



### About Cover-More Group

#### Client Assignment Brief

The search team was approached to appoint a new Chief Underwriting Officer for a major Underwriting Agency with over 400 staff worldwide. The business had previously had two separate CUO's and were looking to consolidate into one role. The candidate would manage a highly technical and capable team across Portfolio, Product, Pricing and Underwriting and therefore needed a high degree of technical acumen to gain the respect of the team. Additionally, someone who could successfully influence at the level of CFO and CEO was essential given where the importance of the role and the challenges the organisation was facing.

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## Execution Facts

It was agreed with the Chief People Officer and Talent team that a global search would be undertaken. Many individuals had already been approached, however none were deemed right and had either been lacking in executive presence, technical knowledge or the energy to affect real change. Candidates were approached and assessed from Australia, New Zealand, China, Vietnam, London and Singapore and a long-list of 14 presented with 4 being recommended for interview.

## Outcome

The business quickly decided on a preferred candidate, an Australian citizen living overseas who was the Chief Technical Officer for a major insurer for a significant region. The candidate was appointed and quickly transformed internal relationships, took over actuarial and is now operating in a wider role in the business over a year into their role. The appointment has come at a time of significant internal change and the CUO has become an essential support for both the new Regional CEO and Australian Managing Director supporting this process of organisational transformation.

14

Candidates  
Formally  
Assessed

03

Candidates  
Interviewed by  
Client

05

Weeks from  
Engagement  
to Shortlisting

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Salary Range of Shortlisted Candidates

\$250K - \$400K