



Chief Actuary 360° Program
Growing the Next G of Chief Actuaries



Sydney, 18 November 2013

**EXECUTIVE SEARCH FOR A
CHIEF ACTUARY
BY
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Executive Search for a Chief Actuary

What does the Client expect?

From the potential Chief Actuary/Candidate –

- Technical and commercial competence
- Broad people management experience
- Good reputation in the market/credibility



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What does the Client expect?

From the Search Consultant –

- Know the Client
- Understand their business needs
- Mutual trust
- Meet the brief
- Expect to be presented with the best candidate(s)



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Technical skills alone allow you to be an outstanding individual contributor, but to lead, you need an additional skill set. The more different competencies a leader displays at strength, the greater their business results

“Making Yourself Indispensable,” by John H. Zenger, Joseph R. Folkman, and Scott E. Edinger.



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Factors to consider:

- **Character:**
 - Strong personality
 - Confidence
 - Presence
- **Communication skills**
 - In a non-technical manner
 - Be able to listen
- **Interpersonal Skills**
 - Relating and engaging positively with those around you
- **Cultural Fit**
 - Hiring for personality



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Factors to consider:

- **Commerciality**

- Interpret technicality for business value
- Have a strategic understanding of the business.
- Strong understanding of the market
- Anticipate trends in regulations
- Supports strategies the company is adopting, and other opportunities/risks to the company



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Factors to consider:

- **Politically Savvy!**

- Identify the internal and external politics that impact the work of the organization.
- Approaches each problem situation with a clear perception of organizational and political reality, recognizes the impact of alternative courses of action



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Factors to consider:

- **Outside Interests**
 - Volunteering
 - Coaching sports
 - mentoring
 - Teaching
 - Charity work
 - Work in the community



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- Small survey of 25 actuarial analysts
- Chief Actuary as their ultimate vocational goal
- Not all those asked actually knew who the Chief Actuary was in their organisation, but they were considered the “ultimate leader” of the actuarial teams
- Demonstrate a strong strategic understanding of the business
- See the “bigger picture”
- Need to possess great interpersonal skills
- Ability to communicate in a manner that engages and motivates the teams
- To be an inspiring person
- Be influential



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Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.

– Norman Schwarzkopf





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