

Executive Search
and Advisory for
the Global (Re)
Insurance Market

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Introduction to Stephens Rickard

Founded in 2009, Stephens Rickard is an Executive Search firm focused on the Global Insurance, Reinsurance and Alternatives/ILS markets.

This also qualifies us to ensure that our search process identifies and engages best in class talent suitable for your business, with a focus on diverse candidate pools and shortlists. We build trusted relationships with candidates and provide

objective career counsel. This increases the likelihood that career decisions we facilitate are well substantiated, and individuals introduced by us are more likely to remain with their new employer for the long term.

We have extensive experience of senior appointments across all front, middle and back-office functions, covering most product areas and disciplines within the following sectors:



Insurance
(Life & Non-Life)



Reinsurance



**Alternatives
/ILS**



Appointments include C-suite roles and Non-Executive Directors, as well as technical appointments at and just below Executive level.

We have also assisted clients with several small business and team acquisitions, in addition to capacity and capital solutions

At Stephens Rickard we provide our clients with Executive Search services and strategic solutions underpinned by our strong technical industry understanding, acute awareness of market growth factors and extensive Global networks of leading (Re)Insurance and Financial Markets professionals.

We fervently believe that Executive Search delivers more than just talent sourcing and, hence, we have developed the in-house technical proficiency to deliver numerous supplementary consultative products and services including:

- D&I Synopsis
- Compensation Benchmarking
- Psychometric Assessment Advisory Services
- Retention and Succession Planning
- Executive Coaching
- Introduction of Capital

How we work

Our Search Process begins with the fundamental need to understand your business, your culture and the brief. Our combined experience and dedication to the global re/insurance markets gives us a strong starting point.

However, as part of any project we would want to spend time with you to evaluate your business objectives and the characteristics and competencies required for an appointee to thrive within your organisation. We will then work with you to draw up and agree a Briefing Document and Assessment Grid which we use as the basis of the search. The

Importance of Assessment

Our Assessment Grid details our interpretation of the key skills, characteristics and core competencies sought in the appointee. We use this tool as a fair and consistent means of benchmarking talent and as the foundation of an effective, structured interview and assessment process. This ensures “best fit” candidates are introduced to our clients. Any candidate subsequently interviewed will be appraised and scored against their respective Assessment Grid, the results of which will be shared, along with full candidate CVs in anticipation of client interviews.

We have found scoring candidates against these basic metrics reduces the subconscious bias within any of our employees by keeping us unbiased and “on brief”.



Our Process

At Stephens Rickard we are proud of our culture, one of honesty and collaboration.

Unlike many of our competitors, we work with one P&L to bring the best value to our clients. You will be working with a team of dedicated Consultants with deep experience in the Global Re/insurance markets and an acute specialisation in insurance. Collectively, our consultants have lived and worked

in Zurich, New York, Chicago, Miami, Madrid, Singapore, Hong Kong and London. We have broad networks of contacts across the globe and a profound appreciation for the nuances of hiring from a diverse, global talent pools of candidates spanning all areas of the re/insurance sector.

Like you, we are committed to inclusive hiring, something we consistently challenge through our process. We believe that balanced and inclusive working environments create more dynamic, entrepreneurial and effective corporate cultures. As an Executive Search firm, we are in a unique position to leverage our experience and reputation to influence change at Board and senior levels in providing fair representation and opportunities for all.

The Search Process

Week 1

Assignment Definition

- Agree search objectives and formalise Briefing Document
- Draft Assessment Grids in agreement with Client
- Commence research and approaches/informal referencing

Weeks 1 to 4

In-Depth Research

- Continue desk and phone-based research
- Commence Candidate approaches and interviews
- Score and assess candidates against assessment criteria and grid
- Finalise Longlist/Research Report

Weeks 4 to 6

Report Presentation

- Meet Client to present our research
- Agree preferred shortlisted targets with Client

Weeks 6 to 8

Client Interviews

- Facilitate Client/Candidate interviews
- Share CVs and Candidate assessments
- Thorough 'two-way' feedback follow-up & evaluation

Thereafter

Interview Schedule & Offer Management

- Counsel on offer details
- End-to-end Candidate management of resignation
- Onboarding

Continuous Until Start Date

Post Offer Management

- Regular contact throughout notice period
- Continued dialogue with Client & Candidate to ensure successful integration

Meet the Team



Mark Stephens

Partner, London

Mark founded the business in 2009, rebranding it Stephens Rickard in 2018. After beginning his career in the (Re)Insurance market, Mark transitioned initially to recruitment and then to executive search. Since then, he has completed mandates across all Board and Executive Committee disciplines, with a strong focus on underwriting leadership roles. Mark's client base primarily includes risk carriers and MGAs, and he also works closely with intermediaries and professional services firms on projects in the UK, US, and internationally.



Rupert Rickard

Partner, London

Rupert joined the business in 2014 to strengthen the firm's coverage of the (Re)Insurance markets. He brings over twenty years of international search experience, having successfully completed mandates across the London Market, Asia Pacific, EMEA, and North America. Prior to joining Stephens Rickard, Rupert was a Partner at a leading (Re)Insurance recruitment boutique and a Managing Consultant at a specialist recruitment firm in London, later expanding the practice to New York, where he spent several years establishing the P&C division.



Rachel Dick

Director, London

Rachel joined Stephens Rickard in 2019 to enhance the firm's search delivery capabilities and client proposition. Having worked in Executive Search 2007, in roles such as Senior Consultant and Head of Research and Execution, Rachel has successfully delivered a wide range of board and executive-level projects across diverse product lines and technical disciplines. Her expertise spans the UK and London Market, Bermuda, Continental Europe, and Asia Pacific, where she spent five years based in Singapore. Rachel is Hogan Certified and specialises in executive talent planning, profiling, and development.

Meet the Team



David Cooper

Director, London

David has over thirty years of experience recruiting executives in the (Re) Insurance industry. After spending three years as a broker, he transitioned to the recruitment sector and, in 1996, co-founded Mansion House Executive, a boutique executive search firm focused on the (Re)Insurance industry. David joined Stephens Rickard from Norman Broadbent Group in 2020, and specialises in the UK and European Retail Insurance markets. He has completed search mandates for insurers, brokers, and sector suppliers, overseeing board, C-suite, and senior leadership appointments across all functions.



Stephen Woodward

Senior Advisor, Zurich

Stephen joined Stephens Rickard in 2022, contributing valuable expertise in building global (Re)Insurance teams across numerous regional and product line initiatives. Having begun his career in the North American property facultative market, Stephen went on to underwrite global treaty and facultative business, later spending time in the London Market evaluating start-up opportunities in Lloyd's. Stephen brings a truly international perspective, having established underwriting networks in Europe, Asia, and the US. Based in Switzerland for nearly 30 years, he now oversees Stephens Rickard's hub in Zurich.



Mandy Sharp

Head of Operations and Research Consultant

With a background in both the insurance and property markets, Mandy has over 15 years of experience in high-value sales and advisory environments. She began her role as Head of Operations in 2018, bringing invaluable organisational and communication skills to the day-to-day running of the office, which involves oversight of internal accounting, coordination of meetings and interviews, and management of consultants' schedules. Mandy's remit has since expanded to supporting the team and clients across all aspects of the research process.

Meet the Team



Harry Nassaris

Associate Principal

Harry joined Stephens Rickard in early 2020 to strengthen the firm's research capabilities. He graduated from the University of Bristol in 2018 with a BSc in Economics and Management before entering Financial Services as an audit trainee. Initially, Harry was responsible for driving research to support the early stages of each project. Since progressing to the role of Associate Principal, he now leads the execution and delivery of search mandates, particularly in underwriting, actively managing candidates and clients throughout the process.



Isabelle Grime

Research and Operations Assistant

Isabelle joined Stephens Rickard in 2022 to support the expansion of the research function and address growing operational requirements. After graduating with a first-class History degree from Queen Mary University, Isabelle earned an MSt in Medieval History from Oxford, whilst working as an academic research and editorial assistant. By leveraging her broad research experience, Isabelle strengthens the scope and depth of industry and candidate analysis conducted by the team, supporting candidates and liaising with clients to enhance the overall search process.

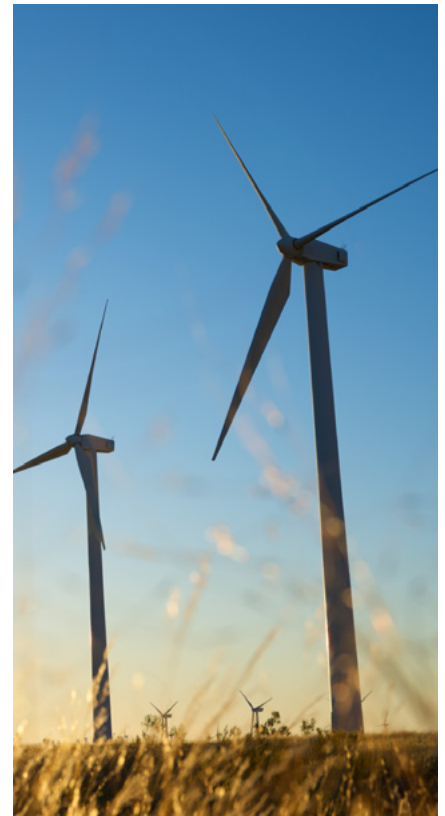
Our Commitment to ESG

At Stephens Rickard, although our primary business objective concerns value generation for us and our clients through a suite of strategic solutions, we are fully committed to operating a sustainable business.

A business that is committed to doing the right thing for society in an environmental, social and governance context. From our involvement in initiatives that include promoting social mobility, replanting kelp beds to stimulate biodiversity, driving diversity and inclusion, partnering with mental

health and wellbeing organizations to our transparency in our work and the type of businesses we work with, we have a clear internal and external ESG strategy that goes far beyond vacuous virtue signalling.

Examples of our current ESG initiatives, include:



Career Ready

We are currently partnering with a Social Mobility charity, Career Ready, to support sixth form students who may not otherwise have the opportunity to understand and experience the world of work; as well as helping them develop their own key skills to achieve their goals.



GreenTheUK

We are currently partnering with and donating to GreenTheUK, an organization that aims to restore biodiversity and reverse some of the effects of past decades of environment destruction and degradation. Specifically, through GreenTheUK, we have begun a partnership with The Blue Marine Foundation and the Marine Conservation Society to help them restore and grow vital Kelp beds across five specific sites off the South coast of England.

Stephens Rickard

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