

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 strengthen the firm's search delivery capabilities and enhance its client proposition. With a career in executive search that began in 2007, she brings extensive experience managing research and execution functions while leading global client relationships and complex search mandates. Rachel has successfully delivered a broad range of board and executive-level appointments across multiple functions, product lines, and technical disciplines within the global insurance and reinsurance markets. Her expertise spans the UK and London Market, the United States, Bermuda, Continental Europe, and Asia Pacific, where she spent five years based in Singapore. Rachel leads the firm's Board Practice and oversees the research and execution functions across the business, ensuring the delivery of rigorous, high-quality search processes. She is Hogan Certified and specialises in executive talent planning, leadership profiling, and succession development.

Meet the Team



David Cooper

Director, London

David has over thirty years of experience recruiting executives in the (Re) Insurance. 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.



Julie Czarnik

Executive Vice President, Miami

Julie joined Stephens Rickard in June 2025. She has over twenty years of experience in Executive Search, Talent Acquisition, and corporate Human Resources with a particular focus on the insurance sector across the United States. Julie's earlier career encompasses senior leadership roles in Talent Acquisition and Human Resources at William Blair & Company, Aon, and Zurich North America, where she played a pivotal role as a strategic advisor to executive leadership, shaping and guiding enterprise talent strategies, workforce planning, and leadership appointments that directly supported and advanced the organisations' overarching business objectives.



Mandy Sharp

Head of Operations, London

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, London

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.



Alice Gorman

Researcher, London

Alice joined Stephens Rickard in March 2026 to support and expand the firm's research capabilities. Raised and educated in Singapore, she graduated from the University of Edinburgh in 2025 with an MA in Geography. In her role, Alice supports the team at stages of each assignment and throughout the search process, contributing to market mapping, research, candidate identification, engagement, and assessment. Her work helps ensure that each search is supported by thorough research and a well-developed view of the relevant talent landscape. Alice's collaborative and detail-oriented approach, combined with strong communication skills and international perspective, supports the identification and engagement of high-calibre global talent on behalf of the firm's clients.



John Sutton

Non-Executive Chair, London

John joined Stephens Rickard in January 2025, bringing over four decades of invaluable knowledge and experience building and running businesses of scale throughout North American and International (re)insurance markets. From 2018, John was CEO of Acrisure's London Wholesale Division, and, following his success in making this one of the leading specialist divisions in the market, remains with them as a Senior Advisor. Across a career in both broking and underwriting, John also presided over Integro's non-US International Division (including Bermuda), co-founded start-up broking house Humphreys Haggas Sutton & Co, and led the Marsh FINPRO Re group in London.

Meet the Team



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.



Shelby Punke

Executive Search Consultant, Miami

Shelby brings more than a decade of experience in insurance executive search, recruiting senior leaders across the P&C, and Life, and Health insurance sectors, executing targeted search strategies across C-suite roles. Shelby was previously a Senior Executive Recruiter with another insurance search boutique. She began her career in commercial lines underwriting at Travelers, underwriting complex risks across multiple product lines. Her combined background enables her to bring both industry fluency and strategic talent market insight to every engagement.

Our Commitment to ESG

At Stephens Rickard, alongside our commitment to an inclusive hiring process, we are dedicated to operating a sustainable business and doing the right thing in an environmental, social and governance context.

We aim to maintain a strong and evolving ESG strategy, looking for opportunities to expand our reach

and support causes that have positive, meaningful and tangible impacts on people, communities, and the environment.



MammalWeb

A new partner of ours from 2025 is MammalWeb, a charity established in collaboration between Durham University and Durham Wildlife Trust, operating a citizen science program that curates camera-trap data to improve understanding of wild mammal distribution and ecology. The organisation seeks to expand citizen science camera trapping to address and acknowledge gaps relating to the status and ecology of UK and European mammal populations. We support MammalWeb through regular sponsorship, assisting the continued growth in data contributions and platform usage that underpin the charity's research and conservation impact.



GreenTheUK

Over the course of our long-term partnership with GreenTheUK, we have supported them in their heroic aim of restoring biodiversity and reversing some of the effects of past decades of environmental destruction and degradation in local areas around the UK. In 2025, our funding enabled GreenTheUK, in collaboration with the Blue Marine Foundation, to embark on an incredible effort to scrub, clean, weigh, and measure 10,000 European flat oysters, as part of the Solent Oyster Restoration project. This work aims to restore vital native oyster reefs across the Solent; reefs that filter our waters, boost biodiversity, and help protect our coastline.



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