

## CASE STUDY

# SUCCESSFUL RETIREMENT BENEFITS ADVISORY CALCULATED THEY NEEDED A SENIOR ACTUARY

## THE CLIENT

A Northwestern multi-office Retirement company found itself looking into the not-so-distant future where the CEO would be seeking to retire himself. A new President had to be found now and prepared for the eventual takeover of this 100-person firm in a few years' time.

## THE ROLE

Initially managing an office of 20, the new hire would require the Senior actuarial skills to do the job needed now while also possessing the leadership skills and passion to lead this growing organization of over 100 employees that prided itself on a 'no policy' culture.

## THE CHALLENGE

Before #twiceasnice got involved an offer was made and the candidate 'no-showed' for the start of this high-level role. Devasting for any search but especially troubling for this leadership position. The firm needed a hire, fast.

## HOW #TWICEASNICE PARTNERED

After an extensive intake call, #twiceasnice immediately implemented a national search to find the rare matches to both the technical skills required along with the leadership qualities that eventually would be most important. We began both extensive cold outreach and advertising across the US for this senior role. Given the extremely specific requirements for this role, cold outreach was expected to be the most effective effort.

## #TWICEASNICE RESULTS

Cold outreach to passive candidates led to several candidates being presented and the actual hire was identified and presented in less than two months from the intake call.

## WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, [contact us](#).

## From the Client Manager

Often cold outreach represents a small portion of candidates in each search - this one was interesting because it represented 100% of candidates who got an offer or would have had the ultimate hire declined his.

Caralie Coleman  
Client Manager



**Region**  
Northwest US



**Industry**  
Finance



**Role**  
Senior Actuary



**#twiceasnice Savings**  
\$25,000



**Placement Guarantee**  
18-months