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Eames Consulting Group provides executive recruitment solutions across all sectors of the Insurance industry

ALTERRA / MARKEL – The exodus of **Alterra** executives following its takeover by **Markel** earlier this year has continued apace, significantly shrinking the management structure at the former Bermudan (re)insurer. According to sources, the departures came after Markel took control of much of the non-underwriting management functions, but they also include several departures on the underwriting side, primarily in Alterra's Reinsurance division. As previously reported, **Alterra Re's** management had been thinned by the departure of Global Reinsurance Chairman **Tom Wafer** and CEO **Adam Mullan**. Parent **Alterra Capital** had already lost CEO **Marty Becker**, CFO **Joe Roberts** and Head of Underwriting Strategy **Greg Richardson**. More recently, **Carol Rivers**, General Counsel and Company Secretary of Alterra Capital has stepped down after a sabbatical. Rivers joined Alterra from **Harbor Point** during its merger with **Max Capital** in 2010 and was seen as key to the integration. **Joe Monk**, the Global Chief Actuary for Alterra Capital, is understood to have left following the merger with Markel, while Group Controller **Colin James** is thought to be set to leave the firm. Away from the impact at group level, Alterra Re's operations and underwriting teams have also seen a slew of exits. It has been reported that **Brian Hegarty**, Managing Director of **Alterra Re USA**, has left the firm along with **Joel Livingston**, COO of Alterra Re USA and Bermuda. Both executives are understood to have been based at Alterra's New Jersey office. **Chris Coleman**, the CFO of Alterra Re in Bermuda, has since re-emerged as Chief Accounting Officer at hedge fund reinsurer **Third Point Re**. His former Harbor Point colleague **Jonathan Norton** has also left his position as Chief Actuary at Alterra Re USA. Meanwhile, notable departures from Alterra Re on the underwriting side include Vice President **Marc Amen**, thought to have now joined **RenaissanceRe**, and **Stephen Gray**, who headed Property Cat written out of Alterra Re's London unit. A number of others are also expected to leave in the coming months. It is understood that **Michael Dicker**, SVP of Agriculture based out of **Alterra Re Europe** in Dublin, is set to depart, while **Alterra at Lloyd's** Underwriting Director **Matthew Petzold** is thought to have made it known that he will leave at the end of 2013. Other significant departures include **Doug Worman**, CEO of US insurance at Alterra.

AMTRUST – It has been reported that **Peter Murphy**, the final member of the **AmTrust Europe** team that undertook a bold play into the Italian Medical Malpractice market, has resigned his position at the firm. The move follows the departure of AmTrust Europe's Chief Underwriting Officer **Stephen Gordon** back in December 2012. AmTrust made its explosive entry into the capacity-starved market in 2010, and according to broking sources it has written over €300m of premium since then. It is

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“Eames is one of the best recruitment and search firms I have worked with. They consistently deliver what they promise. Whilst one of their USP's is certainly the depth of knowledge of their markets, their account management skills are also most impressive. They truly understand the organisation they are recruiting for.

Group HR Manager, Amlin

understood to have an utterly dominant market share – thought to be in the region of 60-70% – due in part to its strong relationship with Neapolitan broker **Trust Risk Group**.

ANTARES – **Antares** has appointed **David Wright** as Political Risks Manager of its Political and Financial Risks Specialty Lines portfolio. Wright has nearly thirty years' experience broking and underwriting Political Risks in the London Market. He joins **Antares** from **CV Starr Underwriting Agents Ltd**, where as Head of Political Risk, he was responsible for the establishment and development of its market leading Political Risks and Credit division. Prior to this, he held senior positions at **XL**, where he was Deputy Underwriter of **Syndicates 861** and **1209** and Global Practice Leader of Political and Financial Risks.

ANV – **Richard Dziadzio**, Chief Financial Officer of specialty insurer **ANV**, is leaving the start-up to take up the same role at **QBE North America**. Dziadzio's departure comes less than a week after ANV, led by founder and CEO **Matt Fairfield**, lost out to legacy player **Enstar** and buyout firm **Stone Point** in the race to acquire specialty insurer **Torus**. "Richard played a significant role in the integration of Syndicate 1861 into ANV and was a valued contributor in our ongoing commitment to build ANV," Fairfield said in a statement. "His efforts are much appreciated and we wish him all the best on his new path at QBE as it allows him to work closer to home and his family." Dziadzio, who has been with ANV for a year, will take up his new position in August. He previously spent 18 years at **Axa**, where he held positions including CFO of **Axa Equitable Life Insurance** and **Axa Financial Inc**, the insurance giant's US business. Dziadzio is not the first senior finance employee to leave ANV. Late last year, UK-based executive **Charlie Fry** resigned to join **Novae** as CFO.

ARGO – **Argo International**, the **Lloyd's** insurer and member of **Argo Group**, has appointed **Mike Jackson** as Head of Compliance. He takes up his new role with immediate effect, subject to regulatory approval. Jackson has nearly three decades compliance experience in the insurance sector. He joins Argo from **Brit Insurance** where as Head of Compliance he was responsible for all aspects of the management of its London and international regulatory and compliance requirements. Prior to this he was Assistant Manager of the **Lloyd's Advisory Department** tasked with maintaining the market's relations with overseas regulators and management of its regulatory staff. He has also served as Chairman of the **Lloyd's Market Association** Regulatory Committee.

BARBICAN – It has been reported that senior Aviation underwriters **David Godley** and **Richard Power** are in talks with **Lloyd's** (re)insurer **Barbican** and are widely tipped to join its Aviation team. Power is currently a Senior Class Underwriter at **Catlin** and Godley is a Senior Underwriter at **Global Aerospace Underwriting Managers (GAUM)**, the London-headquartered specialist MGA. Godley has resigned from GAUM, where he was underwriting for over 15 years. Power joined Catlin in August 2009 as Head of its Airline Underwriting team. He was previously an Airline Practice Leader at **CV Starr**, before which he was an underwriter with GAUM. Barbican started writing aviation in 2009, and in 2010 its gross written aviation premium was £6m, representing 3% of gross written premium. The Syndicate's Marine, Aviation & Transport unit is headed by **David Booth**, and supported by Underwriting Managers **Harvey Jacobs** and **Gary Sangedal**.

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BEAZLEY – **Beazley's** Singapore-based Political Risks and Trade Credit team, which was first established in 2008, has grown after **Michael Lum** was transferred over to Asia from the insurer's London office. Lum's new role will be based in Singapore and he will be responsible for underwriting all Political Risk and Trade Credit for the Asia Pacific market. He currently works with Beazley's Political Risks and Contingency group claims team in London. Lum joined Beazley in September 2011 having previously worked as a lawyer in the insurance and reinsurance department of a leading international law firm in London. **Susan Lim** will continue to underwrite standalone Terrorism and Contingency business for the region.

CHAUCER – **Chaucer**, the specialist **Lloyd's** insurance group, has appointed **Anna Dedman** to the Aviation team at **Chaucer Syndicate 1084**. Dedman will specialise in the Aerospace sector. She is a highly experienced underwriter, having specialised in the aviation market for over 15 years for organisations including **Amlin, Allianz** and **Württembergische**.

CHESTERFIELD – Expansive **Lloyd's** broker **Chesterfield** has appointed **Stephen Campbell** as Head of Aviation. Chesterfield has been pursuing a growth strategy since becoming part of the **Kaufman Financial Group** in 2012. Campbell spent seven years as a broker and new business producer for **HR Jennings** and **Hayward Aviation**, where he specialised in fixed/rotor wing hull and liability, airside liability as well as premises, products and hangar keepers' policies. "We are delighted Stephen will head our growing aviation division," said **James Stevenson**, Managing Director of the **Chesterfield Group**. "His excellent broking abilities, coupled with strong technical experience and Spanish language skills will be an invaluable asset to our clients and our producer network." The appointment comes shortly after the recent hire of former **RK Harrison** executive **Catherine Murray**, who joined the firm in June as an Executive Director to assist with the expansion of its North American business.

EQUITY – **Lloyd's** motor insurer **Equity Insurance Group** has agreed to sell its Home and Personal Accident books as well as its 25% stake in UK commercial MGA **Arista** to rival **Canopus**, freeing the company to focus on its core Motor market. Equity, best known for its **Equity Red Star** specialist UK motor business, will reinsure its home and accident books with Canopus, which will then fully take over as underwriter from 1 October. The firm did not disclose the financial terms of the agreement. The sale of Equity's Arista stake boosts Canopus' share in the commercial insurer to 75%, with Arista's management holding the remainder. Under the deal, Canopus will replace Equity as Arista's provider of motor underwriting capacity. "The sale of our Home and Personal Accident books as well as our stake in Arista are a key part of our plan to return Equity to specialist motor underwriting business," Equity CEO **Ian Parker** said. "Our exit from these lines is indicative of our strategy to simplify Equity's operations and specialise our product offering." Equity's managing agency was censured by Lloyd's last year after it failed to build up sufficient reserves to absorb a surge in personal injury claims in 2010, pushing it to a series of hefty losses. **Insurance Australia Group**, Equity's former parent, sold the business at a A\$240m (\$216m) loss to private equity firm **Aquiline** in April.

“I am more than happy to endorse Eames Consulting. We have been delighted with their unique retained search service that has manifested itself in two very productive teams. Eames Consulting's market mapping product is invaluable to us.

Head of Strategy, AonBenfield

GALLAGHER – **Vyvienne Wade**, the senior **JLT** executive who left the London-listed broker in a blaze of publicity less than three months ago, will return to the industry in September as the Head of International Growth at **AJ Gallagher International**. Wade – a 26-year veteran with **JLT** – resigned from the firm in early May following a falling-out with CEO **Dominic Burke** amid claims of bullying and a "harsh culture" at the firm. In a six-page, no-punches-pulled resignation letter dated 4 May, Wade alleged that she "suffered a sustained campaign of unfair and unequal treatment, undermining behaviour and bullying" at the hands of Burke. Wade is now the latest of a clutch of senior **JLT** executives to join the fast-expanding Gallagher International. The firm has confirmed that Wade will join on 9 September, reporting to CEO **David Ross**. As International Commercial Director, Wade will be responsible for driving and delivering international growth by identifying and developing opportunities in all territories outside the UK and US, the company explained. One of the areas that Wade is expected to concentrate on is the Latin American (re)insurance markets. Wade, a barrister by training and former **JLT** Group General Counsel, was Head of **JLT's** Latin American Operations before she was replaced, against her wishes, by **JLT** COO **Mike Methley** earlier this year. Under her stewardship, that division had the highest trading margin – at 31% – of all of the firm's units, including **JLT's** well-regarded core London market operation, **JLT Specialty**. In 2012, the last year she was in charge, the unit's revenues increased by 32% to £50.4m, or 36% at constant rates of exchange. Gallagher has also targeted the fast-growing Latin American market, and its recent moves in the region include the hiring of an **Aon Benfield** team in Chile and the acquisition of a minority stake in the Mexican broker, **Grupo CP**. **JLT** strongly denied Wade's allegations. At the time, a spokesperson said the firm was "sorry and surprised to receive this letter". Following the official announcement of her departure to the **London Stock Exchange** on 7 May, Burke thanked Wade "for her contribution to **JLT**" on behalf of the board.

HARDY – **Lloyd's** (re)insurer **Hardy Underwriting** has appointed **Heather Thomas** as a Non-Executive Director at its managing agency, **Hardy (Underwriting Agencies) Ltd**. Thomas is a qualified solicitor and has an insurance career that spans periods at both broking and underwriting firms. Commenting on the appointment, **Tom Motamed**, Chairman of the Hardy board and Chairman and CEO of **CNA Financial**, said: "Heather brings to the Hardy board a wealth of relevant experience from her time spent in the Lloyd's market, which includes a diverse background in compliance, legal and risk management. Her expertise is perfectly placed to help guide Hardy as we expand the business and develop new lines."

NAVIGATORS – US insurer **The Navigators Group** has hired **Tim Ryan** from **Aspen Insurance** to serve as President of its Specialty arm's Excess Casualty unit. Ryan was Executive Vice President and Chief Excess Casualty Officer at Aspen Insurance and had previously held leadership roles at **WR Berkley's Carolina Casualty Insurance Company** and **General Re's General Star Management Company**. In his new role at **Navigators Specialty** – which focuses exclusively on US wholesale brokers – he will report into the subsidiary's President **Jeff Saunders**. Saunders had until now also served as President of the Specialty Excess Casualty unit. At Aspen Insurance, Executive Vice President **Rich Aldoriso** will reportedly assume Ryan's responsibilities on a temporary basis.

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QBE – QBE Europe's imminent reorganisation is likely to see **Lloyd's** veteran **Colin O'Farrell** promoted to Head of International Wholesale Operations. O'Farrell is Active Underwriter of the Marine and Energy-focused **Lloyd's Syndicate 1036** and in 2010 was appointed Chief Underwriting Officer of QBE's expanded Marine, Energy and Aviation division. The hotly anticipated changes will see QBE's operations broadly re-aligned along Wholesale and Retail lines. The move is likely to leave **Ash Bathia**, QBE's current Chief Underwriting Officer for Property, Casualty and Motor, with less management responsibility than his current position affords. In February it was announced that **Richard Pryce** would succeed **Steven Burns** as CEO of QBE's European operations when the latter takes over as Group CFO in November 2013. Pryce joined QBE Europe in 2012 from **Ace UK**, where he headed up the firm's London Market Speciality unit and Property and Casualty insurance business in the UK and Ireland.

QBE – **Joe Gordon** has been appointed Chief Operations Officer at **QBE European Operations**. Gordon's appointment is subject to regulatory approval and he is scheduled to take up the role on 1 October. Gordon joins QBE from **Zurich** where he led the IT and Business Change functions at Zurich's UK General Insurance division. He has also held senior roles at **AIG**. He will be responsible for leading the operations and IT strategies at QBE.

SKULD – **Skuld** has appointed **Anders Hovelsrud** as Vice President of **Skuld Claims Services**. In his new role Hovelsrud will specialise in Hull & Machinery and other claims for Skuld's **Syndicate 1897 at Lloyd's**. Skuld Claims Services provides services and prepares adjustments for Skuld 1897, while the responsibility of syndicate claims remains with the syndicate. Hovelsrud and his team, consisting of two claims executives and a senior risk management executive, will be based in Oslo. Hovelsrud will report to Skuld's Head of P&I Operations, **Lars Dueled**. **Bernt Hellman**, Active Underwriter at Skuld 1897, said: "Anders is integral to our efforts to build a marine hull claims-lead service that is second to none and he brings a Scandinavian 'hands-on full-service' ethos which ties in very closely with Skuld's approach to business."

TORUS – Following its sale to **Enstar** and **Stone Point**, **Torus** has lost its Group CEO **Clive Tobin**, a former **XL** senior executive who transformed the firm from a start-up Energy specialist insurer to a multi-platform global player. Tobin stepped down with immediate effect following the announcement of the \$692m takeover deal on 9 July, in favour of current Torus International CEO **Dermot O'Donohoe**. Tobin came out of retirement to join Torus in 2009. He had previously worked at **XL Capital**, where he was CEO of Global Insurance Operations. At the time, the executive detailed his long-term vision for Torus to focus on large Commercial Property, Casualty and Specialty businesses. Tobin's successor, O'Donohoe, has headed up Torus' International division since 2011. He joined Torus in 2009 as Chief Underwriting Officer of Global Specialty and COO of Torus in the UK and Europe. O'Donohoe and Tobin have an intertwined history, having consistently worked together in the past. Before Torus, O'Donohoe was Chief Underwriting Officer of XL's Global Specialty Operations and Head of its London Market Operations. But O'Donohoe also has strong historical ties to Enstar and is part of a close Irish cohort in the UK market, which includes Enstar CEO **Dominic Silvester** and Executive Vice President and Joint COO **Paul J O'Shea**. The group worked together after Torus bought **Glacier**

Insurance in 2010. Enstar subsidiary **Fitzwilliam** entered into a \$105m quota share agreement with Torus to protect it from adverse prior-year reserve developments.

WILLIS RE – **Willis Re** has officially confirmed the hire of the major **Aon Benfield** producer **Graeme Moore** to the firm. Moore – a heavyweight Specialty Reinsurance Broker with strong ties to a number of major accounts – will report directly into Willis Re Head **John Cavanagh** when his Aon Benfield notice period is complete. "I am truly delighted to have Graeme joining Willis Re's senior management team. Graeme's extensive knowledge and experience will complement and extend our already strong presence in the specialty arena. I am confident he will accelerate our future sales growth both in this segment and elsewhere," remarked Cavanagh in a statement. It has previously been reported that Moore will be joined by a number of his former colleagues, including **Jerry Blake, Tony Jaffe, Tom Wakefield** and **Kerry Bates**. Moore relinquished his role at the helm of the Global ReSpecialty team last year when the unit's COO **Simon Gander** replaced him as CEO. Significant accounts associated with Moore include **Ascot, QBE, XL, Lancashire, Catlin** and **Liberty**.

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*Global Head of Resourcing,
Xchanging*

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This information was compiled from market sources, press releases and a variety of national and trade publications