

GUIDELINE

Interim Management is here to stay. Its popularity now rivals that of permanent employment and shares many of its benefits. Clients in all sectors have recognised that interim managers can often provide more flexible and cost effective solutions to their immediate needs than a permanent candidate. Interim managers build experiences across a wide range of industry sectors, which they can then apply to

future assignments, often with higher salaries as a result.

Interim management can also provide a gateway for those returning to work after an enforced absence. In some cases an interim role will lead to a permanent role, if that is desired.

THE CASE FOR INTERIM MANAGEMENT

Interim management can have many advantages over a permanent placement.

- It offers the freedom of flexible working.
- It often pays higher rates than similar permanent roles.
- Working on typical contract lengths of 4 – 6 months helps to develop a broad personal knowledge and skill set.
- The short-term nature of many interim appointments allows you to concentrate effectively on the job in hand, free of any internal organisational politics.
- Multiple experiences both within a particular function and across different industries and organisations, make an interim contractor a more valuable resource.
- Multi-skilling adds value to your CV.
- A collection of leading-edge company names on your CV will enhance career prospects.

HOW TO START AN INTERIM MANAGEMENT CAREER

You must be able to start work at short notice. Interim contracts are fast moving. Once an employer has identified a need it will usually want a person in place within two weeks. Availability is not the only desirable attribute. To be a successful interim manager you will need:

- To enjoy change and variety.
- To possess transferable skills and knowledge.
- To produce results from day one.
- To be self-motivated and flexible.
- Excellent project management skills.
- An up to date knowledge of leading edge supply chain techniques.
- To be aware that there may be times when you are not working.

YOUR FIRST ASSIGNMENT

It is important to understand the scope and requirements of each opportunity before applying for any assignment. If you want to proceed you will need to decide what your minimum daily rate is, and how you can benchmark this against other applicants for the assignment. Discuss these points with the consultant handling the assignment.

If you are offered the position the consultant will confirm:

- What you will be paid
- For whom you will be working
- To whom you be reporting

CUSTOMER FEEDBACK

Obtaining customer feedback, and adjusting your services if necessary, is a vital part of business survival and personal development. Once your assignment is over, talk to both your employer and the recruitment consultant. Find out if the employer was happy with the service you provided and if there were any areas you need to build on.

PAYMENT

Different recruitment consultants have different ways of paying interim managers. However, Purcon operates a flexible payment policy, with solutions to meet most interim managers' requirements. Our flexible approach ensures that interim managers are paid promptly. Where appropriate, we ensure that interim managers receive a number of additional benefits to ease the transition from a permanent to an interim career.

LIMITED COMPANIES

In many cases, significant tax benefits can be gained by becoming a limited company. Current uncertainties surrounding IR35 legislation mean each situation must be considered on its individual merits.

However the key features of becoming a limited company are:

- Potentially reduced tax liabilities.
- The ability to make larger pension contributions.
- Greater independence for interim managers and freedom to develop their own businesses.
- Legal obligations to the Inland Revenue.
- Company maintenance requirements.

Purcon Interim Solutions can offer professional guidance and advice on the above.

WORKSHOPS

In Purcon have introduced a series of workshops to enable interim managers to meet and discuss topical issues. These will take place at regular intervals throughout the year. For more information contact the Interim Solutions Team.

**INTERIMS THRIVE ON MAKING
AN EARLY IMPACT AND LEAVING A
POSITIVE, ENDURING LEGACY**

