

**Becoming a  
professional Interim**  
**A brief guide**



## Becoming a professional Interim A brief guide

The decision to become a career Interim is not a light hearted one and it requires consideration and plenty of research. This guide contains information with tips to help you make an informed decision.

### What is a 'professional Interim?'

Someone who has a successful track record in completing multiple interim assignments, and importantly, is not active in the permanent job market.

For the majority of the clients we work with, professional interims are the answer to solving their problems.

### Why is previous experience as an Interim so important?

We rarely place Interim Executives in to 'business as usual' or 'steady state' roles. The circumstances when an organisation hires an interim are usually when they are under immense pressure and require a flexible resource to deliver complex change. The projects are often key strategic initiatives, companies want to know they

are hiring someone with a track record and someone who can adapt very quickly to new environments and situations. They also want to hire someone who will be committed to the project/programme until the end. Having someone proven in that area will always come above someone who 'happens to be available'.

An interim business meeting combines an assessment of the interim manager and a focused discussion to qualify and address the business issues at stake.



## 52.8 years of age

The average age over the last  
10 years of Interim Mangers

Source: Institute of Interim  
Management (IIM) Survey 2020

### What are the barriers to entry in the interim market?

If you have worked in your last role for eight years for instance, then you won't be recognised

as being a committed career interim, so some businesses will be reticent to take you on.

### So, how do I get my first Interim role?

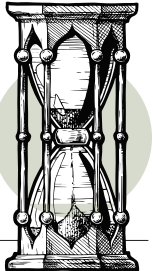
Most likely through your own network, through people you have worked with and for previously – colleagues, clients and suppliers.

Having a strong LinkedIn presence will help. Networking is absolutely key to a long and successful career in interim.

A typical assignment  
in the UK lasted

## 10.3 months in 2020

Source: Institute  
of Interim  
Management  
(IIM) Survey 2020



How Interim Managers  
are sourced will depend on such  
factors as the urgency of the need,  
the engager's experience of the  
interim management market, the  
level of assurance required and the  
time and budget available.

Institute of Interim Management  
(IIM)

## Becoming a professional Interim A brief guide (continued)

### Can't an interim provider help me secure my first role?

As the client is the one paying for our services, there is often an expectation for us to provide proven Interims. There are of course the occasions where we are able to secure the first role, however that is largely based on specific skills that are perhaps in shortage within the market. Placing candidates who are 'between jobs' and looking for

a 'gap fill' is often too risky for most clients. Our reputation is built upon the successful delivery of assignments and so therefore we need to know we are working with dedicated Interim Managers. It would be prudent to depend on your own network for the first year. We will always be here to offer advice and support.



The average days  
billed in 2020 was  
**143**

Source: Institute of Interim  
Management (IIM) Survey 2020

Average UK  
daily pay rate  
in 2020

Private sector  
**£819**

Public sector  
**£662**

Source: Institute of Interim Management (IIM) Survey 2020

### What does a typical interim look like?

#### Professional Experience

- Typically over a decade, and often several decades, of experience in a particular sector
- Broad and specific knowledge of that sector
- Board-level experience



#### Personal attributes



Flexibility



Outstanding  
communication  
skills



Ability to 'hit  
the ground  
running'



Available at  
short notice



Tenacity and  
persistence



Ability to  
work with  
people of all  
levels



Enthusiastic  
and 'can-do'  
attitude



Problem-  
solving  
mentality



Extremely  
mobile

## Becoming a professional Interim

### A brief guide (continued)

#### How should I present my CV and achievements?

CVs will be a constant work in progress and will probably need to be tailored for each assignment. CVs need to be achievement-based, ideally they will highlight when you have worked during periods of

change and the situation before and after your time there. You may wish to consider building case studies of your assignments as you go along in your interim career to support the CV.



The proportion of female interims have been **increasing** over the last decade

Source: Institute of Interim Management (IIM) Survey 2020

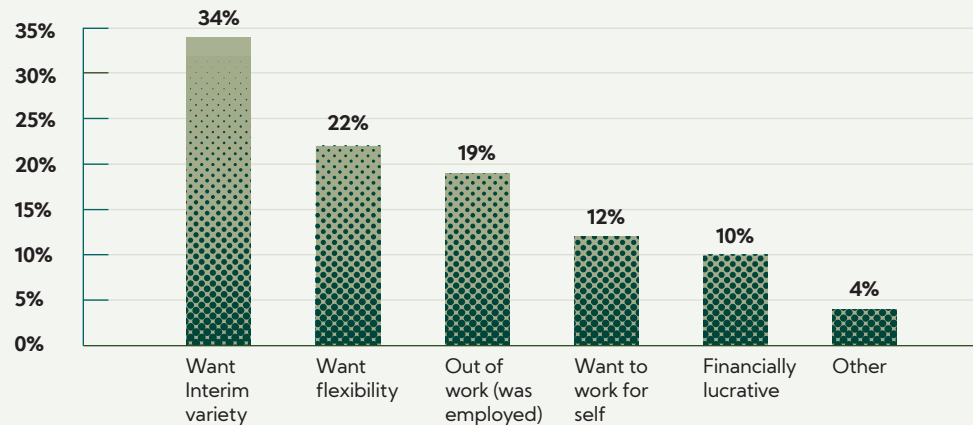
#### What's next?

Decide whether Interim Management will be your career choice versus a temporary stop gap whilst you decide/wait on the right permanent job. If Interim Management is the long term career choice

you take, then you will need to decide what your offering is, identify how you would market yourself and how you will go about looking for your first few assignments.

#### Why do people become Interim Managers?

Source: Institute of Interim Management Guide to Fees and Day Rates 2020



#### Further reading & resources

Becoming an Interim Manager can be a very exciting career move, allowing you to utilise your skills in a wide range of projects and environments, giving you a dynamic and varied work life.

We appreciate it is a big decision that requires careful consideration, a useful source of information is the Institute of Interim Management, in particular the IIM - New to

Interim Management guide you will find on their website.

Interim management requires you to effectively network and sell your services. It is quite different to a steady job, so your income may fluctuate and you may not receive all the benefits of permanent employment. You should consider how it would fit in with your lifestyle and family.



Interim managers arrive quickly, engage effectively for as long as required, then leave.

Institute of Interim Management (IIM) Survey 2020

#### Decided it's for you?

##### All that's left is to become a Limited Company

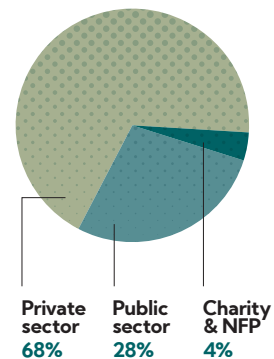
Most Interim Managers set up a limited company in order to sell their services, as this provides a more robust system and protection for the interim, as well as the clients.

Setting up a limited company is straightforward. There is a lot of information available online from the HMRC, but seeking professional advice can be very helpful.



A greater proportion of Interim Managers are working in the

**private sector**



Source: Institute of Interim Management (IIM) Survey 2020

# Becoming a professional Interim

## A brief guide

 [info@brewsterpartners.co.uk](mailto:info@brewsterpartners.co.uk)

 [www.brewsterpartners.co.uk](http://www.brewsterpartners.co.uk)

