

Interim Recruitment Solutions Hold Up Well in the Downturn

VMA Search & Selection's interim practice has recently carried out a series of surveys tracking trends within the interim communications marketplace. A snapshot of key findings is as follows:

Interim trends in the current market

- Clients still see an interim solution as a viable way of adding support and unique expertise to their team
- Interims have seen a visible move towards shorter term contracts – 45% of current contracts are for 3 months or less
- Clients are using senior interims to lead on specific projects – the need for expert crisis and change management expertise has risen in the past 6 months, which account for 73% of all interim projects that arise

In-House versus Agency

- More than three quarters of briefs received have been for in-house roles

Sectors faring well

- The financial services, technology and oil & gas industries have all shown a marked increase in interim recruitment over the past year. The three sectors are responsible for 70% of contract opportunities arising during this period
- Financial and professional services sectors alone are accountable for more than a half of all recent contract roles arising
- Travel, retail and luxury brands PR contracts have reduced from 2008 levels

Key focus for Interim Managers

- Crisis and reputation management (*the latter in particular demand during periods of organizational and business change*)
- Major initiatives which require additional specialist skills
- Busy periods between the departure of existing staff and the arrival of new permanent staff
- New business development
- Maternity or sick leave cover

VMA'S Interim talent pool can be tapped into by both corporate and agency clients seeking short to medium term interim management solutions. For more information, or if you'd like to have a general chat around the use of interim managers, please contact me at this address or on jshelley@vmaselection.co.uk or call 020 7436 4243.

