

# WHY INTERIM?

A comprehensive guide to Interim Professionals, and the way they can help your business and your team improve your recruitment strategy.

# 4 TIMES WHEN AN INTERIM IS THE MISSING PIECE

1

## TRANSITION PERIODS

A gap in expertise or leadership can impact a business. An experienced interim maintains stability and provides time for a long-term solution.

2

## INITIATIVES & PROJECTS

Short-term projects and initiatives can require specialised knowledge and skills. Interim professionals can contribute a unique skillset to deliver desired project outcomes.

3

## ORGANISATIONAL RESTRUCTURING

External expertise help guide a restructuring process. Interim professionals with experience in change management can add valuable insights and perspectives to facilitate restructuring.

4

## CRISIS MANAGEMENT

Businesses may require immediate support to mitigate the impact of a crisis situation and maintain stability. Interims can help navigate turbulent times effectively and with minimal impact.

# HOW DO I KNOW MY BUSINESS NEEDS AN INTERIM?

You need more people, but are unsure about a permanent commitment.

The market economy is making taking on permanent hires challenging.

Your business is going through or about to go through a period of organisational change.

You need the addition of specific skills that are currently not available in your existing team.

# HOW ARE FIXED-TERM CONTRACTS **DIFFERENT** FROM DAY-RATE INTERIMS?

## **FTC**

Part of your business' payroll. Onboarding and finances done in-house by you.

There for a fixed period of need, determined prior to hiring.

This is a common process for a large business that handle the admin of additional employees on short-term bases.

## **DAY RATE**

360° recruitment service. Payroll and employee management handled by us.

Professional is there on a flexible basis, dependent on your need.

A great solution for SMEs with smaller teams, who don't want/can't handle the admin for additional, short-term employees.

# 3 BENEFITS YOUR TEAM GETS FROM AN INTERIM.

## 1 **WORKLOAD MANAGEMENT**

Interim workers alleviate the workload burden on team members during periods of high demand or staff transitions. By taking on specific tasks or projects, they enable the core finance team to focus on critical strategic initiatives.

## 2 **FRESH PERSPECTIVE**

Interims bring an external viewpoint to a finance team. This can help identify areas for improvement and propose solutions. Their experience working with different businesses also fosters a culture of innovation within the team.

## 3 **KNOWLEDGE TRANSFER**

Interim workers often have unique experience. They bring specialised skills and knowledge that can complement a team and provide insights. They can share their expertise, train team members on new processes, and help develop other's skills.

# 3 KINDS OF INTERIM CANDIDATES

## 1 CAREER CONTRACTORS

Not interested in permanent roles. Specialists in interim, experienced. Great candidates for projects that require support for 6 months or less.

## 2 TRANSIENT WORKERS

In an area for a defined period of time. They can't commit to permanent work but can add value while available. Great candidates for short-term assignments.

## 3 NECESSITY- DRIVEN

For various reasons, are available immediately and in need of work while searching a permanent role. Great candidates to add stability during transitions.

# DIFFERENT KINDS OF INTERIM FDs.

## INTERIM

Will join your organisation temporarily for a defined period. Likely be a career contractor, specialising in short-medium term assignments. Their commitment will be to your company while they are engaged.

## AGILE

Also known as Portfolio or Fractional FD's, they will have several different companies that they work with at any given time, and you would engage them to support your company for a few days per month (depending on what you need).

They want to use the experiences gathered during their career to support a range of businesses that aren't yet big enough to require a full-time Finance Director but do need that level of support and guidance to call on.

# INTERIM CASE STUDY

## **BUSINESS:**

Glasgow-based, tech business that has been growing monthly across functions recruiting internally.

## **CHALLENGE:**

As the business continued to grow, the finance team's workload increased, but without Accountancy & Finance expertise the business was struggling to find talent to take on the additional work and help transition to a larger function.

## **iMULTIPLY'S SOLUTION:**

The iMultiply interim team had a number of conversations with the finance director, and talked through the benefits of an interim strategy during a high volume growth period.

We discussed the impact on his existing team, and went on to identify a fantastic purchase ledger candidate. Since, iMultiply have continually provided interims when needed over the past 18 month. 2 of them have gone on to become permanent employees.

“Corey has been absolutely wonderful in finding a role that perfectly fit my requirements. Kept in touch and kept me up to date with the most recently available roles. He prepared me for the interview, advised on my CV, and managed my expectations in a friendly and professional manner. I will and have highly recommended him and iMultiply to anyone looking to change jobs.”



# UNLOCK INTERIM TALENT!



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## GET IN TOUCH.