



Interim insight

RECRUITMENT

# Interim insight

News from the interim management industry



## Businesses remain cost-cautious after the recession

Cost-cutting remains a priority for businesses despite the UK's emergence from recession, according to a survey from interim management providers Allium Partners.

The company surveyed 288 senior interim executives and found that for almost two-thirds of them (61%) the need to cut costs was the greatest issue facing the organisation they most recently served.

As a further sign that companies are steadying themselves after recession rather than booming, "managing cultural change" was listed as the second most important issue. Nick Robeson, CEO, Allium Partners, draws the following conclusions: "With the recovery likely to be protracted, and with the potential for a double-dip recession, businesses will need to continue taking out as much cost as possible. At the same time, they must ensure they have the right agility to maximise growth opportunities."

## Launch of Curzon Interim

Over 100 senior executives joined Chairman David Timson and Managing Director Michael Kaltz at the official launch party of Curzon Interim, held at the Jacqueline Rabun gallery.

The highlight of the evening was a presentation from Cathy Turner, Group HR Director, Barclays. Turner described the testing times the bank went through over the last 18 months, the hard decisions the board had to face and the challenges ahead to manage the organisation's human capital.

Curzon Interim was created to complement the Curzon Partnership's successful senior executive search business

## Interims outline three biggest challenges facing UK manufacturing

Interims hold mixed opinions about the outlook of UK manufacturing this year, with three main factors hindering its success. According to a survey by interim provider Russam GMS, slow recovery, reduced profit margins and the inability to compete with low cost manufacturing locations will all be major challenges for the sector.

Moreover, 53% of 350 interim managers feel as confident in the future of manufacturing as they did in 2009. However, 14% of interims are less confident. A large proportion (84%) of interim managers also claim that there is a skills shortage at all levels across the sector, but particularly at the technical and project management level. There is also a lack of executives with change management experience, and a shortage of general managers, business development specialists and graduates.

John Wilson, Head of Manufacturing process, Russam GMS, comments: "Manufacturing felt the impact of the recession harder than many other sectors; it is still under pressure and recovery feels a long way off."

## Interim Partners promotes Head of FMCG to Board

Interim Partners has promoted Simon Gough, the company's Head of Fast Moving Consumer Goods (FMCG) to its Board of Directors.

Gough joined the interim management providers in 2006, three years after the company's inception. He spent the first ten years of his career building his own clothes manufacturing business before selling this on and moving into executive search in 2000.

Discussing Gough's appointment, Doug Baird, Managing Director, Interim Partners, comments: "Simon has been a consistently strong performer. He is very well regarded across the FMCG sector where his specialist expertise and in-depth knowledge of the sector's requirements really set him apart. We're expecting to see continued growth in demand for interims from FMCG companies and having Simon's expertise at board level will be invaluable in capitalising on that."

## Lower pay for female interims

In spite of the steady rise of female interim managers, women are still being paid less than their male counterparts.

According to figures from the Institute of Interim Management (IIM), female interims are being paid up to 30% less than interims of the opposite sex. This follows on from research published by Russam GMS last month, which looked at the gender pay gap that exists in the interim management industry.

Hilary Husbands, Director, IIM, comments: "It is possible that the recession has given unemployed female candidates no option but to take on any interim position despite the pay. On the flipside it may be that such roles are now better promoted with more opportunities on offer. The worst case scenario is that women are simply unaware of how much they should be paid."

## Interim insights

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