



1st Annual Interim Management Survey

Winter 2011

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An introduction from Danny Hodgson, Partner, Interim Management

For the first time we have a meaningful analysis of the Australian interim market provided by those closest to it.

Our inaugural survey of over 250 interim executives provides a valuable insight.

It reveals a mobile and flexible workforce driven by a firm belief in the growth of the market, targeting not just 'gap' management but delivering specialist skills and change for clients across a broad range of sectors.

Interestingly the most popular reasons for new assignments were the provision of 'specialist skills' and 'change management', not simply the gap or interim line management which has traditionally been associated with short-term staffing in Australia.

The survey reveals a workforce dominated by people from the 'Baby Boomer' generation for whom the provision of their skills on a more flexible basis is the real motivator.

Highly mobile, most have worked away from home on assignment and nearly all would seriously consider it.





Perhaps surprisingly, using interim to find or audition for a permanent job ranked very low in priority compared to working as an interim for the variety of tasks, businesses and to have a more flexible working pattern.

Practically everyone surveyed felt that clients were either open to the concept of interim, have some experience of it or were existing users with only a tiny group of people believing they remain to be convinced and the overwhelming sentiment was of a market set for steady growth over the next twelve months.

With two dedicated partners, we are committed to supporting the growth of interim management in Australia and developing the interim community. We look forward to further developing the market and interim 'concept' in 2011.

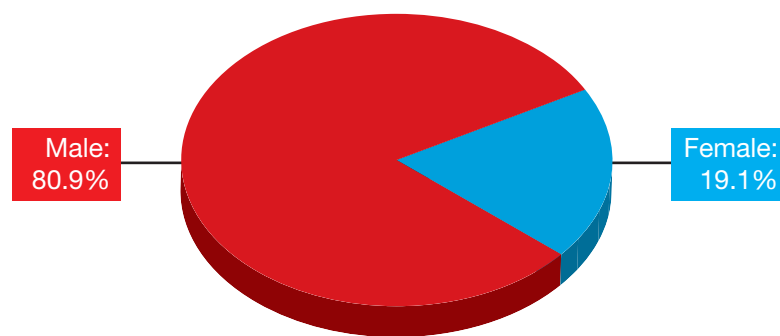
Danny Hodgson

Lead Partner - Interim Management, Watermark Search International.

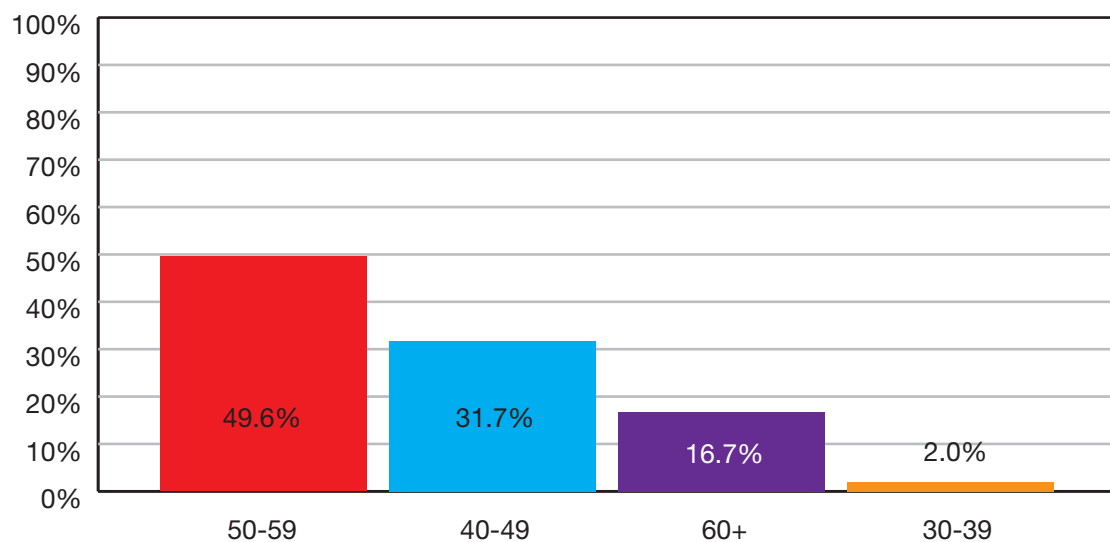
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Our Survey of 254 Respondents

Q1 - Your gender?

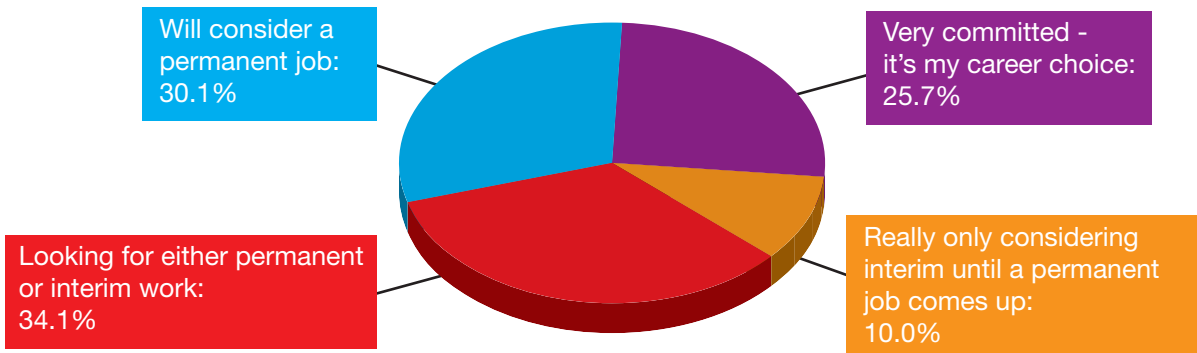


Q2 - Your age?

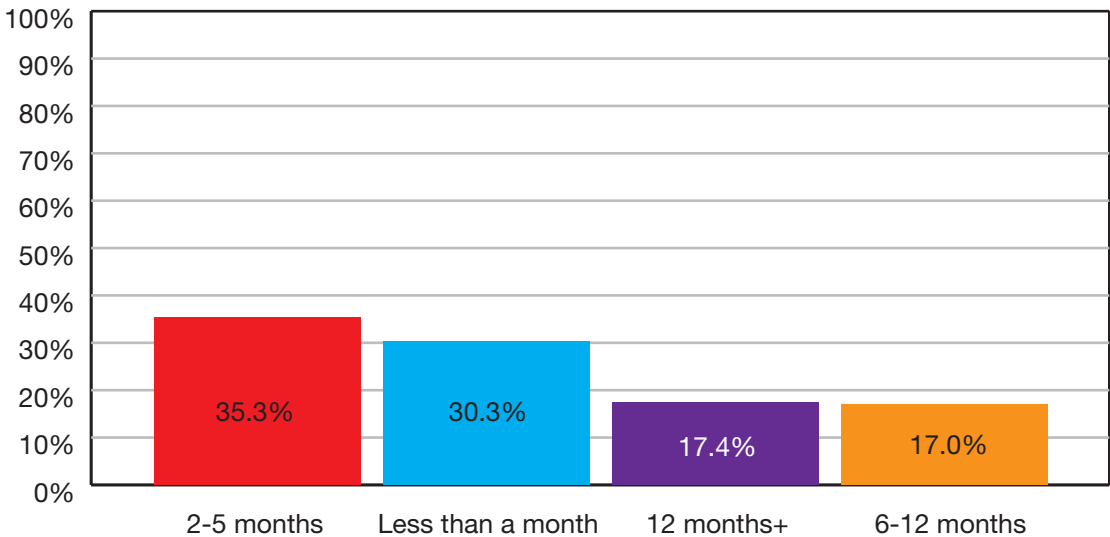


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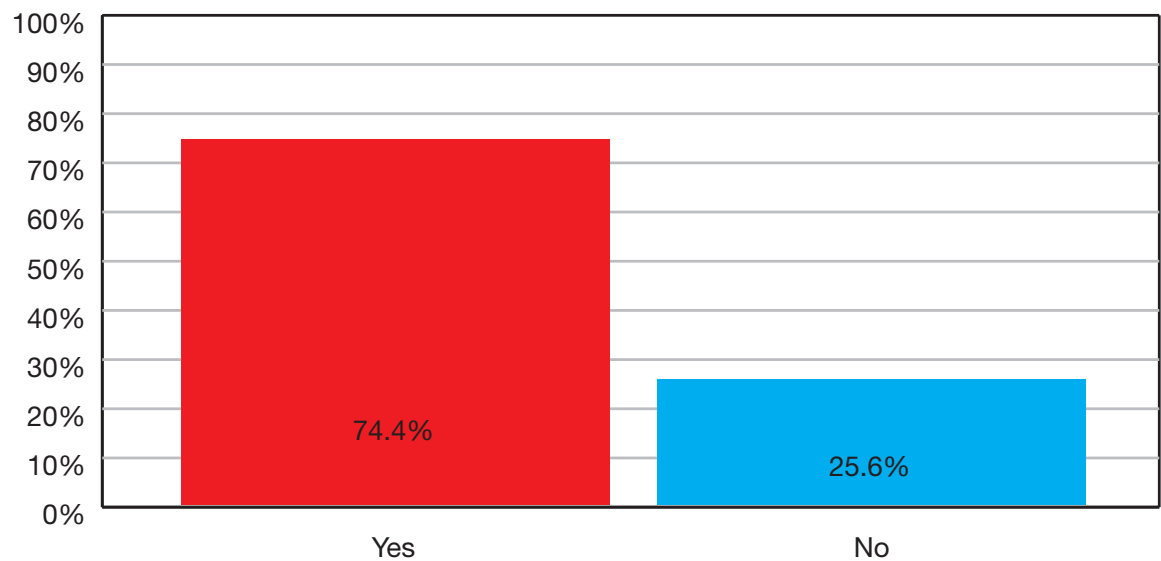
Q3 - How committed to interim are you?



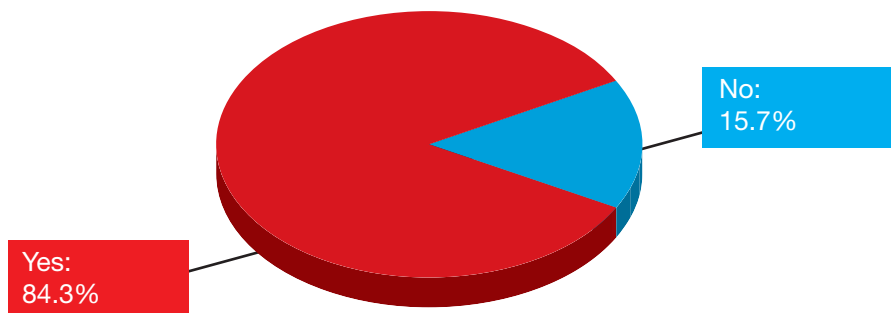
Q4 - How long have you been looking for an interim job?



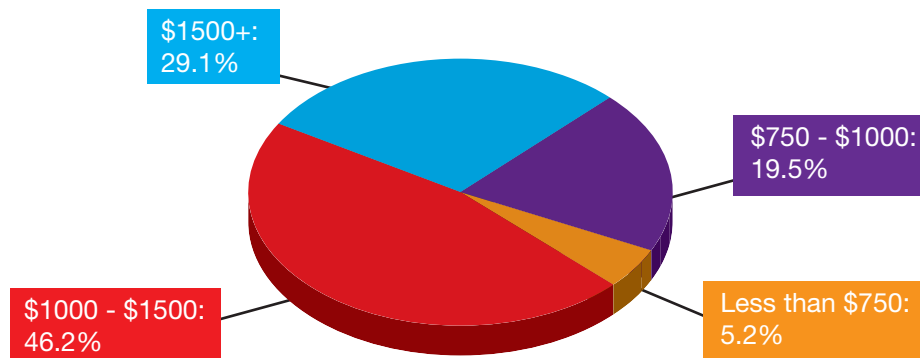
Q5 - Have you worked away from home on an assignment?



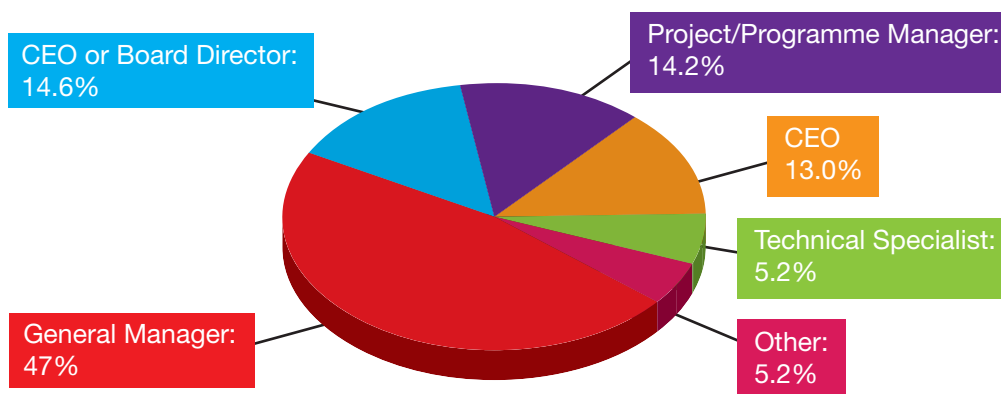
Q6 - If not would you consider it?



Q7 - What is your target (or current) base day rate?

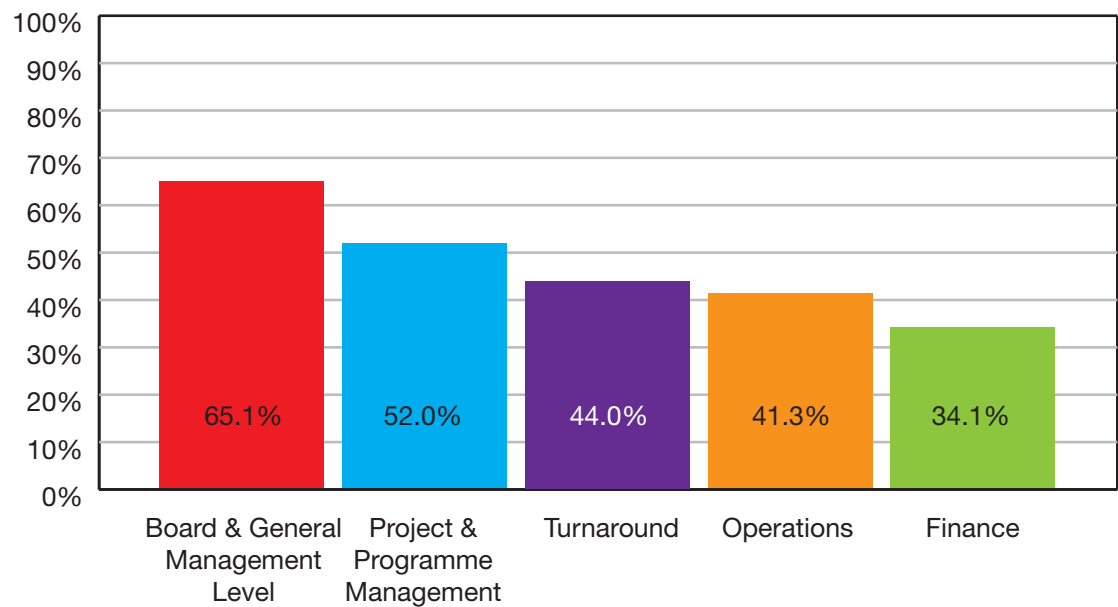


Q8 - What level do you typically work at?

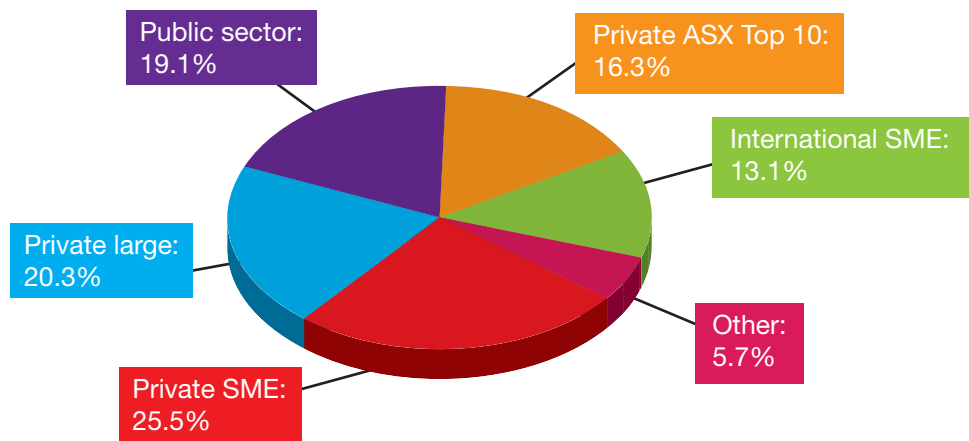


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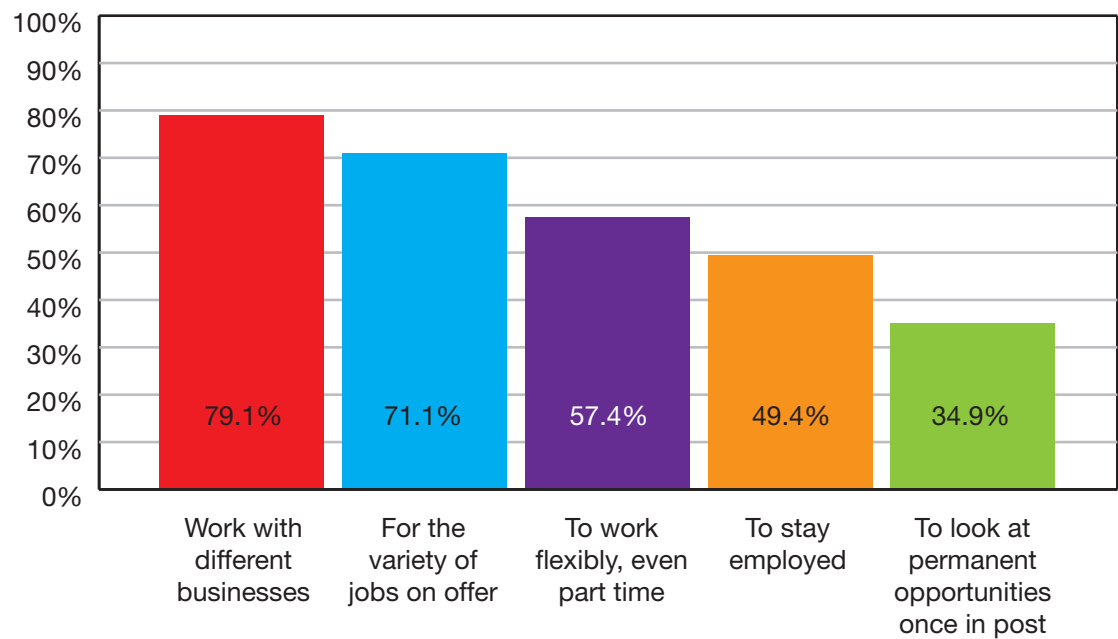
Q9 - Which functional levels have you worked at?
(top three selected)



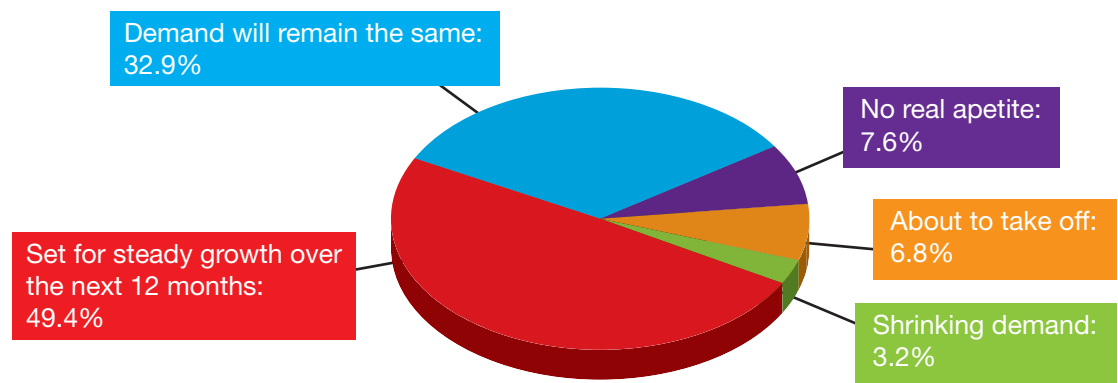
Q10 - Which sector have you most recently worked in?



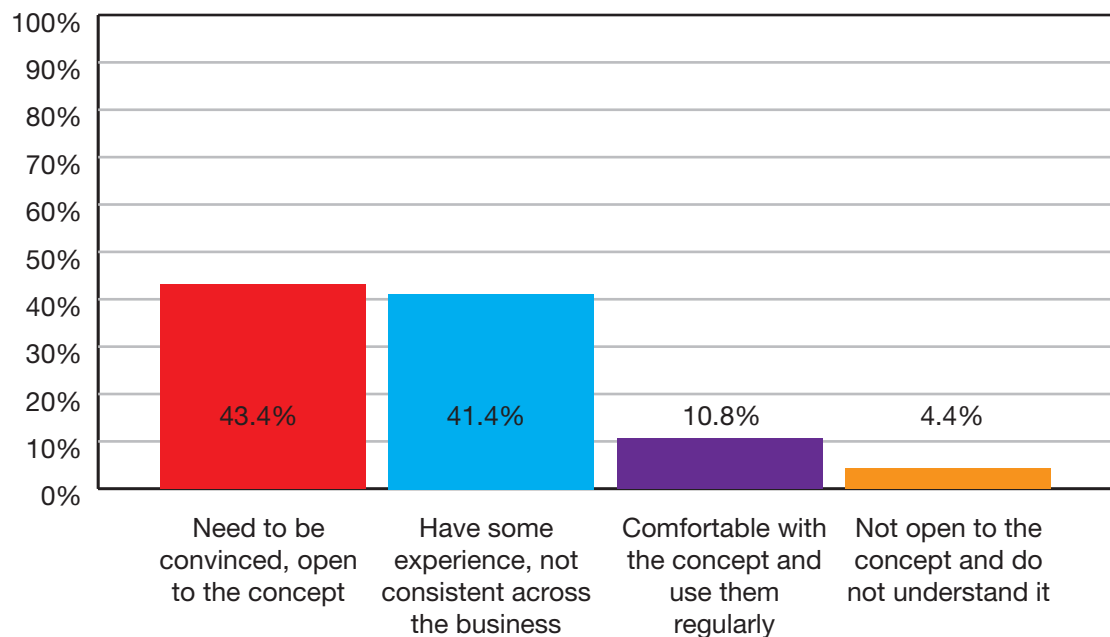
Q11 - Why are you considering interim? (top three selected)



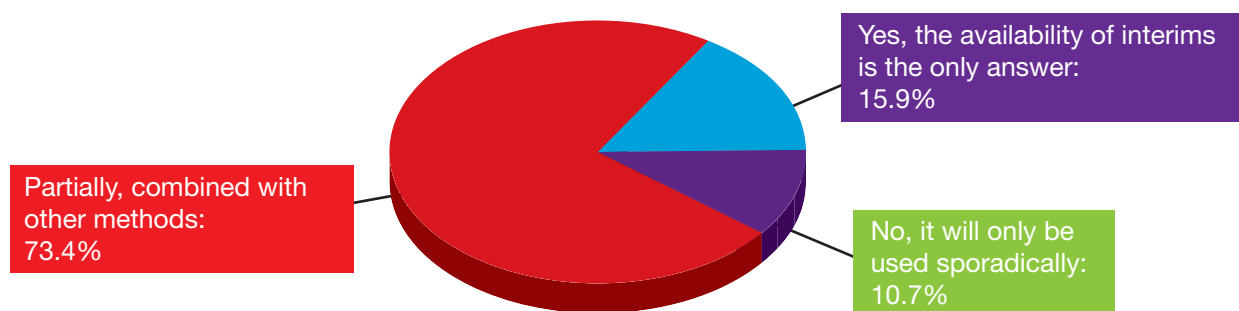
Q12 - What is your view on the growth of interim in Australia?



Q13 - How well do clients generally understand the concept of interim?

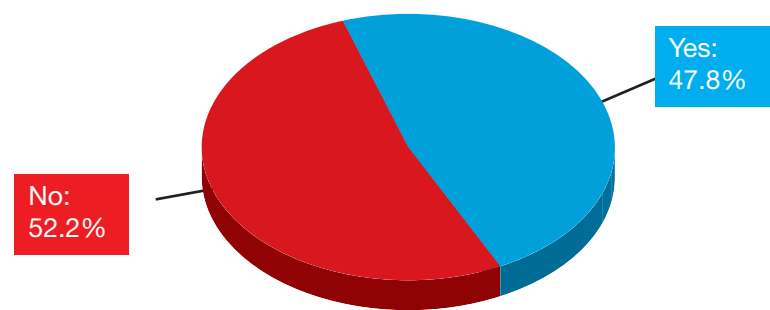


Q14 - Do you think interim management poses a serious solution to the looming leadership skills gap?

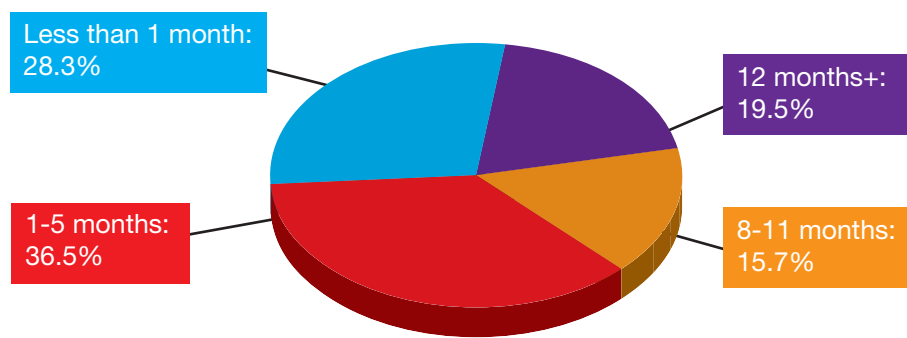


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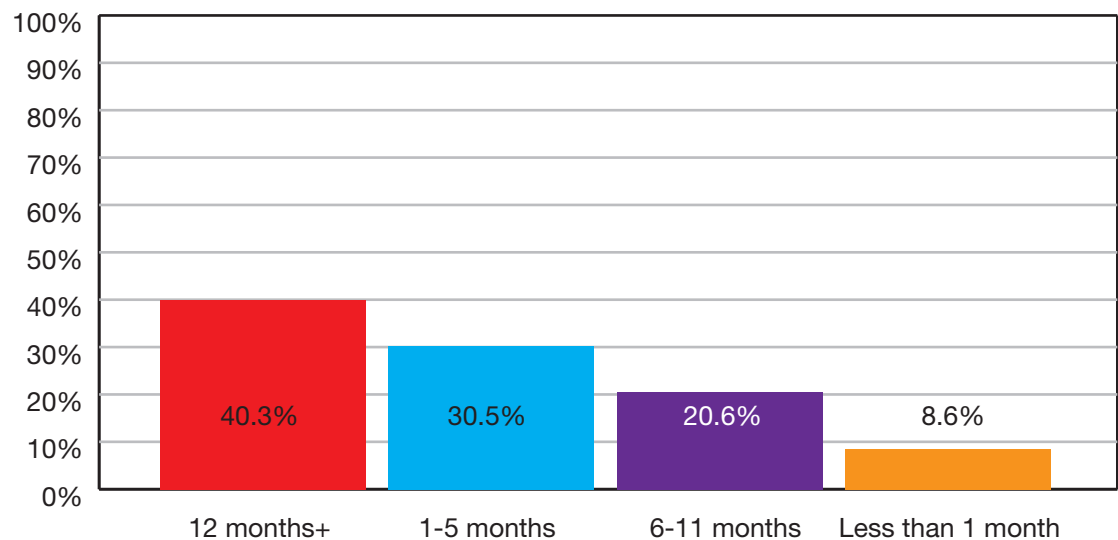
Q15 - Are you currently on assignment?



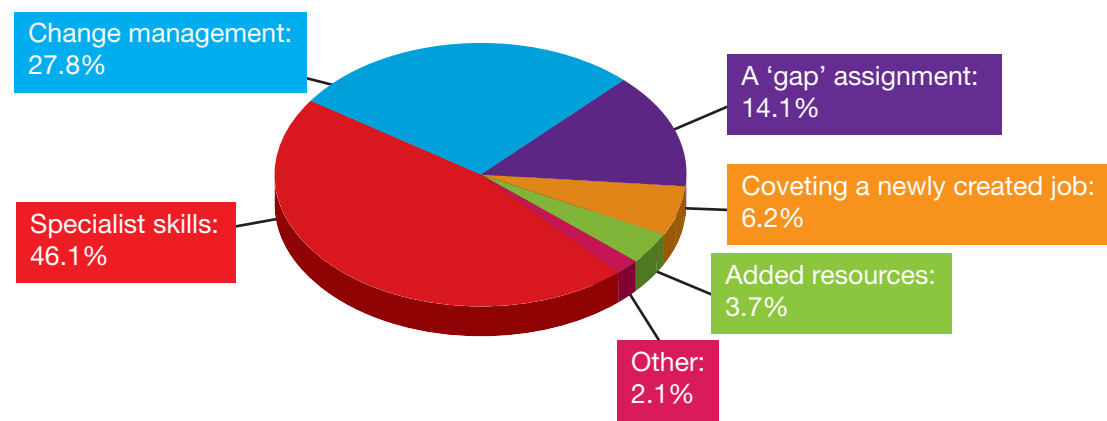
Q16 - If 'off assignment' how long has this lasted?



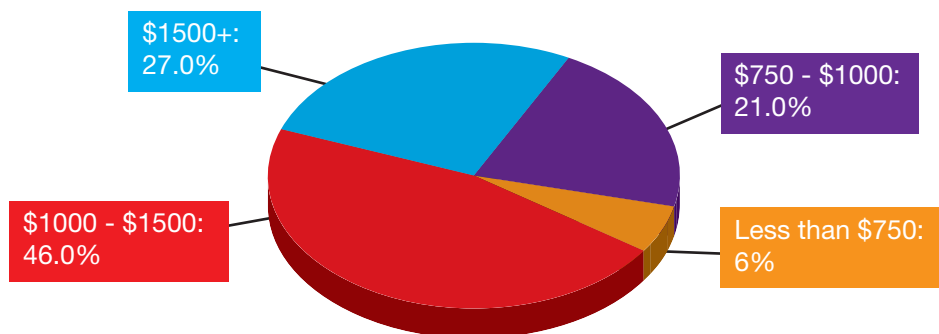
Q17 - How long did your last assignment last?



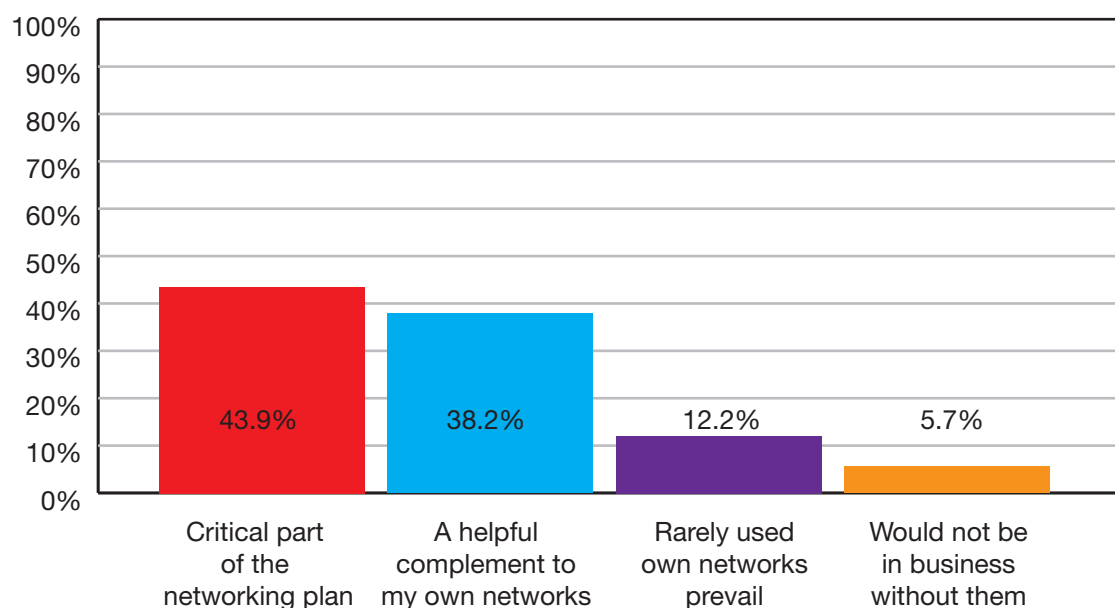
Q18 - What were the reasons for your last assignment?



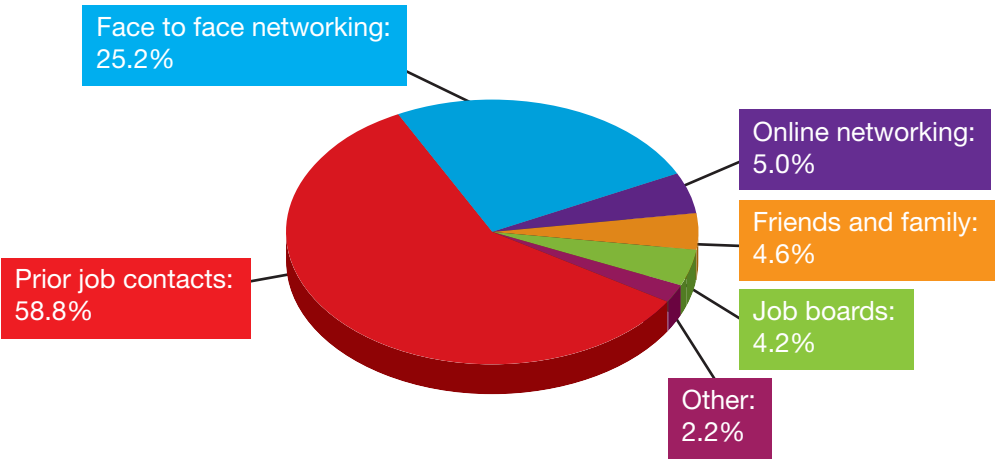
Q19 - What day rates have you worked at (or are you considering)?



Q20 - How important are recruiters in sourcing work?



Q21 - If gaining work through own networks, how are they sourced?



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