

WHAT IS INTERIM MANAGEMENT LIKE IN 2023?

BY JOHN LAYCOCK

Earlier this year, I made some predictions for what I thought 2023 would have in store for interim managers. It has thus far been a great year for the interim market - here's what I've seen that's been particularly interesting.

Shifting from permanent to interim

On the candidate side, we've seen an influx of people wanting a more varied and flexible working lifestyle - and an interim career can be that for you. And that's perhaps why so many people have chosen to embark on an interim career for the first time this year. The good news is that there is high demand on the client side, far exceeding our expectations of what we thought the market would look like.

We've also seen clients pushing to have people on-site much more than last year, with almost all roles, particularly leadership roles, having a 60/40 divide in on-site and remote working.

A push for more diversity

Clients are demanding more diverse shortlists than ever, which is great. Permanent search has always had a wider breadth of candidates. Still, as things shift, we've seen the trickle down effect from having a stronger diversity in permanent search become more visible in the interim world.

The [2023 IIM Survey](#) results showed a slight but definite increase in a more diverse candidate pool in areas such as age, ethnicity, and gender.

Increase in Change and Transformation roles

As I predicted, Change and Transformation skills are growing in demand in the public/not-for-profit sectors; specifically, technology led transformation and change is one of our top areas. As the world changes, the need increases.

Data, in particular, is driving forward so many agendas, it is a fast growing area, and the market is highly in favour of those highly skilled in a Data role. However, we are still seeing a skill shortage in various areas, mainly in higher education.

Strengthen your speciality and presence

As I said earlier in the year, the demand is for specialists. The more specific and niche your skills are, the better.

The value of having your CV as smart and targeted as possible cannot be overstated. Your CV is the gateway to your interview, and getting the interview is the hardest part. You can shine once you're in the room, but until then, you need your CV to do that for you.



John Laycock is a Managing Partner at AQ and the UK's most established interim management consultant in higher education. He has worked with over 80 universities, drawing on his unrivalled pool of interim leaders to support universities on a range of academic leadership and professional services interim appointments.

You can contact him at john.laycock@andersonquigley.com or [follow him on Linked In](#).

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