

The Russam GMS Interim Management

Snapshot Survey – December 2007

Russam GMS are pleased to present their December 2007 Snapshot Survey of the Interim Management Market.

- Average daily rate at £580 is down 0.9% from June but up 4.5% on last year but and up 15.8% from 1.1.01
- Activity level is down 0.6% from June but up 1.3% on last year and up 12% from 1.1.01.

The big question is whether the slight easing of activity levels and the daily rate as at 31.12.07 is the start of a slowdown.

Charles Russam, Chairman of Russam GMS, the longest established mainstream Interim Management Provider in the UK, sounds a note of caution. “Our sense is that the slight easing probably happened at the very end of 2007. If things have changed in the Interim Management Market, March is where it is going to be seen.” he says, “Many clients aim to close off Interim assignments at the end of December – it’s a sort of emotional watershed – clearing the decks for a new start in January after what, now, has become a fairly long break. January is a disrupted month with many decision-makers not getting back to their desks until well into the second week. Historically, February is a comparatively quiet time and any suspicion of reduced trading levels before March might be explained by the time of year – but March is usually the month the Interim Management Sector expects to see a serious uplift in activity.

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This electronic Survey was carried out between December 20 2007 and January 14 2007 following established processes. Almost 7500 executives were emailed and 1100 responded, 571 of whom were on assignment. This represents 52% the same as at June 2007.

1 Respondents analysed over Professional Disciplines

Respondents analysed over Professional Disciplines						
Disciplines	Dec-07	%	F/T	%	P/T	%
Finance	165	15%	69	17%	24	13%
General management	374	34%	125	31%	65	37%
HR	91	8%	35	9%	24	13%
IT	92	9%	39	10%	3	2%
Not specified	19	2%	3	1%	4	2%
Other	81	7%	30	8%	12	7%
Production/ and/or Engineering	82	7%	34	9%	9	5%
Purchasing and/or Distribution	73	7%	33	8%	5	3%
Sales and/or Marketing	123	11%	29	7%	32	18%
	1100	100%	397	100%	178	100%

2 Interims on Assignment by Discipline

Interims on Assignment by Discipline				
	Dec-07	%	Jun-07	%
Finance	93	16%	54	15%
General management	190	33%	119	34%
HR	59	10%	24	7%
IT	42	7%	30	9%
Other	49	9%	39	11%
Production/ and/or Engineering	43	7%	20	6%
Purchasing and/or Distribution	38	7%	24	7%
Sales and/or Marketing	61	11%	40	11%
Total	575	100%	350	100%

3 Average Daily Rates

Average Daily Rates					
F/T		P/T		Overall	
Dec-07	Jun-07	Dec-07	Jun-07	Dec-07	Jun-07
569	568	606	618	580	585

4 Daily Rates by Discipline

Daily Rates by Discipline						
Discipline	F/T		P/T		All	
	Dec-07	Jun-07	Dec-07	Jun-07	Dec-07	Jun-07
Finance	568	589	595	570	575	584
General management	610	585	638	589	620	587
HR	533	596	537	338	534	553
IT	622	603	900	791	643	635
Not specified	400	600	818	413	678	450
Other	509	568	593	1021	535	774
Production/ and/or Engineering	567	478	591	482	493	480
Purchasing and/or Distribution	548	495	537	583	547	510
Sales and/or Marketing	595	514	563	525	578	516

5 Daily Rates by Sector

Daily Rates by Sector						
Sector	F/T		P/T		All	
	Dec-07	Jun-07	Dec-07	Jun-07	Dec-07	Jun-07
Banking Financial & Insurance	625	710	688	730	642	716
Construction & Property	547	569	673	476	589	534
Engineering & Manufacturing	519	633	631	519	556	582
FMCG	675	480	2500	750	797	538
IT (Hardware / software / training & services)	550	512	553	458	551	497
Leisure Entertainment & Hospitality	670	595	900	725	685	653
Not for Profit/Charities	494	469	419	396	455	429
Food	444	431	600	1472	473	865
Not specified	625	638	800	300	713	525
Other	561	579	616	707	582	634
Professional services	673	490	583	640	622	568
Central Government	623	548	653	610	625	555
Local Government	493	478	610	369	526	453
Education	449	400	589	623	503	534
NHS	684	600	675	650	680	606
Pharmaceuticals	572	592	681	606	627	599
Retail	552	622	490	700	531	648
Supply chain	518	533	520	582	518	545
Telecoms	612	620	425	675	591	630
Utilities	662	536	500	775	644	589

6 Daily Rates by Region

Daily Rates by Region		
Region	Dec-07	Jun-07
South	585	562
Central	566	643
West	576	569
North	534	565
Overseas	676	622

7 Source of Assignments

Source of Assignments		
Through a Provider	%	
	Dec-07	Jun-07
Full-time	57	59
Part-time	23	23
Total	46	47

8 Source of Assignments by Discipline

Source of Assignments by Discipline		
Through a Provider	%	
	Dec-07	Jun-07
Finance	49	61
General management	39	32
HR	63	58
IT	60	53
Not specified	33	50
Other	44	55
Production/ and/or Engineering	44	40
Purchasing and/or Distribution	57	71
Sales and/or Marketing	36	44

9 Source of Assignments by Sector

Source of Assignments by Sector		
Through a Provider	%	
	Dec-07	Jun-07
Banking Financial & Insurance	47	45
Construction & Property	31	47
Engineering & Manufacturing	46	40
FMCG	60	36
IT (Hardware / software / training & services)	31	42
Leisure Entertainment & Hospitality	25	33
Not for Profit/Charities	46	36
Food	38	54
Other	44	40
Professional services	24	25
Central Government	75	79
Local Government	72	71
Education	62	40
NHS	44	73
Pharmaceuticals	50	42
Retail	31	50
Supply chain	28	25
Telecoms	61	45
Utilities	44	44

10 On Assignment by Sector

On Assignment by Sector				
	Dec-07		Jun-07	
		%		%
Banking Financial & Insurance	44	8%	31	9%
Construction & Property	30	5%	19	6%
Engineering & Manufacturing	92	17%	45	13%
FMCG	15	3%	14	4%
IT (Hardware / software / training & services)	29	5%	19	6%
Leisure Entertainment & Hospitality	12	2%	9	3%
Not for Profit/Charities	37	7%	25	7%
Food	15	3%	13	4%
Other	71	13%	42	12%
Professional services	25	4%	12	3%
Central Government	44	8%	28	8%
Local Government	36	6%	17	5%
Education	13	2%	5	1%
NHS	18	3%	15	4%
Pharmaceuticals	8	1%	12	3%
Retail	16	3%	12	3%
Supply chain	25	4%	12	3%
Telecoms	18	3%	11	3%
Utilities	18	3%	9	3%
	566	100%	350	100%

11 Age Range actually on Assignment

% in Age Range actually on Assignment		
	%	
Age Range	Dec-07	Jun-07
Late 20's & 30's	56	59
40's	55	62
50's	52	47
60's	44	47

12 Daily Rates by Age

Daily Rates by Age		
Age Range	Dec-07	Jun-07
Late 20's & 30's	496	552
40's	599	594
50's	593	607
60's	524	467
All ages	580	585

13 Interim Managers' Career Plans

Interim Managers' Career Plans		
	(% of all resp)	
	Dec-07	Jun-07
Would never take a permanent FT job	34	33
Would take a FT job if the offer were tempting	44	48
Would take a permanent PT job	20	20
Actively Seeking	7	6
Hoping Interim becomes Permanent	4	4
Happily move between	39	38

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