

The Russam GMS Interim Management

Snapshot Survey – June 2006

The latest Russam GMS Interim Management Snapshot Survey reveals continuing strong demand for Interim Managers, average daily rates at an all-time high, and increasing recognition of strategic change as the prime growth driver.

Average daily rates for Interim Managers in the UK are now up to the highest recorded level at £548, up 2% from December 2005 (£537) and up 6% from a year ago (£518).

General Managers emerge as the highest paid category at £600 per day whilst Manufacturing and Engineering Interims trailed the field at £437. In fact, the average daily rate for General Managers is up 8% from a year ago (£554 December 2005).

Sectors using the most Interim Managers were once again Manufacturing and Engineering and Central and Local Government including Charities. Interestingly, it is the Manufacturing and Engineering Sector that uses Providers to resource their Interims the least and Public Sector that relies on them the most.

But the real message coming out of Russam GMS's Snapshot Survey and what has to be of most value to clients, however, is the continuing trend towards using Interim Managers as drivers of strategic change, as set out here.

Top Ten Reasons for using an Interim	
%	Jun-06
Specialist Skills	22
New Strategy	17
Special Projects	15
Restructuring	14
Mentoring/Coaching	12
Business Turn round	8
During Recruitment	4
Merger/Acquisition	4
New Division	3
Temporary Absence	1
Other	0
Total	100

Jason Atkinson, Russam GMS Director, comments "The shift, over the years, in CEOs seeing Interim Management as a force for positive good is now beginning to dominate the Interim Management sector", Gap filling Atkinson says "will always be part of the need, but the real growth will undoubtedly come from the strong development credentials that Interim Managers can bring to businesses".

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This electronic Survey was carried out between 29 June 2006 and 17 July 2006 following established processes. Over 6500 executives were emailed and 1153 responded, 573 of whom were on assignment.

1 Respondents analysed over Professional Disciplines

Respondents analysed over Professional Disciplines						
Disciplines	Jun-06	%	F/T	%	P/T	%
Finance	199	17%	88	21%	26	14%
General management	371	32%	120	29%	62	35%
HR	80	7%	32	8%	13	7%
IT	84	7%	31	8%	14	8%
Not specified	15	1%	3	1%	1	1%
Other	99	9%	35	9%	16	9%
Production/ and/or Engineering	72	6%	25	6%	7	4%
Purchasing and/or Distribution	76	7%	35	9%	3	2%
Sales and/or Marketing	157	14%	35	9%	36	20%
	1153	100%	404	100%	178	100%

2 Interims on Assignment by Discipline

Interims on Assignment by Discipline				
	Jun-06	%	Dec-05	%
Finance	111	19%	109	20%
General management	183	32%	166	31%
HR	44	8%	48	9%
IT	45	8%	48	9%
Other	53	9%	42	8%
Production/ and/or Engineering	32	6%	24	4%
Purchasing and/or Distribution	36	6%	38	7%
Sales and/or Marketing	69	12%	68	12%
Total	573	100%	543	100%

3 Average Daily Rates

Average Daily Rates					
F/T		P/T		Overall	
Jun-06	Dec-05	Jun-06	Dec-05	Jun-06	Dec-05
555	538	530	536	548	537

4 Daily Rates by Discipline

Daily Rates by Discipline						
Discipline	F/T		P/T		All	
	Jun-06	Dec-05	Jun-06	Dec-05	Jun-06	Dec-05
Finance	551	535	593	567	561	540
General management	611	568	577	528	600	554
HR	537	522	447	595	510	539
IT	588	528	535	594	571	540
Not specified	642	470	350	-	585	470
Other	549	615	514	585	537	607
Production/ and/or Engineering	438	389	433	478	437	415
Purchasing and/or Distribution	480	514	383	650	471	525
Sales and/or Marketing	508	526	470	483	489	507

5 Daily Rates by Sector

Daily Rates by Sector						
Sector	F/T		P/T		All	
	Jun-06	Dec-05	Jun-06	Dec-05	Jun-06	Dec-05
Banking Financial & Insurance	613	592	658	559	624	581
Construction & Property	561	486	403	543	515	502
Engineering & Manufacturing	506	539	483	504	501	529
FMCG	493	468	418	625	469	523
IT (Hardware / software / training & services)	559	499	490	504	531	499
Leisure Entertainment & Hospitality	581	640	775	571	698	617
Not for Profit/Charities	391	417	425	372	408	397
Food	503	468	524	471	509	469
Not specified	613	417	480	500	551	470
Other	577	581	526	503	564	566
Professional services	475	507	518	503	490	505
Central Government	597	580	576	526	593	571
Local Government	455	474	400	546	443	494
Education	523	454	373	350	473	436
NHS	627	516	575	317	614	470
Pharmaceuticals	488	540	553	785	521	642
Retail	620	675	683	694	636	681
Supply chain	515	565	625	463	544	548
Telecoms	710	602	710	530	710	583
Utilities	825	543	658	645	741	562

6 Daily Rates by Region

Daily Rates by Region		
Region	Jun-06	Dec-05
South	554	541
Central	548	530
West	535	494
North	503	526
Overseas	642	625

7 Source of Assignments

Source of Assignments		
Through a Provider	%	
	Jun-06	Dec-05
Full-time	47	57
Part-time	17	20
Total	37	47

8 Source of Assignments by Discipline

Source of Assignments by Discipline		
Through a Provider	%	
	Jun-06	Dec-05
Finance	50	34
General management	31	19
HR	36	23
IT	41	29
Not specified	40	15
Other	47	20
Production/ and/or Engineering	25	17
Purchasing and/or Distribution	53	29
Sales and/or Marketing	24	20

9 Source of Assignments by Sector

Source of Assignments by Sector		
Through a Provider	%	
	Jun-06	Dec-05
Banking Financial & Insurance	41	37
Construction & Property	30	42
Engineering & Manufacturing	30	44
FMCG	37	48
IT (Hardware / software / training & services)	29	39
Leisure Entertainment & Hospitality	36	48
Not for Profit/Charities	54	52
Food	36	39
Other	35	46
Professional services	32	34
Central Government	57	84
Local Government	48	64
Education	44	46
NHS	44	38
Pharmaceuticals	33	42
Retail	38	23
Supply chain	31	33
Telecoms	45	42
Utilities	33	40

10 On Assignment by Sector

On Assignment by Sector				
	Jun-06		Dec-05	
		%		%
Banking Financial & Insurance	49	9%	38	7%
Construction & Property	33	6%	24	5%
Engineering & Manufacturing	90	16%	83	15%
FMCG	19	3%	23	4%
IT (Hardware / software / training & services)	28	5%	33	6%
Leisure Entertainment & Hospitality	11	2%	21	4%
Not for Profit/Charities	28	5%	26	5%
Food	25	4%	23	4%
Other	74	13%	63	12%
Professional services	34	6%	29	5%
Central Government	44	8%	49	9%
Local Government	23	4%	25	5%
Education	9	2%	12	2%
NHS	16	3%	13	2%
Pharmaceuticals	12	2%	12	2%
Retail	24	4%	13	2%
Supply chain	17	3%	20	4%
Telecoms	20	3%	26	5%
Utilities	12	2%	10	2%
	568		543	100%

11 Age Range actually on Assignment

% in Age Range actually on Assignment		
	%	
Age Range	Jun-06	Dec-05
Late 20's & 30's	55	49
40's	53	52
50's	48	49
60's	47	43

12 Daily Rates by Age

Daily Rates by Age		
Age Range	Jun-06	Dec-05
Late 20's & 30's	469	469
40's	580	573
50's	542	528
60's	529	471
All ages	548	537

13 Interim Managers' Career Plans

Interim Managers' Career Plans		
	(% of all resp)	
	Jun-06	Dec-05
Would never take a permanent FT job	28	29
Would take a FT job if the offer were tempting	50	50
Would take a permanent PT job	20	18
Actively Seeking	9	8
Hoping Interim becomes Permanent	6	4
Happily move between	43	42

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