



## DO ANY OF THESE STATEMENTS **APPLY TO YOU?**

- I want new and more challenging work.
- I want to use my skills to make a bigger impact.
- I want work that fits around my life, instead of fitting my life around my job.

# Considering becoming an interim professional? *You're in the right place.*

Korn Ferry Interim matches executive and professional talent from all industries and functions with organizations that need their expertise. As a result, we meet with thousands of people each year who, just like you, are contemplating interim work for a variety of reasons, whether they seek short-term experiences or want to enter a new chapter of their career.

Interim work has a lot of advantages, such as flexibility, variety, exciting projects, and new experiences. But as enticing as this sounds, we know making a change isn't easy. For many people—especially those who have been in traditional, permanent roles for most of their careers—walking away from a “good corporate job” is daunting.

## INTERIM WORK: **A TALENT GUIDE**

This guide is designed to make considering interim opportunities less intimidating. We have organized the guide around the three types of questions people considering interim ask most:

01

**Emotional considerations:**

Is this the right type of work for my personality?

02

**Financial considerations:**

Can I support my lifestyle as an interim executive or professional?

03

**Professional considerations:**

Will interim work help me reach my career goals?

Different people have different priorities, so pick the section that intrigues (or worries) you the most and start there.

# 01

## EMOTIONAL CONSIDERATIONS

### FOCUS ON WHAT'S IMPORTANT TO YOU

When it comes to the emotional aspects of considering interim work, two questions matter the most:

- Can interim work be right for me?
- Am I a good fit for interim work?

**Let's tackle them both.**



## IS INTERIM WORK RIGHT FOR ME?

Ultimately your career choice needs to match your values and life priorities. It's no secret that there are trade-offs when you choose interim work over a traditional, full-time position, especially when you're just starting out. But being able to venture into a new career as an expert—a solo practitioner—can be invigorating for people who have spent their past careers in traditional roles.

Start by asking yourself, “Why am I interested in interim work in the first place?” or “How would interim work improve my life?”

### YOU'RE ON THE RIGHT TRACK IF YOU'RE LOOKING FOR:

- Flexibility—choosing when, where, and how much I work
- Better work/life balance
- Opportunities to focus on the kind of work I love
- Choice in projects that help me build my skillset and resume
- Gaining new experiences and building new relationships

### THEN ASK YOURSELF IF YOU'RE COMFORTABLE WITH:

- A level of ambiguity around your work and finances
- Marketing and selling yourself and your skills
- Changing locations and teammates regularly

We often find that once people have been working as interim professionals for a while, they feel more fulfilled in their careers. More importantly, they have a stronger understanding of what truly matters to them. Some people decide they prefer a full-time role. Others determine that the ability to leverage their years of experience and talents with the freedom, flexibility, and engaging interim projects outweigh any corporate employee perks. Either way, most report that interim work has enriched their professional profiles and provided valuable experience.

## AM I A GOOD FIT FOR INTERIM WORK?

Wondering what kind of people are successful in interim work? You're not alone. Almost every prospective interim professional asks that at some point. Sure, there will be a learning curve as you start, but that's true in any new job.

Korn Ferry works with professionals across a wide range of industries and skill levels. Whether you're trying out interim roles, seeking work between permanent jobs, or think interim work suits you for the long-term, the Korn Ferry Interim team is driven to find meaningful work that meets your needs.

### ACTIVITY

## What's more important to you?

Create a hashmark on each line. If your answers skew toward the left, interim work might be right for you.

**Flexibility**

**Predictability**

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**Ambiguity**

**Certainty**

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**Self-direction**

**Guidance**

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**Variety**

**Consistency**

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**Independence**

**Belonging**

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## QUALIFICATIONS FOR THE JOB

With interim work, there's no defined job description—each engagement is different.

To be successful, you'll need to be a:

- **Problem solver.** Interim is all about solving business challenges. Clients will depend on you to move their business forward in innovative ways. The reward? You'll know your work helped the client thrive.
- **Subject matter expert.** Clients will expect you to bring the knowledge—literally. Every day you'll share your skills, past experiences, and best practices with the client team. And, unlike traditional roles (where senior experts are managers), you'll get to do the juicy jobs yourself.\*
- **Adaptable advisor.** At client organizations, you'll encounter new types of leadership, technologies, collaboration methods, ever-changing requirements, and unexpected obstacles. You'll have to figure out how to make a difference in each environment.
- **Driven learner.** The best interim pros are curious and voracious learners—continuously and intentionally learning new skills, building new competencies, and gaining new experiences.
- **Fast relationship-builder.** As an interim professional, it's essential to quickly build trust and credibility with key members of the client organization. Once you demonstrate your value to the team and start collaborating, the real magic happens.

*\*There are interim opportunities that include managing a team, but it's not the same as nurturing a team consistently over time.*

## WHAT IF I'VE NEVER WORKED ON AN INTERIM BASIS BEFORE?

Clients love professionals with prior full-time experience. If you've spent your career “on the inside,” you've likely acquired a wide range of technical skills—and people skills—required to succeed in similar environments. Those experiences will make you a stronger, more attuned interim professional.



## INTERIM PROFESSIONAL SPOTLIGHT

When doctors found early-stage cancerous cells in a CFO's lungs, it made her think about what to do with her life. After spending her career in finance, she wanted to explore more options. When she learned about interim work, she thought it was a great idea, but was unsure about giving up a guaranteed salary and benefits. But her entrepreneur fiancé urged her to give it a try. Years later, she is cancer-free and enjoying a rewarding interim career.

## ACTIVITY

# Build your sales story

Thinking about rewarding or “peak” work experiences from your past can help you craft your sales pitch—the way you explain your skills, experience, and the impact you can make to clients. In each of your last three jobs or roles, what were the most rewarding projects or experiences you had? Find common threads between these peak experiences to create a compelling story.

### JOB/ROLE 1

PEAK EXPERIENCE	WHAT MADE IT REWARDING FOR YOU?	HOW DID IT HELP THE ORGANIZATION?

### JOB/ROLE 2

PEAK EXPERIENCE	WHAT MADE IT REWARDING FOR YOU?	HOW DID IT HELP THE ORGANIZATION?

### JOB/ROLE 3

PEAK EXPERIENCE	WHAT MADE IT REWARDING FOR YOU?	HOW DID IT HELP THE ORGANIZATION?

**HAVE PEAK EXPERIENCES OUTSIDE OF WORK (E.G., VOLUNTEERING OR BOARD WORK)? NOTE THOSE HERE:**

# 02

## FINANCIAL CONSIDERATIONS

No matter how much you like your job, the primary reason you go to work is to get paid. Whether you need to support your family or your international travel habit, compensation is critical. Luckily, interim work is a financially rewarding choice for experienced professionals. Let's take a few minutes to cover all the basics about finances.





## **SALARY:**

### YES, YOU CAN MAKE THE SAME AS A FULL-TIME JOB (MAYBE MORE)

For highly skilled professionals, interim work often brings higher pay than traditional employment. Many Korn Ferry interim professionals say their pay and benefits exceed their compensation at previous permanent roles. However, it's important to remember that the more you work, the more you make. If you plan to take off a couple months of the year, your salary will reflect it. Be sure to incorporate planned time away and some unplanned downtime between projects when creating your financial goals.



## **BENEFITS:**

### THERE ARE LOTS OF WAYS TO GET BENEFITS

At Korn Ferry, our eligible interim professionals have access to benefits like health insurance, paid time off and more. There are also unconventional benefits of interim—like the ability to take summers off if you want. One example: an interim professional took a whole year off to take care of his newborn daughter, then jumped back in right where he left off.

Even if you're not with a talent firm like Korn Ferry, there are ways to get coverage. Maybe you have a spouse or partner who can add you to their plan. Or, with a little research, you can find a plan from the government or a private insurer.



## **JOB SECURITY:**

### THE NEED FOR INTERIM PROFESSIONALS IS SKYROCKETING

As the last few years have shown us, no company or career is 100 percent safe. Companies can restructure or reduce jobs at any time. With offshoring, outsourcing, and relying on contractors, companies are increasingly reliant on running their business with fewer full-time employees—and more outside experts.

Interim work was already flourishing prior to the 2020 pandemic. But its popularity continues to grow, with over a third of the workforce calling themselves independent. Interim professionals from every industry and at every level continue to be in demand. This growth isn't surprising: as an independent interim professional, you're in control. You get to choose what projects and roles you want to take. You make the rules—you get to choose when, where, and how much you work.

# 03

## **PROFESSIONAL CONSIDERATIONS**

Your career is an important part of your life and identity. Naturally, you'll have questions about what interim work is like and how it will impact your career/future career prospects. Here are answers to help you make a strong decision.



## WHAT'S INTERIM WORK LIKE?

Every interim experience is different because you have the power to choose the projects you take on. When it comes to interim work, you're in charge!

## WHAT KIND OF WORK WOULD I DO?

This depends on your skillset, preferences, and goals. Only one thing is certain: variety. You could have a variety of project types, industries, organizational structures, or all of the above. You get to tailor the work to your interests.

## HOW WILL I FIND CLIENTS?

There are lots of ways to market yourself—from LinkedIn posts and industry networking. But one of the quickest and most reliable ways to grow your client pipeline is working with a talent firm like Korn Ferry. Finding work for interim professionals is what talent firms do. We have the connections, processes, and marketing engine to help you find work you enjoy.

## WILL I HAVE TO DO WORK I DON'T LIKE?

As an interim professional, you only need to take on engagements that fit your specific preferences. You set the rules and choose the projects.

Say you don't want to go to an office, work on Fridays, work full time, wear a suit, or any other work situation that a client would want.

With Korn Ferry Interim, you get to decide what kind of work you do and how you do it. While not every client will be able to accommodate your specific needs, many clients are flexible as long as the interim professional has the right skills and fits in with the team.

## WILL I HAVE TO TRAVEL A LOT?

Assuming you live in a metropolitan area, there are usually interim work opportunities close to home. If you want to travel, those jobs are out there, too. You just need to decide how much travel works for your lifestyle. Also, many interim professionals work remotely, on-site for negotiated lengths of time, or hybrid.

## HOW WILL INTERIM WORK IMPACT MY CAREER?

When it comes to finding a job, appearances are important. So, how does interim work appear to employers? Most think it's great. Being a successful interim professional requires a host of hard and soft skills that are coveted in the workplace.

## HOW IS INTERIM WORK PERCEIVED IN THE MARKETPLACE?

Many interim professionals are at the top end of the talent pool. With such sought-after skills, organizations want the pros' help however they can get it. Each interim project adds new knowledge and systems to your background or may enhance your existing knowledge/experiences—increasing your value with each new experience.

## WHAT IF I WANT A FULL-TIME POSITION AFTER AN INTERIM PROJECT?

Being an interim professional can be a high-growth opportunity for skilled workers—making them more valuable to (permanent or contingent) employers. Because you'll experience a variety of organizations and industries, you'll acquire the versatility today's companies want most in diverse environments—making you a well-rounded candidate for future roles.

## IF I WANT A PERMANENT ROLE AFTER MY INTERIM WORK, WHO WILL GIVE ME REFERENCES?

You'll have contacts from all of the organizations you worked for and can decide which past clients to ask for references based on the job you're trying to get. Additionally, if you work with a talent firm like Korn Ferry, the internal staff can vouch for your work. (And, the best part is, you won't even have to hide the job interviews from a current employer.)

## HOW IT WORKS AT KORN FERRY

**What types of interim professionals does Korn Ferry hire?** Our interim professionals come from a wide range of industries and skill levels.

**Do interim professionals get benefits while they work at Korn Ferry?** Yes, healthcare, PTO, and more.

**Is there downtime during the year?** There can be. Our interim recruiters work are committed to finding work that meets the schedule and hours you seek.

**Can you also work with other agencies or have your own business?** Yes, many interim professionals do.

**How long do projects last?** An average of 3-6 months, but they can be anywhere from a week to two years.

**Are part-time or fractional projects available?** Yes, all the time.

**Can I work remotely?** Client needs and demands may vary. Many roles are remote, hybrid or fully in person.

**What geographic areas does Korn Ferry serve?** We have clients across the globe, from North and Latin America to EMEA and Asia Pacific.



# INTERIM PROFESSIONAL SPOTLIGHT

One Korn Ferry interim professional said, "Interim work is full of built-in challenges that allow me to leverage my experience and skillset in a different way, and for many different companies. I find excitement in quickly getting up to speed on a project and bringing the best value to the client. Interim work also provides constant development, which my previous roles lacked."



**KORN FERRY**

BE **MORE** THAN

# A NEW CAREER **IS WAITING FOR YOU**

After reviewing this guide, you might think interim work is right for you.

If so, all you have to do is upload your resume, complete a short form and you're all set. Our team of recruiters will work to match your skills and experience with available opportunities.

**Join the Korn Ferry  
Interim Network today**

**Business advisors.  
Career makers.**