

WHEN TO GO INTERIM OR PERM OR EXEC SEARCH 2025

	INTERIM	PERM	EXEC SEARCH
	Ideal for projects, filling specific skill gaps or when you need flexibility to scale up or down quickly. They can be brought on board and add value quickly and scaled back just as easily.	Best for long-term stability, building a team and when you need employees to grow with the company.	Reserved for lasting leadership in senior-level and specialist positions, including C-suite roles, and helping the organisation sustain a strategic shift.
When to use	Fill critical leadership gaps quickly, address short-term issues like project surges or employee absences, or during organizational transitions.	For long-term, essential roles, building a team, developing a long-term strategy, and when stability and long-term commitment are crucial.	For senior-level or highly specialised roles that are difficult to fill through traditional methods, when a company needs to find a "needle in a haystack" candidate or when confidentiality is important.
Pros	<ul style="list-style-type: none"> ✓ Cost-effective for short-term needs ✓ Quick implementation and fast value ✓ Access to specialised expertise ✓ Flexibility. 	<ul style="list-style-type: none"> ✓ Long-term commitment ✓ Opportunity for building a team and fostering a culture ✓ Ability to oversee long-term execution of strategies. 	<ul style="list-style-type: none"> ✓ Sustained strategic leadership ✓ Long-term specialised skills ✓ Greatest long-term value potential
Cons	<ul style="list-style-type: none"> ✗ May not prioritise long-term considerations ✗ potential for knowledge gaps during handover to a permanent hire. 	<ul style="list-style-type: none"> ✗ Time-consuming recruitment process ✗ Additional costs (NI, benefits, Bonuses, Allowances) ✗ Hires may take time to deliver value 	<ul style="list-style-type: none"> ✗ longer recruitment timelines ✗ Less flexibility ✗ Higher costs associated with Search
Examples	A CEO stepping down, a project manager leaving, a need for specific skills for a short-term project, etc	Managers, Entry-level employees, core hiring, etc.	CEO, CFO, COO, Board Member, etc.

To decide between interim, permanent or executive search, consider the role's duration (temporary vs. long-term), the required expertise (specialised vs. general) and the urgency of filling the position (immediate need vs. planned hiring).