

BM: IN A FEW OF YOUR INTERIM ASSIGNMENTS YOU'VE BEEN ASKED TO STAY ON IN A DIFFERENT CAPACITY, HOW HAS THAT COME ABOUT?

I'd say it's a mix of luck, attitude and approach. I always take an active interest in the whole organisation, I have an open approach to my roles too and identify opportunities and improvements to support the whole organisation, not just in "my" service area. I build good relationships with everyone, not just those in my team. I like to get involved in corporate life and have a role in the corporate team and I think that's led to me being asked to stay on in other areas which is something I've really enjoyed doing. I'd never really done housing before I became an interim and I've led on it in 3 different councils now! Don't lose sight of why you were brought into the organisation in the first place though, there is a balance to this.

BM: WHAT LED TO YOUR DECISION TO BECOME AN INTERIM MANAGER?

I had only ever worked and lived in Greater Manchester and I wanted to test myself in a place where not everyone knew me and the working environment was less familiar. Looking back, I was probably in a bit of a rut and the idea of working away really excited me. It was a managed risk to see if I could work in a different environment and it's paid off for me. I've expanded my network enormously, have had amazing opportunities and have learnt a vast amount and that's something I really value.

BM: WHAT ADVICE WOULD YOU GIVE TO SOMEONE WHO'S CONSIDERING THAT MOVE THEMSELVES?

Speak to as many people and have as many conversations as you can. Talk to good recruitment specialists about your area of work and the types of opportunities that might be available for you. Talk to other interims about their experiences and the reality of it. Talk to other organisations in your area and talk to your existing network.

You also really need to think about the context of how you'd like to work, are you comfortable working and staying away from home? Are you comfortable without a stable income? Are you comfortable with time off between contracts? Make sure you go in with a full understanding of it.

You really need to consider the impact it has on your finances too. Staying away from home can be expensive, you don't get paid while you're on holiday and it's important to plan for times when you're not working or unable to work and that's something I've had first-hand experience with.