

Michael Page International

Michael Page INTERIM is part of the Michael Page International Group.

We are one of the most important and recognized recruitment consultancies in the world, with more than 30 years of experience.



143 offices in 29 countries

Listed on the London Stock Exchange

Our clients are companies of all sectors and sizes, entrusting us their recruitment processes around the world.

Michael Page
INTERIM

What do we offer ?

INTERIM outsourcing for Senior profiles, working for a set period of months or days.

If your company wants to carry out an interim project and needs someone with specific knowledge to lead it. For example :

- Set up of ERP / SOX / ISO / fiscal law.
- A new production line, new factory.
- Launching of a new product.
- Entering into a new market.
- Process Optimization / Cost reduction.
- Restructuring, Refloating.
- Mergers and Acquisitions (M&A), Due Diligence.
- IFRS or US-GAAP
- Generational Change in SME.

A particular situation creates a temporary vacancy within the organization.

- Sick leave.
- Maternity leave.
- Dismissal or resignation of an employee / collaborator.
- A candidate who is going to work permanently and will join within days or months, but the company needs to fill the position in the meantime, until the permanent candidate is intergrated.

- In the short-term you don't count on a qualified employee?
- Permanent contracts are not feasible?
- There is no margin to increase fixed costs / Head Count?

Typical examples of the use of an “INTERIM-Manager” ...

Finance and Administration

Leadership Positions

Finance Executive / CFO
Finance Director
Head of Controlling
Head of Accounting
Head of Treasury

Controlling

Finance Controlling
Sales Controlling
Production Controlling
Logistics Controlling

Generational Change SME

Temporary Management
Coaching
Consulting

Accounting

Accounting
US-GAAP/ IFRS / UK-GAAP
Closures & Reporting
Consolidation
Credit Control
Payroll

Cash Management & Treasury

Cash Pooling
Electronic Banking

Internal Audit

Corporate Auditing / Consulting
Financial Auditing
Operational Auditing
SOX Implementation

Management

Manager / CEO
Process Optimization
Turn-Around Management
Sanitation
Insolvency
Improvement of Productivity
Project-management
Pre/Post Merger Integration

Human Resources

Director of Human Resources
Head of Recruitment
Head of Occupational Risks
Change Management
Compensation & Benefits
Outplacement

Sales & Marketing

Sales Director
Sales Strategy
Chanel Marketing
Marketing Director
Brand & Category Management
Product Manager
Online Marketing (SEM)
Trend Analysis
Business Development

Engineering / IT

Head of Plant
Supply Chain Management
Head of Purchasing
Kaizen / Six Sigma
SQA

IT

ERP (SAP, Navision) Implementation
Architecture and IT Security
Introduction of a new software

Advantages of INTERIM Management

The advantages of using an INTERIM Manager over other resources:

- The rapid recruitment of the INTERIM Manager offers the company flexibility, giving solutions and obtaining short-term results (days instead of months).
- A short-time adaptation period, giving wide experience of these candidates (8 – 30 years experience).
- Prevents other important resources of the company diverting from their regular duties.
- The companies have more time to cover a permanent position thus minimizing the risk of making mistakes by rushing during the selection of candidates.
- They are used for a given period and for fixed prices.

Type of contracts

- **WORK OR SERVICE:** When the client has a real and specific project which requires exclusively one person for the duration of the project. There is no time limit for this contract. The limit is set with the project, eg. the implementation of an ERP.
- **ACCUMULATION OF WORK:** When there is a peak of work, expected or unexpected, that requires an extra help in the specific department. The accumulation of work is a six-month maximum contract and may have one single extension.
- **MATERNITY LEAVE:** During a period of 16 weeks, companies can gain a bonus of 100% of the employee's social security to replace a worker who has given birth. In these processes there is often an overlap before and after the period of maternity leave, thereby increasing the need of an Interim Manager.
- **SCREENING:** In this modality the company has a maximum of three months to hire someone on a temporary basis, while performing a selection process indefinitely. This way you have the option of not leaving the department "unstaffed".
- **SICK LEAVE:** The same rule as in a work or service contract applies. There is no statutory time limit. When the interim Manager ends the project, the contract also ends.
- **FREELANCE.**

www.michaelpageinterim.es

Madrid

Paseo de la Castellana 60 , planta 7^a
28046 Madrid

Tel.: + 34 91 131 76 00
Fax.: + 34 91 564 74 00

Barcelona

Plaza Catalunya 9, planta 5^a
08002 Barcelona

Tel.: +34 93 390 06 00
Fax.: +34 93 420 60 13