

Is an Interim Career Right For You?



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You've worked your way up through the healthcare ranks for the past 25 years. You're not ready to retire to the sandy beach or the green fairway quite yet, but the daily grind has become, well, too grinding. What's an overworked healthcare executive to do?

An interim leadership position offers an excellent career opportunity you may not have previously considered. As an interim executive, your placements may range from a few months to more than a year, affording you numerous chances to accomplish a great deal in a short time frame.

Interim leaders are carefully screened and selected to add value and have an impact from day one. An interim engagement provides an opportunity to reposition your skills. For instance, when you combine your strategic, big-picture experience as a vice president or CNO with your technical expert-

ise to focus on improving a specific department, you can mentor the organization through the change so it realizes demonstrably improved outcomes.

You might make an exceptional interim leader if:

You are a seasoned professional with 20 or more years of healthcare leadership experience. As an effective leader with excellent communication and decision-making skills, you efficiently assess the situation and, drawing on your wealth of knowledge, make thoughtful, incisive recommendations for improvements to bring about change.

You want to make a difference. Many times an interim leader enters a problematic situation where he or she is asked to resolve long-standing issues. Your fresh perspective, coupled with years of experience, enables you to offer solutions that truly influence the organization's future direction. Interim engagements allow you to define the change and begin the implementation process, while handing off the maintenance phase to permanent staff.

You are able to adapt quickly. You can hit the ground running and immediately focus on the organization's needs. Every organization has a unique culture and needs, but you can adjust to fit the situation. Although you have a defined sense of what needs to be accomplished, you can step back, refocus, and reposition yourself frequently.

You are adventuresome. You're always ready for a new challenge. You thrive when traveling, meeting new people, and putting your talents and skills to use solving new dilemmas and improving an organization. Every interim engagement can be a new learning experience that adds to your achievements.

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B. E. Smith is a full-service leadership solutions firm for healthcare providers. Our comprehensive services include permanent executive placements, interim leadership, consulting solutions, and international search. Last year, we placed over 600 healthcare leaders, both permanent placements and interim professionals, into our client hospitals.

Whether you are interested in new responsibilities, a change in surroundings or better compensation, B. E. Smith can provide you with the opportunity that is right for you. We work with clients in all 50 states, including a balance of both rural and urban locales, as well as internationally.

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