

REDEFINING WORKFORCE AGILITY

The Rise of Contract & Interim Solutions

Our recent exclusive panel with industry leaders explored how contract and interim talent is reshaping the workforce, from both company and talent perspectives.

The summary below captures key insights to help organisations and candidates navigate workforce transformation and stay ahead in today's evolving market.

COMPANY'S PERSPECTIVE

- Contracting/interim offers flexibility at senior levels while helping organisations navigate headcount constraints
- Enables access to specialised skills (e.g. technical, transformation)
- Success depends on clear role expectations
- Contractors/interims should be integrated into permanent teams
- As demand grows, competition for contract/interim talent will rival permanent hiring
- Future workforce models will feature lean core teams supported by contractors/interims

TALENT'S PERSPECTIVE

- Mid to senior professionals are increasingly choosing portfolio careers in contracting/interim
- The concept of long-term stability in permanent roles is shifting
- Contracting/interim offers breadth of experience over deeper expertise in one company/sector
- Many professionals are turning to contract/interim roles for the opportunity to make meaningful change, without the long-term constraints of permanent positions

WHY CONTRACTING/INTERIM?

1

Streamline & Transform

Drive operational efficiency and accelerate business transformation

2

Expertise on Demand

Access specialised skills without long-term commitment

3

Close Capability Gaps

Deploy targeted expertise that's not available in-house

4

Leadership Without Delay

Ensure continuity with proven interim leaders in critical roles

- 5 Scale with Flexibility**
Adapt your workforce to project needs, business cycles, or budgets

7 Immediate Impact
Get professionals who can hit the ground running from day one

9 Navigate Change with Confidence
Support business transformation with experience Change Agents
- 6 Try Before You Commit**
Evaluate performance before exploring permanent options

8 Cost-Efficient Talent
Avoid long-term costs tied to permanent headcount

10 Inject Fresh Thinking
Bring in new perspectives, upskill your teams, and elevate outcomes

MAXIMISING CONTRACTOR/INTERIM'S PERFORMANCE & RETENTION

Pre-Hiring

- Define the purpose and scope of the role clearly
- Vet thoroughly, avoid purely stopgap hires

Integration & Support

- Treat contractors/interims as part of the core team
- Offer comparable benefits
- Include them in key meetings and decisions
- Provide regular check-ins and feedback

Recognition & Retention

- Offer performance or completion bonuses
- Communicate extension possibilities early (\geq 2 months in advance)
- Recognise contributions publicly and during renewal

Looking to build a more agile workforce? We're here to help, connect with us.



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