

# Interim Search FAQs for Institutions

## Why should an institution hire an interim leader?

If you expect a leadership position to remain vacant for more than a few weeks, we strongly encourage hiring an interim leader. Doing so ensures that the workload doesn't simply get re-allocated to other team members or languish until a new leader is found. Leadership vacancies can result in financial loss, reduced productivity, and low team morale. An interim leader can step in quickly to minimize disruption and maintain progress.

## What should we look for in interim leadership?

An interim leader might serve in the role for six months to a year or longer, depending on the position and circumstances. Critical leadership positions require relevant expertise, flexibility, and the ability to navigate complex situations adeptly. AGB Search will help you assess candidates whose experience best matches your needs.

## What is the process for securing an interim leader?

AGB Search will meet with you to understand the position parameters: qualifications, location, expected length of service, etc. Our team will review our database of carefully vetted candidates to find those that meet your requirements, discussing the opportunity with them to confirm fit. We will then coordinate with your team to share the candidates' credentials, set up interviews, and support you in selecting the interim leader.

## Does my institution have to become a member of your firm to use your services? How much does that cost?

AGB Search does not require membership to use our interim search services. Our goal is to help you find the best interim leader for your organization. We charge a competitive fixed fee. The fee covers our team's time to meet with clients, identify and coordinate with candidates, and facilitate the interview process. Our candidates have been well-vetted, have exceptional qualifications, and need minimal ramp-up time.

## If the interim candidate is a great fit, is it possible to hire them as a permanent appointment?

Yes! We think it's wonderful when our interim candidates integrate so well that the Institution wants to hire them permanently. If the candidate is hired during the contract period or within six months of their contract end date, AGB Search requires an additional fee to complete the engagement.

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### Contact: Dr. Melinda Leonardo

Director of Interim Search, Executive Search Consultant  
melinda.leonardo@agbsearch.com 202.776.0827

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