

A hand is shown at the bottom of the frame, cupping a glowing white globe. The globe is overlaid with a network of white lines and nodes, representing a global network or data flow. The background is a soft, light blue gradient.

senior
management
worldwide

Leading global provider
of interim executives

senior**management**worldwide

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About SMW

Senior Management Worldwide (SMW) is the largest international group of independent Interim Executive providers. SMW, founded in 2004, is the longest running and most successful alliance of interim management providers with 18 partners in 20 countries across Europe, Asia-Pacific and Americas. With associated member firms we deliver solutions in over 50 countries.

Across the globe, member firms of SMW help clients to solve problems, realize opportunities, improve results, fill key expertise or resource gaps, develop talents and assist with other critical initiatives. Together we have developed an effective organization of specialists in introducing rapid solutions for performance improvement to our clients worldwide.

How SMW Interim Executives Can Help Your Business:

- Mergers & Acquisitions
- Turnaround Situations
- Succession Planning
- Large Scale Projects
- Marketing Entrance
- Product Launches
- Business Development
- Fill Executive Gaps

SMW Partner

Australia & Singapore

Interim executive is the fastest growing part of the executive recruitment market. Average assignment duration is 7 months. 90% of all registered interim executive will relocate to another state for an assignment. 80% of all assignments are in Sydney or Melbourne.

Danny Hodgson

Omera Partners



📍 Sydney, Melbourne & Brisbane
👥 35 employees

🕒 Founded in 2002
🕒 SMW Partner since 2017

Specialist: Interim business lead by Danny Hodgson with 20 years' experience in hiring interims in Australia and Europe integrated with 16 executive search partners in the firm.

Assignment types

- Interim Chief Financial Officers
- Interim Chief Executive Officers
- Interim Chief Operating Officers
- Interim Chief Information Officers
- Interim General Counsels
- Interim Human Resources Directors
- Interim Project Directors
- Interim Programme Directors
- Interim Communications Directors

Recently completed assignments

- Interim Chief Financial Officer - icare (Insurance)
- Interim Chief Operating Officer - ESSS Super (Pension Fund)
- Interim GM HR - PACT Group (Consumer Packaging)

Focus areas

- Supply Chain & Logistics
- Manufacturing & General Industrials
- Insurance
- Construction & Infrastructure
- Life Sciences
- Asset & Wealth Management
- Oil & Gas
- Government / Utilities

Services

- Interim Management
- Executive & Non-Executive Search

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SMW Partner

Austria

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Executives for Projects and Processes with assignment duration between 6 and 18 months.

Walter Pfaller

P+P Interim Management GmbH



📍 Vienna
👥 5 employees

🕒 Founded in 2011
🕒 SMW Partner since 2014

Focused on the success of the client. We are offering 1000+ experienced Interim Executives in Austria and Central & Eastern Europe.

Assignment types

- Business Development
- Mergers & Acquisitions
- Turnaround Situations
- Restructuring
- Large Scale Projects
- Process Improvements
- Fill Executive Gaps

Recently completed assignments

- Interim CEO - Manufacturing Industry
- Interim CFO - Plastic Industry
- Interim COO - Mechanical Engineering
- Interim CRO - Food Industry
- Senior Project Manager - Automotive
- Interim Head of of IT - Manufacturing

Focus areas

- All business areas, main focus on: Manufacturing Industry, Automotive Industry, Mechanical Engineering, Food Industry, Plastic Industry, Electronic Industry, Pharmaceutical Industry

Services

- Interim Management

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SMW Partner

Belgium

Interim market reasonably developed, with +/- 750 assignments through IM providers at any time. About the same amount in direct contract with customers. The market is very fragmented, no large players. Market with many SME and few international decision centers.

Patrick Lhoest

Arrowstone



📍 Brussels
👥 3 employees

🕒 Founded in 2006
🕒 SMW Partner since 2011

Long experience in complex Interim Management at CXO level, with strong reputation for excellence and speed within the Private Equity community. More than 35% international assignments.

Assignment types

- Post acquisition intergration and change management
- Crisis management & restructuring
- Operational improvement
- Large scale project & program management
- Financial control

Recently completed assignments

- Restructuring a service team after stress and harassment situation.
- Project Office structuring in a pharma company with large product development portfolio.
- Financial control and restructuring of a real estate development project in Turkey.
- CIO during outsourcing of central applications at a Private Bank.

Focus areas

- All sectors and skills at CXO and PMO level, mostly for SME customers (550 to 1000 staff)

Services

- Interim Management
- Executive Search
- Search of non Executive Board members

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SMW Partner

China

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Domestic consumption in China is still robust. US-China trade war with tariffs covering bilateral merchandise will have negative repercussions. Some factories near the coasts will be relocated to a less expensive region inside China or move to other countries.

Simon Wan

Cornerstone International Group



- 📍 Shanghai, Beijing, Guangzhou, Hong Kong and Taipei
- 📅 Founded in 1995
- 📅 SMW Partner since 2015
- 👥 33 employees

Industrial focus since 1995 and with extensive database of interim and permanent managers who has strong China experience. China Winner of recruitment firm of the year as early as 2002 and great references from clients and senior candidates across China.

Assignment types

- Mergers & Acquisitions
- Restructuring
- Large Scale Projects
- Fill Executive Gaps
- Construction & Commissioning
- Operational improvement
- Business Development
- Financial control

Recently completed assignments

- CFO - Retail / Consumer Group
- GM / Plant Manager - Fortune 1000 company
- Project Manager - Fortune 1000 company

Focus areas

- Manufacturing, Automotive Industry, Banking, Financial, Retail / Consumer, Life Science, Business Consulting

Services

- Interim Management
- Executive Search for Permanent Placement
- Talent and Workforce Management

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SMW Partner

Denmark

Duration of assignments is 7 months on average. Strong group of CFO managers.

Christian Hvashøj Schaarup

Nextt Management A/S



📍 Copenhagen & Aarhus
👥 3 employees

🕒 Founded in 2006
🕒 SMW Partner since 2008

Strong CxO network of +3,000 pre-qualified managers with experience and track record. We serve major international clients, SME companies and growth companies with high ambitions.

Assignment types

- Mergers & Acquisitions
- Restructuring / turn around
- Large Scale Projects
- Fill Executive Gaps
- Operational improvement
- Business Development / Growth
- Financial control
- Execution of strategy eg. growth in emerging markets

Focus areas

- Manufacturing / Industry
- Technology / Digital
- Energy
- E-commerce

Services

- Interim Management
- Super Fast Executive Recruitment
- Try&Hire

Recently completed assignments

- Interim CCO - Manufacturing
- Interim CEO - Pharma
- Interim CFO – Energy
- Interim Factory Manager - Furniture
- Interim CEO – E-commerce

Contact information

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SMW Partner

France

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3.000 assignments per year - Average daily fees 1.100 Euros - Average duration 7 months
10.000 Interim managers listed in France - 10.00 really active.

Grégoire Cabri-Wiltzer

NIM Europe



- 📍 Paris, Lyon, Lille, Nantes, Strasbourg
- 📅 Founded in 2001
- 📅 SMW Partner since 2012
- 👥 7 employees

Tailored made solution with for international groups. Very strong reactivity. Recognised company on the French market. In the top 5 of the industry.

Assignment types

- Large scale project
- Transformation projects
- Restructuring
- Fill executive gaps
- Pre recruitment
- Industrial projects
- HR transformation
- Company cessions
- PE

Focus areas

- Heavy industry, Transformation industry, Manufacturing, Health, FMCG, Luxury goods, Insurance, Retail

Services

- Interim Management
- Recruitment
- Due dilligence

Recently completed assignments

- Pharmacy
- Manufacturing
- Retail
- Luxury goods

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SMW Partner Germany

Interim Management is well established in Germany. About 15.000 Interim Managers offer their service in all industry sectors and in all functions on management level including project managers.

Bodo Blanke AC AlphaManagement GmbH



📍 Wiesbaden
👥 8 employees

🕒 Founded in 1979
🕒 Founding SMW partner

With almost 40 years of experience, AlphaManagement is regarded as the pioneer for temporary management services and well known for interim management solutions for top level functions.

Assignment types

- Change management
- Business process optimization
- Business Development
- Post-merger integration
- Supply chain management
- Human resources management
- Engineering / design / production
- Business transformation
- Finance & controlling
- Project/program management

Focus areas

- Experts and executives for complex assignments in manufacturing in an international corporate environment.

Services

- Interim Management
- Subject Matter Experts
- Project Management

Recently completed assignments

- Site Manager - Automotive
- Business Development Manager - E-mobility
- Senior Project Manager - Engineering / Manufacturing

Contact information

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SMW Partner Hungary

Interim management was introduced 15 years ago, since then it has been at a relatively low level. 50% of executives do not have a deep understanding of interim management, but prestige is rapidly increasing. Average length of assignments is 10 months.

Tamás Tóth

Interim Management Resourcing Ltd.



📍 Budapest
👥 4 employees

🕒 Founded in 2004
🕒 SMW Partner since 2004

Leading interim management providing company in Hungary. The only provider in close relationship with a leading executive search company. High reputation of the three partners. easy-going relationship with the interim managers.

Assignment types

- Fill Executive Gaps
- Restructuring
- Large Scale Projects
- Operational improvement
- Financial control
- Mergers & Acquisitions
- Business Development
- Construction & Commissioning

Focus areas

- All business areas, main focus on automotive and manufacturing industry.

Services

- Interim Management

Recently completed assignments

- Interim CFO - SÁGA Foods (FMCG company)
- Interim Production Manager - FHL Björn (automotive industry)
- Interim Compensation & Benefit Manager - VALEO (automotive industry)

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SMW Partner India

Population 1.35 Billion. 50% of population under 25 years' of age.
Interim Recruitment fairly at nascent stage in India but growing rapidly in all industry verticals. Huge database of interim managers available.

Vivek Ahuja

Interim Management Resourcing Ltd.



📍 5 cities in India
👥 17 employees

🕒 Founded in 2006
🕒 SMW Partner since 2017

Confiar Global is part of Kochhar Group of companies, India's leading legal firm. Strong Business start-up service, Excellent credentials of interim and full time recruitment in all Industry verticals.

Assignment types

- Business Start-up Services
- Mergers & Acquisitions
- C-suite
- Middle Management
- Legal
- Inplacements and Outplacements
- Large Scale Projects
- Operational Improvement

Focus areas

- Manufacturing & Engineering, Aviation, Logistics, Legal, IT, ITES

Services

- Interim Management
- Full Time Recruitment
- Payroll Management

Recently completed assignments

- Managing Director of Indian subsidiary of an Austrian Company in engineering sector
- Head of Human Resources of a multinational services company in India
- Vice President Finance of a Infrastructure company in India (Indian subsidiary of a European company)

Contact information

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SMW Partner

Italy

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Niche market with very few international groups. Duration of assignment 9-12 months average. Growing importance of SMEs (PMI). Foreign investments growth with increased use of temporary solutions.

Maurizio Quarta

Temporary Management & Capital Advisors



📍 Milan / Rome
North Eastern area

🕒 Founded in 2003
🕒 Founding SMW Partner

One of the top 3 players recognized by the HR Directors association

Assignment types

- Post merger integration
- Turnaround & special situations
- Generational change (in SMEs)
- Knowledge transfer (especially in SMEs)
- Fill senior management gap
- Internationalization processes
- Operations improvement
- Financial management & control

Focus areas

- Industrial companies in any sector
- Service companies

Services

- Interim Management
- Fractional Executives
- Management Assessment
- Support to SMEs for:
JV, M&A, partnership operations

Recently completed assignments

- Complex turnaround for a multinational group in Central Italy - Mechanical components
- Industrial relocation in USA for an Italian hydraulic group controlled by a PE fund
- Introducing control systems in a large Italian health group (12 hospitals)

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SMW Partner

Netherlands

80% of Interim Executives active in assignments. Duration of assignments is 14 months on average. 4 days per week on average. Fees increased by 8% on average in one year.

Gertjan van de Groep

Van de Groep & Olsthoorn



📍 Soesterberg
👥 10 employees

🕒 Founded in 1979
🕒 SMW Partner since 2016

Industrial focus since 1979. Strongest network in Executive / C-Suite in industry & technology in the Netherlands.

Assignment types

- Mergers & Acquisitions
- Restructuring
- Large Scale Projects
- Fill Executive Gaps
- Construction & Commissioning
- Operational improvement
- Business Development
- Financial control

Focus areas

- Industry
- Technology
- Manufacturing

Services

- Interim Management
- Executive Search

Recently completed assignments

- Interim COO - Food Production
- Interim Managing Director - Shipbuilding
- Interim Technical Director - Machinery
- Interim Financial Director - Machinery
- Interim Commissioning Manager - Recycling plant

Contact information

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SMW Partner

Poland

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Interim Management developing 40% Y2Y. 75% Interim Executives active in assignments. 12 months – average duration of project.

Piotr Golinski

CTER



📍 Warsaw
👥 13 employees

🕒 Founded in 2001
🕒 SMW Partner since 2012

Our strength comes from our skills, exceptional knowledge of the Polish market, passion, spectacular performance in our projects and the satisfaction of our clients.

Assignment types

- M&A / Post Merger Integrations
- Operational Improvement
- International Expansion
- Restructuring
- Fill executive gaps
- Business Development
- Financial Control
- HR Integration

Focus areas

- Manufacturing, Automotive Industry, Furniture, Construction, Building Materials, IT, e-commerce, Life Sciences, Banking & Financial Services, FMCG

Services

- Interim Management
- Executive Search

Recently completed assignments

- Interim CEO - Life Sciences / turnaround project
- Interim CFO - Financial Control
- Interim Plant Director - Operational Improvement

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SMW Partner

Russia

Interim Management is a new service for Russia. Companies face difficulties in business development and managing their operational effectiveness as well as adapt to a changing environment. Interim Managers are in demand.

Yulia Zabazarnykh

Kontakt



📍 Moscow
👥 63 employees

🕒 Founded in 1990
🕒 SMW Partner since 2019

Kontakt operates in Russia for almost 30 years. It is one of the market leaders with strong expertise in all industrial segments inside and outside of Russia.

Assignment types

- Board members
- General Management
- Operational efficiency
- Finance management
- Digitalization
- Manufacturing management
- Sales and Marketing
- HR Management
- Technical

Focus areas

- FMCG, Construction, Healthcare, IT&Telecom, Manufacturing, Transport, Retail and Financial Services

Services

- Executive search
- Mapping
- HR surveys
- Assessment
- Graduate
- EVP development

Recently completed assignments

- General Manager for a multinational FMCG company
- Chief Digital Officer for Russia's largest metallurgical holding
- HR Director for the market leading chemical producer

Contact information

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SMW Partner

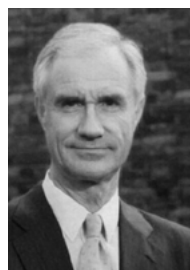
Spain

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Interim Management is a niche market in Spain with very few professional operators. The market is concentrated in big and medium sized companies. Assignments are usually between 6 to 12 months.

Dirk Kremer

Q Management de Transición SL



📍 Barcelona, Madrid

👥 2 employees

🕒 Founded in 2001

🕒 SMW Partner since 2019

Since 2001, pioneer in interim management in Spain. Very strong in C-Suite with a track-record in complicated situations.

Assignment types

- Restructuring
- Operational improvement
- International business development
- Financial restructuring
- Financial control
- Massive lay-offs
- Marketing repositioning and relaunch of brand
- Carve out and preparation for sale of company

Recently completed assignments

- Repositioning and relaunch of A-brand in FMOG.
- Reorganization chemical company
- Post-merger financial reporting.

Focus areas

- Industrial and service companies in any sector.

Services

- Interim Management
- Subject Matter Experts
- Business growth, internationalization and transformation
- Operational improvements and restructuring
- Corporate situations
- Replacement of managers

Contact information

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SMW Partner Sweden

67% of Interim Executives are in assignment. Average duration of contracts is 12 months. Fees have increased some 10% and gross margin is 28% in 2018. GIG economy drives the market.

Jan Andersson Mason Management AB



📍 Stockholm, Malmö,
Jönköping, Gothenburg
👥 9 employees

📅 Founded in 2002
📅 SMW Partner since 2007

Executive Interim experts with high credibility in Sweden and internationally.

Assignment types

- M&A
- Change management
- Performance improvement in operations
- Business development/growth
- Financial control/IPO
- Financial control/DD/exit
- General management
- International business

Focus areas

- Group management in general
- 66% in Manufacturing sectors

Services

- Executive Interim Management

Recently completed assignments

- Manufacturing engineering - Product management
- Manufacturing energy sector - Financial control
- Public sector - Head of local government
- Manufacturing construction goods - Site Manager
- Recycling sector - Managing Director

Contact information

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SMW Partner

Switzerland

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A mature market for Interim Management with annual growth of 10%. 70% of Interim Executives active in assignments. Duration of assignments 9 months on average.

Urs Tannò

Top Fifty AG



📍 Zug
👥 5 employees

📅 Founded in 1996
📅 SMW Partner since 2010

Strongest network of interim Executives / C-level interim Managers for industry & technology in Switzerland

Assignment types

- Restructuring
- Turn Around Management
- Fill Executive Gaps
- Change Management
- Process Reengineering
- Business Development
- Project Management

Focus areas

- All business areas
- Main focus on: Industry, Manufacturing, Health, Financial Services, Building industry, Consumer Goods

Services

- Interim Management

Recently completed assignments

- Interim CEO - Manufacturing
- Interim CFO - Aviation
- Interim CEO - Construction
- Interim CSO - Energy
- Interim QM - Industry

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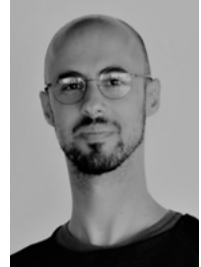
SMW Partner

Turkey

Economic instability provides investment opportunities for foreign companies and it promotes interim management. Duration of assignments is 10 months on average.

Özcan Olguner

Expertera



📍 Istanbul
👥 10 employees

🕒 Founded in 2013
🕒 SMW Partner since 2015

Leading “Future of Work” revolution in the region. First and largest expert platform in Turkey.

Assignment types

- Market Entry
- Digitalization
- Technology Upgrade
- Mergers & Acquisitions
- Operational Improvement
- Business Development
- Financial Restructuring
- Organizational Development
- Data Analytics

Focus areas

- Holdings, Private Equities, Investment Funds, Startup Businesses and other sectors

Services

- Interim Management
- All Type of Consulting Assignments (daily, hourly or project based)
- Market Research Panels

Recently completed assignments

- Interim HR Director - Construction,
- Interim HR Manager - Consulting Firm
- Interim CTO - Startup

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United Kingdom

The UK is an active user of Interim Management adding over £1bn to the UK economy. Most sectors use Interim Management in some way and across multiple business functions from the C-Suite down. The average length of assignment is 8 months.

Charles Wilson

Penna

📍 London
👥 250 employees

🕒 Founded in 1974
🕒 SMW Partner since 2015



Penna is listed in the top 5 providers for Interim Management services in the UK. We are recognized a leader in a number of markets and work across both the public and private sectors.

Assignment types

- Chief Data Officer
- Finance Director
- Supply Chain Director
- Human Resources Director
- Project/Programme Director
- Marketing Director
- CEO
- COO
- CIO/IT Director

Recently completed assignments

- Interim Supply Chain Director (Manufacturing)
- Interim Site Director (Recycling Plant)
- Interim Business Development Director (Professional Services)
- Interim MD (Private Equity)

Focus areas

- Manufacturing, Engineering, Retail, FMCG, Consumer, Digital/Technology/Data, Public Sector, Private Equity, Transport & Infrastructure, Financial Services & Fintech

Services

- Interim Management
- All Type of Consulting Assignments (daily, hourly or project based)
- Market Research Panels

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SMW Partner

USA & Canada

The U.S. and Canadian interim business has been up significantly again this year and continues to improve. U.S. and Canadian companies are leveraging the use of interim executives for interim, part time, and project work to increase speed and performance of their company's growth.

Pamela Wasley

Cerius Executives



📍 Irvine, CA
👥 38 employees

🕒 Founded in 2005
🕒 SMW Partner since 2016

Cerius is one of the largest North American providers of contract executives for part-time, temporary, interim, and project based assignments with thousands of vetted and accomplished executives.

Assignment types

- Operational/Financial Improvement
- Turnarounds/Restructuring
- M&A
- Succession Planning
- Performance Management
- Talent Management / Acquisition
- Sales and Marketing Initiatives
- Filling Executive Gaps
- Business Development
- Product Launches

Focus areas

- All Industries

Services

- Interim Management
- Part-time
- Project-to-Perm
- Advisory Services, Advisory Boards, Boards of Directors
- Project-based consulting services

Recently completed assignments

- Interim CEO – Mining
- Interim COO – Manufacturing
- Interim CHRO – Construction, Engineering and Design

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