

In the Interim



Interim Manager of the Year announced

Paul Brown, a relative newcomer to the interim industry, has been named as REC's Interim Manager of the Year as part of its National Temporary Workers week.

Brown was nominated by providers Albemarle Interim Management plc, after completing an assignment for the Forensic Science Service's Northern Region during its transformation from public to private sector after becoming a UK government-owned company in 2005.

Commenting on winning the accolade, Brown said: "This is only my second year of interim management and a lot of people have been working in this sector for some time, so I was very proud to be nominated in the first place, particularly from the point of view of the company I am working for at the moment (the FSS). I was very pleased to see some of the references from them in terms of the work, that was very gratifying."

The project at the FSS was only Brown's second interim assignment, and yet the initial six-month contract was extended by a further three months when he delivered successful results. Brown established a new operating model for the Northern Region and led reviews on safety, quality audits, then scheduling and resource planning. The FSS then offered Brown another assignment,

this time in London.

Although Brown has not been working in interim management as long as others have, he drew on his experiences as a director of several blue chip companies to assist him in his new career.

"Most of my full time career has been working quite short term on change programmes, so I have tended to work for a number of companies and always been on the forefront of genuine change," said Brown. "Working on change for relatively short periods really attracts me to the interim world as it lends itself to that way of working - having very specific goals and objectives is really part of the attraction. You can just focus on the project, you're not part of the organisation. When you're a full time employee there are certain things you have to do as part of corporate life; when you're an interim, you just focus on the task in hand. Most of my career has been working in different places so I am very much used to that. My last full time employment was with AA Technology, as MD of divisions in China, Germany, USA and Scotland."

During the assignment, Brown was responsible for the performance of business units in the transition to the private sector. He also successfully managed 600 staff in the transition, despite having no experience in the Criminal

Justice Sector. The judging panel consisted of experts in the recruitment industry, who interviewed the finalists and assessed them against main criteria:

- Have they performed above and beyond the call of duty in the workplace, making a significant contribution to the places where they work?
- Have they demonstrated flexibility and a keenness to fit in with the community of the workplace?
- Do they embody a professional attitude to their work?

Trevor Howitt, Deputy Chief Executive Officer, the FSS, commented on Brown's assignment; "During his time here, Paul has transformed both the performance of these business units and the culture of the staff to face the commercial challenge as we move from the public sector."

Angela Hickmore, Managing Director of Albemarle Interim Management plc, comments: "Paul has done a sterling job at FSS and added real value to the organisation. He has been an excellent ambassador for the interim market and we are delighted to be working with him."