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Executive Interim Management worldwide

Global & regional market insights

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The faster transformation moves, the more agile our leadership models must become. Global businesses are facing this reality in real time.

At Valtus, we've witnessed how experienced executive interims transform challenges into opportunities, stepping in to drive transformation and accelerate performance across diverse industries and markets.

The value lies in their seniority, with decades of proven experience that enables swift decision-making and strategic insight. Every assignment brings together the expertise of seasoned interim managers and the guidance of our Partners.

By deploying experienced leaders across nearly 30 countries, we empower international businesses to adapt quickly, strengthen performance, and secure lasting growth in an ever-changing global environment.

/ **Philippe Soullier,**
Group Chairman

Foreword

In an era defined by accelerating business complexity, geopolitical tensions, supply chain disruptions, and shifting trade dynamics, organizations face challenges that demand immediate, decisive action. Executive Interim Management has evolved into a strategic imperative, offering companies seasoned leaders and experts who can step in and deliver results from day one, whether driving international expansion, leading digital transformation, or managing restructuring initiatives.

This comprehensive market analysis highlights a global industry valued over €5 billion, built on urgent worldwide needs. From European manufacturers driving operational transformation, North American nearshoring strategies, to Asian businesses adapting to new trade corridors, interim leadership has become an agile strategic tool, delivering the fresh perspective and immediate impact that today's uncertain business climate demands—capabilities Valtus provides across all these key markets.

/ Björn Henriksson,
Group CEO

/ Aymeric Bas,
Managing Partner International & Chief Revenue Officer

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/ EUROPE

A mature and diverse
market valued at €2.8 billion

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Well-established hubs: BeNeLux & United Kingdom

Organizations across Europe face the challenge of managing growing complexity, accelerating transformation, and securing leadership continuity. In the Benelux and the United Kingdom, these pressures are particularly visible. Both regions well-established Interim Management markets, where companies consistently rely on interim executives as a strategic lever to lead change without delay.

/ BeNeLux Region: three markets, three lessons

As organisations face growing complexity, executive interim management is no longer seen as a temporary fix; it's becoming a deliberate strategic lever. Both demand and supply are rising, particularly in contexts where leadership must adapt without delay.

Wim De Mulder, Partner at VALPEO, Belgium

Netherlands

A large and well-established market, where the public sector has also understood the value of Executive Interim Management; more than 50% of assignments in the public sector - compared to just 5% across Europe. This reliance on interim executives in government, healthcare, education, and industry signals strong confidence in their ability to drive complex, regulated transformations.

Belgium

A dynamic market particularly active in crisis and restructuring scenarios. In 2024, turnover reached €183 million, and assignments increased by 6% since 2020. Two-thirds of assignments include Finance, HR, and Legal, reflecting demand for leaders who can ensure continuity, compliance, and manage transitions under pressure.

Luxembourg
A niche market, focused on financial services and cross-border projects. Interim leaders provide specialized expertise and the ability to navigate both international and highly regulated environments.

/ United Kingdom: the mature powerhouse

The UK is one of Europe's most well-established Interim Management markets, not just supporting organizations to fill leadership needs, but to lead strategic transformations and achieve measurable impact.

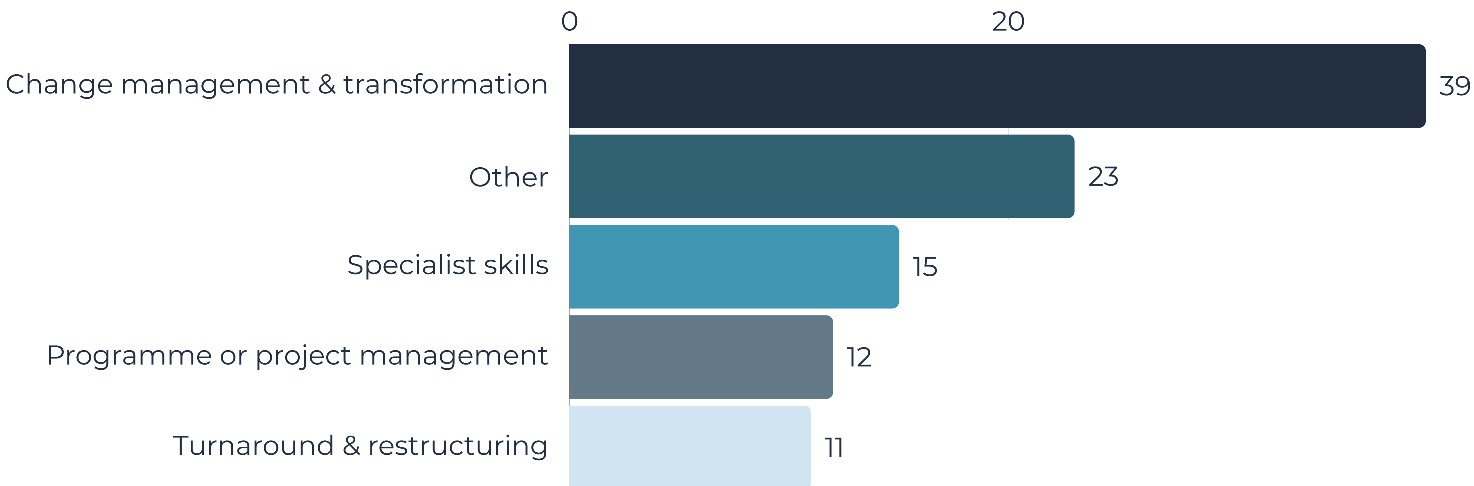
V *Engaging Interim Managers is less of a challenge as the UK has a long-developed 'gig economy' and hence a strong supply of capable experienced resource.* Λ

Steve Rutherford, Managing Partner at Valtus UK

A developed ecosystem
In the UK, Executive Interim Professionals average more than 10 years of experience – compared to 8 years across Europe – providing seasoned leadership that drives effective transformations and delivers results.

A client base driven by urgency
Around 42% of assignments take place in large organizations (1,000+), with the public sector and retail banking as key contributors for middle management roles. In the private sector, more senior Interim Managers are most often engaged by PE-backed or listed mid-cap companies, where transformation is directly linked to value creation.

Assignment nature breakdown (% share):



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Dynamic growth: DACH, France, Nordic Region

The DACH region, France, and Nordic countries represent a new generation of fast-growing and increasingly sophisticated markets. Together, these regions reflect how Executive Interim Management is enabling businesses to adapt to new economic realities and heightened uncertainty, driven in part by geopolitical tensions.

/ DACH region: a robust and resilient market

Valued at approximately €1.1 billion, and led by Germany, the Executive Interim Management market in the DACH region stands out as one of Europe's most dynamic markets.

> *Historically, Executive Interim Managers were mainly deployed in crisis or replacement scenarios. Today, their role has expanded significantly into strategic projects such as digital transformation, post-merger integration, and operational professionalisation. This evolution reflects the growing recognition of Interim Executives as proactive drivers of change.*
>
> **Robert Sadjak,** Managing Partner at Valtus Germany

Four key sectors

In the DACH region, the mechanical engineering, automotive, chemical and pharmaceutical industries, along with the ICT sector, account for 58% of all assignments.

Demand driven by medium-sized businesses

Indeed, nearly three-quarters of all mandates occur within companies employing between 250 and 10,000 people. This highlights the role of the *Mittelstand* as the backbone of the DACH economy.

Challenging times across DACH region drives the need for Executive Interim Management
Companies are facing slowing growth, inflationary pressures, supply chain bottlenecks, and accelerated digital adoption. Weakening exports and structural shifts in the German automotive and machinery sectors add further complexity. As a result, there is increasing demand for hands-on interim leadership.

The main drivers of demand for Executive interim managers in Austria are the high need for restructuring, turnarounds, and transformations. Additionally, the demand for program and project managers is also increasing.

Thomas Tschol, CEO & Partner at Management Factory, Austria

In Switzerland Executive interim leadership needs are driven by multinational headquarters in finance, life sciences, industry, and technology. Assignments are the longest in Europe, reflecting the complexity of the challenges.

Simon Frei, CEO at FS Partners, Switzerland

Key Metrics

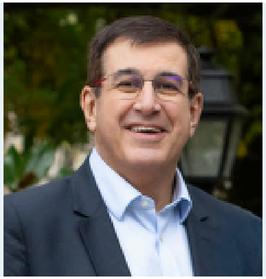
Country	Austria	Germany	Switzerland
Executive Interim market size	€93 million	€0.9 billion	€100 million
Average assignment duration	10.5 months	11.2 months	14.1 months

/ France: rapid expansion

As in other European countries, France's industrial sector remains the primary user of executive interim management solutions, representing nearly half of all assignments. A tougher economic climate, along with rising insolvencies is driving restructuring needs across multiple sectors. In response, a growing number of French businesses are proactively turning to executive interim leadership solutions to steer change management and transformation initiatives, with assignments in this area growing by 7%.

In 2024, more than a quarter of all assignments were carried out within companies using interim management for the first time, highlighting the solution's growing appeal among organizations seeking flexibility and looking to evolve their business models.

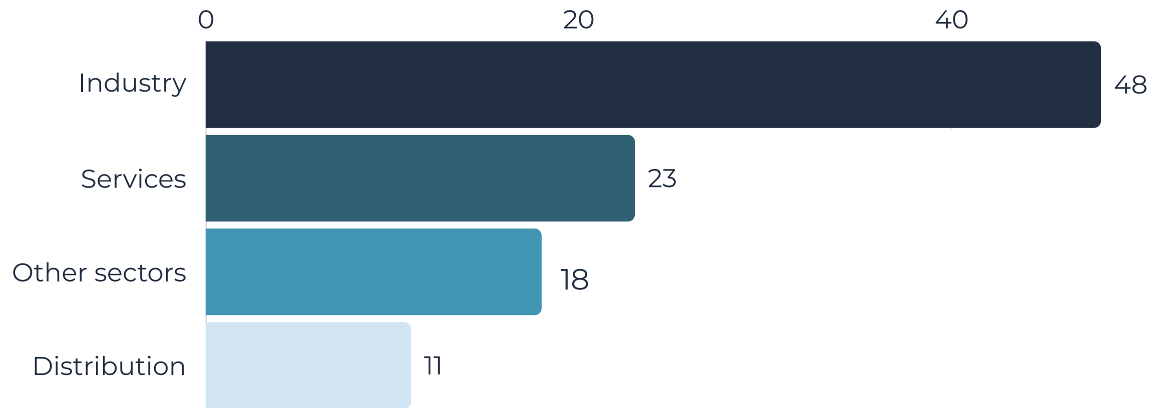
Philippe Soullier, Group Chairman



Over 70% of assignments within businesses with revenue above €1.5 billion

Nearly half of all assignments take place in mid-sized companies, while 30% are conducted within large French corporations. Demand for General Management expertise has recently grown, likely driven by strategic turnaround initiatives.

Key sectors
(% share)



/ Nordic region: Executive Interim leadership on the rise

The maturity of the Executive Interim Management market differs across the Nordics. Sweden leads, while Finland, Denmark, and Norway are steadily developing. THe Nordic market has expanded from a niche service to a well-established strategic solution, achieving consistent annual growth of 10-15%.

V The growth of the Swedish market is largely driven by active owners seeking greater flexibility. At the same time, a growing number of highly experienced leaders and experts are exploring alternative career paths as executive interim managers. Λ

Cecilia Brinck, Managing Partner Sweden at Nordic Interim

Sweden

A well-established market where boards, companies, and Private Equity owners rely on Interim Executives for speed, expertise, and independence.

Denmark

A steadily growing market, with internationalisation driving demand for leaders to align global teams.

Finland

Awareness is rising as multinationals and innovative SMEs adopt executive interim solutions.

Norway

With its specialized industries, cross-border Interim Executives are essential to drive transformations.

V The Danish business landscape is changing, with companies facing new demands for speed and adaptability. Interim management offers a flexible solution, connecting urgent challenges with proven executive talent. This ensures businesses can access experienced leaders who deliver immediate results and lasting impact. Λ

Henrik Höjsgaard, Managing Partner Denmark & Partner Sweden at Nordic Interim

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V The awareness of Interim Management is growing quickly. More boards and owners are seeing the benefits of Interim Executives as a flexible, results-oriented solution for leadership challenges. Especially in situations like transformations, growth initiatives, or critical leadership needs, Interim Managers are proving their value. Λ

Jan Långbacka, Managing Partner at Nordic Interim Finland

Private Equity and global leaders driving leadership demand

Executive Interim assignments are most common in PE-owned firms and large international corporations, with mid-sized companies (€300 and €600 million) increasingly adopting the model. Once used occasionally by multinationals, executive interim solutions have now become central to their core strategies. The demand is rising across the Nordics, reflecting broader regional and cross-border needs.

V Norway is a small country with highly specialized industries. To meet the diverse needs of clients, cross-border collaboration is essential. It's common to source Executive Interim Managers from across the entire Nordic region. Λ

Rolf Henrik Svendsen, Managing Partner at Incepto Executive, Norway

Driving change in the Nordics

Most assignments focus on change management, with the highest demand for CXOs, Business Unit Managers, and Senior Program Directors, as an alternative to classical Management Consulting. Interim executives create value by maintaining leadership continuity, accelerating transformation, and providing cross-border expertise to meet the region's increasingly international business needs.

Emerging markets: Southern, Central & Eastern Europe

Traditional business cultures across Southern, Central, and Eastern Europe are gradually embracing external leadership solutions. While these regions show promising growth and share common traits—particularly a strong presence of SMEs and family-owned businesses, each maintains distinct market dynamics, shaped by local economic contexts and cultural factors.

/ Italy and Spain: building awareness

Many Italian and Spanish businesses are still exploring the concept of Executive Interim Management, making market education a key challenge. Today, demand is strongest among SMEs and family-owned businesses, with the manufacturing sector leading the adoption of interim leadership.

V *Due to the generally smaller size of Italian companies and cultural factors, with most SMEs run directly by their entrepreneurs, the Italian Interim Management market remains underdeveloped. Over 87% of companies are unaware of this opportunity. Of the estimated €150 million sector, about 25% is managed by major providers.* Λ

Roberto La Caria, Managing Partner at STM, Italy

Long-term, flexible leadership support

Assignments in Italy and Spain tend to be significantly longer than the European average of 11.5 months, with nearly half of them being part-time roles. In both nations, General Management assignments dominate, accounting for more than 30% of all assignments.

V Restructuring is a highly specialized niche, requiring deep operational, financial and regulatory expertise, and the ability to manage complex, long-term engagements. Typical restructuring mandates span around 18 months full-time, reflecting the complexity of turnaround processes, from corrective action to regulatory alignment under high-pressure conditions. Λ

Maurizio Ria, Managing Partner at Duke & Kay, Italy

Private Equity driving demand for integration managers in Italy

As mid-market PE M&A activity accelerates, targeting underperforming but operationally sound firms—the need for skilled integration managers is rapidly increasing to secure successful deal outcomes.

V In Spain, the most successful companies are those adopting global strategic trends to address their challenges, one of the most critical being attraction of top executive talent. Interim Management services are emerging as a key tool, offering companies the competitive edge to strengthen their leadership and drive sustainable growth. Λ

Emilio del Prado, CEO at EPUNTO Interim Management, Spain

/ Central and Eastern Europe: formalising the market

In the CEE region, the post-communist transition created strong demand for leaders who could drive economic liberalisation, privatisation, and restructuring. In the 1990s, multinationals met this need by appointing Western European managers to align local operations with global standards. More recently, executive interim management companies are gradually becoming part of the business landscape.

V As the market develops, there is a growing trend in cross-border Executive Interim Management assignments. To better navigate the diverse business environments in the various countries of the CEE region, interim executives are increasingly investing in cross-cultural training. Λ

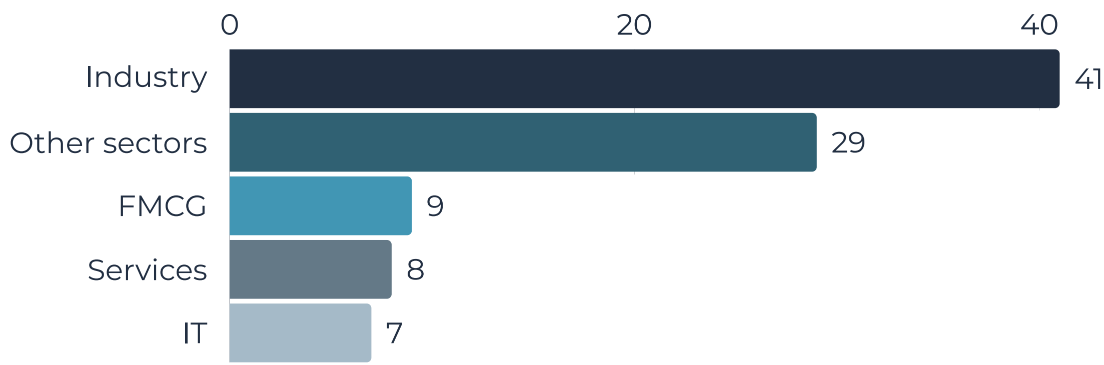
Bohuslav Lipovsky, Co-founder & Managing Partner at CE Interim, Slovakia

Steering complex transitions

Across Central and Eastern Europe, Executive Interim managers are increasingly sought after to lead factory relocation projects, productivity and performance improvements, implement sustainability initiatives, and manage mergers and acquisitions for private equity funds.

Industrial sector driving market dynamics in Poland

Sector breakdown
(% share)



/ THE AMERICAS

A large market, worth
over €1.1 billion

North America: an agile, enterprise-driven market

The North American executive interim management market is shaped by its scale, speed, and strong independent workforce culture. While the U.S. leads in maturity and volume, Canada shows steady growth with distinctive regional and sector-specific patterns.

/ United States: the flexible frontier for executive leadership

The United States is home to one of the most dynamic and flexible labor markets in the world. In 2023, over 64 million Americans, more than a third of the workforce, engaged in freelance, temporary, or independent contract work. This shift has had significant economic impact, with freelancers contributing $1.27 trillion to the U.S. economy in annual earnings.

> *In a market defined by mobility and speed, interim leadership is no longer a backup plan, it's a frontline strategy. Private equity firms, especially, are leading the way, using on-demand executives to drive fast, focused outcomes.*
>
> **Joe Poling,** President & CRO at Think Consulting, USA

A clear shift towards flexible executive models

The rise of fractional CFOs, on-demand CEOs, and agile leadership solutions is especially pronounced within private equity-backed companies, where speed and accountability are paramount.

Unlocking value across key industries

Technology and digital roles lead adoption, fueled by accelerated enterprise transformations. Healthcare and pharma are gaining ground due to regulatory changes, M&A activity, and crisis management needs.

In manufacturing and automotive, interim executives drive restructuring, supply chain transitions, and the shift to electric vehicles. Private equity and financial services also rely on interim leaders during post-deal transitions and portfolio optimisation.

/ Canada: steady growth with regional nuance

While business trends often mirror those of the U.S., the Canadian landscape is shaped by regional disparities, sectoral diversity, more robust regulatory frameworks, and a culture that still leans toward permanent hires — a mindset that is gradually evolving.

> *Demand for interim leadership has increased significantly in recent years. We estimate annual growth at approximately 15 to 20%.*
>
> **Benoît Créneau,** CEO of xNorth, Canada

Growing flexibility culture
By late 2022, over 2.4 million Canadians, nearly 6% of the population, were engaged in gig work. Alongside an ageing workforce, this trend is driving the appeal of high-impact interim roles for both organisations and executives seeking purposeful work without long-term commitments.

Canada’s executive interim hotspots
Executive Interim demand is strongest in mid-to-large organizations (50–500 employees). Technology and digital transformation lead with needs in ERP, cybersecurity, and innovation. Healthcare, biosciences, private equity, and financial services are also key growth areas, while manufacturing, consumer goods, and non-profits increasingly turn to interim leaders for transitions and strategic change initiatives.

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Latin America: early-stage adoption with sector-led growth

Driven by economic shifts, sector-specific transitions, and rising foreign investment, Latin America's executive interim management market, in its early stage, is gaining traction. As South America's largest economy, Brazil is emerging as a pivotal driver in the evolution of the region's flexible workforce, while countries like Mexico and Peru show growing interest in agile executive solutions.

/ Brazil: scaling fast in a complex economy

Alongside the country's established framework of formal employment under CLT (Consolidation of Labor Laws) regulations, project-based work is becoming a reality, complementing traditional structures and offering companies and professionals new ways to adapt, innovate, and grow.

> *Executive Interim Management in Brazil is rising, driven by transformations in companies who adopted a coherent Covid/post Covid rationalisation of their workforce and now need specialists to lead change; numerous M&A projects (multinationals & private equity); and a growing number of family-owned businesses preparing for capital opening, particularly in agribusiness.*
>
> **Nicolas Touchet,** Founder and CEO at Telos Transition, Brazil

Executive leadership for growing mid-sized and large companies
Brazil's mid to large-sized companies are undergoing accelerated growth and rising complexity, fueling strong demand for experienced interim executives. While demand is most established in family-owned agribusinesses, private equity portfolios, and transforming multinational subsidiaries, interim management is now expanding across sectors — from benefits and financial services to traditional industrial segments.

Interim CFOs are most in demand to strengthen structuring and governance, followed closely by CEOs to drive transformations. At the same time, requests for HR Directors are increasing significantly, reflecting the urgency of organizational and HR structuration.

/ Mexico: early-stage adoption during industrial transition

As a key manufacturing hub in North America, Mexico benefits from USMCA trade advantages and a growing presence of international firms, creating opportunities for short-term executive leadership and cross-border partnerships. Nearshoring trends, digital modernization, and rising foreign direct investment further strengthen its strategic position.

Executive shifts in manufacturing

As a cornerstone of Mexican economy, manufacturing is driven by robust activity in the automotive, electronics, and aerospace sectors. As global companies establish or expand operations in the region, there is a notable shift from traditional consulting to more agile, hands-on executive models.

Plant & tech leadership

Executive needs are emerging in response to plant setup, operational transitions, and technology integration. Key triggers include market entry, joint ventures, and digital transformation, especially among international firms.

Peru: project-based demand in resource sectors

As South America's fifth-largest economy, Peru is attracting growing foreign investment, particularly in natural resources and energy. Though the executive interim management market is in an early phase of development, it shows clear potential, especially within mining, infrastructure, and resource-based sectors.

Peru's path to diversified growth

Ongoing mining expansion and government-led infrastructure projects are creating demand for project management, regulatory, and operational expertise. The energy, utilities, and agriculture sectors are also emerging as growth areas, particularly as Peru pushes for economic diversification beyond mining.

Companies involved in resource extraction, construction, and agri-processing are beginning to explore interim leadership as a flexible way to meet project demands, particularly in and around Lima, where most activity is concentrated.

/ APAC & THE MIDDLE EAST

High-potential markets

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Middle East: an emerging market shaped by reform and scale

The Middle East executive interim management market is in its early stages but is gaining ground, especially in economies undergoing large-scale transformation. Countries like Saudi Arabia and Turkey are driving demand through national reform agendas, mega-projects, and private sector restructuring.

/ Saudi Arabia: Vision 2030 driving strategic leadership needs

Saudi Arabia is at the heart of one of the most ambitious national transformation programs in the world. Backed by a $1.24 trillion GDP, the Public Investment Fund (PIF) and the strategic goals of Vision 2030, the emphasis on experienced executive leadership is rising rapidly.

> *Executive Interim Management is still a greenfield market in Saudi Arabia, but the momentum created by Vision 2030 is laying the foundation for future growth.*
>
> **Xavier Saez,** Partner at Valtus in Saudi Arabia

With a youth-dominated population (60% of 20M citizens under 30), ongoing labour reforms, and a growing push for entrepreneurship and freelancing, Saudi Arabia's dual labour market—60% expatriates and 40% nationals—is gradually enabling more flexible executive solutions.

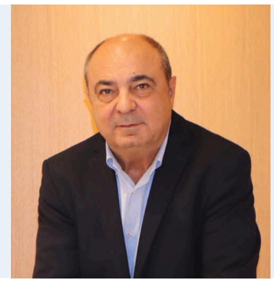
Mega-projects and economic change
Vision 2030 is reshaping every corner of Saudi Arabia's economy. Large scale initiatives such as NEOM and the Red Sea Project are driving demand for complex infrastructure and tourism development.

Executive leadership needs are also emerging in government restructuring, private sector Saudization initiatives, and energy diversification efforts.

/ Turkey: early-stage adoption in a restructuring economy

As a strategic link between Europe and Asia, Turkey is undergoing rapid economic and organisational transformation, shaped by a young population, evolving business models, and challenging economic conditions.

> V *Executive Interim Management is still in its early stages in Turkey, but demand is accelerating, especially in companies navigating transformation, performance improvement, and the operational challenges brought on by high inflation.* Λ
>
> **Kıvanç Ersöz,** Founding & Group CEO at E&E Group, Turkey



Inflation and frequent layoffs have intensified pressure on companies to adapt quickly, creating an environment where Executive Interim Management, though still in early development, is beginning to gain momentum. Demand is being driven by digitalization, restructuring, and Turkey's growing role as a regional manufacturing and services hub.

Addressing local talent shortages

Executive Interim Management solutions are currently utilised by a range of mid-to large-sized local companies, start-ups, and multinational organisations that lack senior local leadership. Most activity is concentrated in Istanbul and key industrial centres, where transformation challenges are highest and local talent resources are often stretched thin.

Asia-Pacific (APAC): unlocking executive flexibility across regions

Asia-Pacific is a region of contrasts, with executive interim demand largely driven by digital transformation, M&A, and economic restructuring, particularly in technology, finance, and manufacturing. Although markets like Japan and South Korea traditionally favored permanent roles, shifting business priorities are driving a growing need for flexible leadership solutions.

/ South Korea: balancing transformation and cultural norms

South Korea's Executive Interim Management market is in its embryonic stage, but early signs point to growing popularity, especially for digital transformation, crisis turnaround, and M&A-related initiatives.

The concept of Executive Interim Management is still new in South Korea, but as business environments evolve, especially in digital and M&A contexts, companies are starting to see the value of short-term executive expertise.

KJ Lee, Managing Partner at You & Partners Inc., South Korea

A dual structure labour market
In South Korea, stable roles are concentrated in large firms and more precarious employment in SMEs, creating a skills mismatch and resistance to flexible work models. Indeed, cultural preferences for permanent hiring remain a key barrier to widespread adoption of Executive Interim Management.

Executive leadership primarily sought after by large corporations
Manufacturing and export-heavy industries such as automotive, shipbuilding, and energy often face the

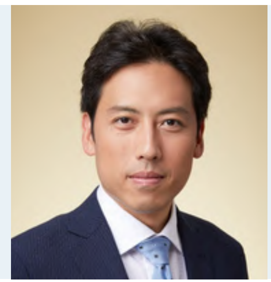
challenge of executing transformation at scale. where external leadership can offer speed, neutrality, and impact. Cloud adoption, Industry 4.0 integration, and smart manufacturing present significant opportunities for new assignments.

/ Japan: challenging legacy models

Shaped by deep-rooted employment traditions and a cautious corporate culture, Japan's Executive Interim Management market is still emerging. However, digitalisation, demographic pressures, and the modernisation of legacy industries are creating opportunities for executive leadership, particularly in technology, healthcare, and manufacturing sectors.

The tradition of lifetime employment is becoming harder to sustain. As companies adapt to demographic and technological shifts, interim leadership provides a flexible solution for managing transition.

Hajime Baba, CEO at Clareza Partners, Japan



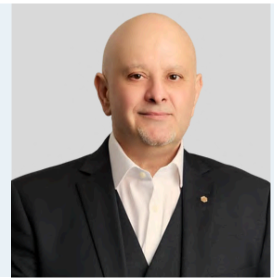
A workforce still rooted in lifetime employment
In Japan, loyalty and seniority tend to outweigh performance in shaping careers. Executive roles are typically filled via internal promotion, often over decades, and contract-based work is still largely associated with blue-collar jobs. As a result, awareness of executive models remains low.

SMEs & foreign firms lead the way
Foreign-owned companies and small to mid-sized firms are more open to adopting flexible leadership, especially during transformation or restructuring. Demand is concentrated in manufacturing, with growing interest across digital transformation, healthcare, and private equity.

/ Australia: expanding with digital and sector-driven demand

While adoption remains gradual, Australia's Executive Interim Management market is poised for growth, underpinned by increasing demand across digital transformation, IT modernisation, and sector-led restructuring.

> *Australia places a high value on skilled labour, with especially strong demand for experienced leaders who can guide short-term transformation, particularly in digital, financial services, and resources-based sectors.*
>
> **Dr Dorel Iosif,** CEO at Cognisium, Australia



A service driven economy

Australia's labour market is dominated by the services sector, which accounts for nearly 80% of employment, including healthcare, education, retail, and financial services. Within this landscape, executive leadership is especially needed in SMEs with less than $100 million in revenue in industries like finance, mining, energy, and healthcare.

Strategic leadership requirements

Executive interim CFOs, CTOs and CEO or COOs are increasingly necessary to lead ERP deployments, cloud and cybersecurity initiatives, or enterprise-wide turnarounds. Additionally, the need is growing in government infrastructure projects, where short-term leadership is crucial for delivery and oversight. However, the adoption of executive interim management in the government sector is in its infancy.

/ China: executive interim leadership powering the Next Economy

China's Executive Interim Management market is gaining traction as the country transitions from a manufacturing-led to a service-and-technology-driven economy.

> V *The rise of domestic champions under 'Made in China 2025' has intensified the fight for top talent. Interim leadership offers a culturally adapted and efficient way to strengthen capabilities during transformation.* Λ
>
> **Thaddaeus Mueller,** Managing Partner at Fes Partners, China

CFO, COO, CHRO, and Procurement Directors increasingly sought after
Demand for specialised executive leadership is rising rapidly, particularly in digital transformation, compliance and financial transparency, M&A, and supply chain optimisation, especially among foreign-invested enterprises, joint ventures, and fast-growing innovation firms.

Sector dynamics
Executive demand is accelerating in industries undergoing transformation, such as automotive, mechanical engineering, environmental technology, and consumer goods. These sectors are focused on growth through new technology implementation and operational efficiency improvement.

/ Singapore: leading multinational transformation

As Southeast Asia's premier financial and business hub, Singapore plays a central role in the region's growing interest in Executive Interim Management. With over 7,000 multinational corporations headquartered in the city-state and a government known for its progressive stance on flexible work, the groundwork for executive adoption are well-established, especially sectors experiencing swift change.

Executive Interim leadership is gaining momentum in Singapore, particularly in industries where transformation is constant and speed is critical - like finance, healthcare, and advanced tech.

Ramesh Ramchand, Managing Director at Radialis, Singapore

Shift towards agile talent models

While cultural preference for permanent hires persists in some sectors, the rise of fractional and project-based C-suite professionals, alongside a national culture that increasingly supports non-traditional work models, is helping normalise executive solutions.

Large enterprises and MNCs driving executive demand

Rapid growth in AI, cloud, fintech, semiconductors, and pharmaceuticals, mirroring Singapore's Smart Nation ambitions and economic diversification priorities is fueling the demand for C-suite and mid-level experts across technology, healthcare, finance, and advanced manufacturing.

/ India: rising executive influence in a scale-focused economy

As the world's fourth-largest economy and a global hub for technology and services, India represents one of the most dynamic and promising markets for Executive Interim Management in the Asia-Pacific region.

India's scale, speed of change, and global integration are creating a perfect storm of opportunity for executive interim leadership, especially in sectors where transformation can't wait.

Sanjay Lakhotia, CEO at Noble House, India

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World's second-largest workforce
India's labour market is vast, but remains predominantly informal, with ~94% of employment outside the formal sector. Rigid labour laws and a cultural preference for permanent hiring have historically limited flexibility.

Complex, high-growth environments trigger leadership needs
Rapid economic growth, foreign investment, and a wave of digital and regulatory transformation are driving increased demand for short-term executive leadership. Assignments are often tied to M&A, compliance, transformation, or scale-up needs in finance, technology, manufacturing, infrastructure, and consumer sectors.

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About Valtus Alliance

Valtus is the leading reference point for Executive Interim Management worldwide. We are shaping our industry, helping companies solve their most complex challenges and stay ahead in their markets. This commitment ensures their success today and tomorrow.

Valtus Alliance is a worldwide network of leading Executive Interim Management companies. Active in nearly 30 countries, with +60,000 executives available worldwide, we have been providing high-end interim management services for over 20 years. We continue to develop our capabilities, delivering senior assignments every year at both global and local levels.

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