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Benefits of a Professional Interim Executive Director

Retaining the services of a Professional IED prevents:

- The board putting a staff member in the temporary position of CEO
- The staff member having to do two jobs at the same time
- The staff member applying for the job and not getting it
- The conflict of interest of a board member stepping in as CEO

Retaining the services of a Professional Interim Executive Director can:

- Assist the board and staff in the transition from the former CEO
- Give the board the space it needs to decide whether to hire a new CEO, merge, restructure organization, visioning and planning for future consider other options
- Provide the board with an unbiased opinion of how effective the board, staff and programs are
- Assist the board in making the decisions that are best for the people served by the organization.

Expectations for IED assignment

- Tell truth to power
- Perform an organizational assessment
- Present findings to the board and address the issues
- Carry out decisions made
- Update policies and procedures, job descriptions, etc.
- Communicate with board, staff, donors, constituents
- Assist with the search for a new CEO or if a merger is being considered, assist with the search for a merger consultant

Details and Advice

- IED goes in as a staff person
- Negotiates the length of time and hourly rate
- Search for new ED-3-6 months

In the Seattle metropolitan area, Interim Executive Directors usually charge by the hour or a daily rate and that can range from \$650-\$900 daily depending on the size of the organization and the complexity of the issues being addressed (closing, merging, or searching for a new CEO. IEDs usually work three days a week with a flexible schedule.