

The Power of Finance Interims

CFO/FDs and Tier 2 Experts

At MRK Talent Solutions, we know that the finance leader a business needs today isn't always the one it will need tomorrow. That's why we specialise in connecting organisations with highly experienced Interim Finance Directors and CFOs who can step in quickly, guide you through critical moments of change, uncertainty, or opportunity, and deliver impact without the long-term commitment of a permanent hire.

Intro to Interim FD's

Why Interim FDs & CFOs?

For many MDs and CFOs, the challenge isn't just finding a finance leader — it's finding the right finance leader at the right moment. Interim FDs and CFOs bring:

- Immediate Impact: no bedding-in period; they add value from day one.
- Proven Expertise: board-level professionals who have faced and solved the same challenges many times before.
- Flexibility: available for as long (or as short) as you need them, from three months of crisis support to an 18-month transformation project.
- Fresh Perspective: independence from company politics, providing objective advice and decisive action.

The Value to MDs & CFOs

For Managing Directors, interim finance leaders offer reassurance and clarity. They steady the ship in times of uncertainty, give confidence to investors and banks, and provide strategic support, and space, to the MD to focus on running the business. They're about ROI – not cost.

For CFOs, interims provide bandwidth and specialist capability. They take ownership of complex projects, from ERP rollouts to M&A deals, while the permanent CFO continues to focus on day-to-day finance leadership.

Interim Finance Directors and CFOs are not simply stopgaps; they are targeted problem-solvers who deliver measurable impact when it matters most.

Categories of Interim FDs / CFOs

Stabilisation & Turnaround CFOs

- Brought in during crisis, cashflow issues, or distressed trading
- Focus on short-term survival, cash management, and stakeholder reassurance
- Often restructure teams, renegotiate debt, or manage insolvency risk
- Key skills: rapid assessment, strong with banks/investors, cost-cutting, working capital

Growth & Scaling CFOs

- Support businesses in high-growth phases (PE-backed, VC-backed, or founder-led scale-ups)
- Build scalable finance infrastructure (systems, processes, controls)
- Drive commercial strategy, new market entry, pricing models
- Often have strong investor relations and M&A experience

Transformation & Change CFOs

- Lead large finance transformation programmes (ERP implementation, shared service centre creation, digital finance, automation)
- Rebuild finance teams, reporting structures, and analytics capability
- Often part of wider business transformation / cost efficiency initiatives
- Skilled in programme management and influencing across functions

Transaction & Exit CFOs

- Hired for specific corporate events: fundraise, sale, IPO, carve-out, merger, acquisition
- Prepare the business for investor scrutiny (due diligence, data rooms, forecasts, KPIs)
- Manage integration post-deal
- Typically ex-Big 4 or PE-experienced, with deep technical knowledge

Steady-State / Gap-Management CFOs

- Cover maternity leave, long-term sickness, or sudden exit
- Maintain continuity of leadership without disrupting BAU
- Provide calm stewardship and keep the ship steady until a permanent hire is made
- Often more operational than transformational

Specialist / Sector-Specific CFOs

- Reduces onboarding time, increases speed to ROI, brings connections and a relevant network (banks, suppliers, customers, investors)
- Bring niche expertise in heavily regulated or complex industries (financial services, life sciences, construction, not-for-profit, etc.)
- Permanent hiring of specialist talent takes time with notice periods – safer pair of hands knowing your industry
- New regulations/ legislation requires focus on compliance, risk management, and/or specialist reporting requirements

What Shapes the Right Interim FD/CFO for Your Business?

Every interim assignment is defined not just by the challenge, but by the size of your business, the scope of leadership needed, and the timeframe in which you need impact.



Size

SME

Hands on, cash & reporting focus

Mid-Market / PE Backed

Scale-up, investor support, systems

Large Corporate / Plc

Complex transformation, M&A, regulation



Scope

Hands-on Operator

Immediate, practical delivery

Commercial Partner

Blend of strategy & execution

Strategic Advisor

Board-level influence & investor confidence



Duration

Short-term (3-6 months)

Crisis cover, gap management

Medium-term (6-12 months)

Transformation, system rollout, preparation for sale

Long-term (12-18months+)

Growth journey, PE value creation, extended projects

Flexible Finance Management

Many finance challenges don't require a CFO-level interim. Tier 2 finance leaders — such as Financial Controllers, Heads of Finance, Commercial Finance Managers and FP&A Leads — provide stability, clarity and expertise precisely when it's needed. They deliver impact from day one, leading teams, improving reporting and driving commercial insight across the business.

Where Interim Tier 2 Leaders Add Value?

Financial Control & Reporting

- Month-end, year-end and audit support
- Strengthening financial controls, processes and reconciliations
- Cashflow discipline and treasury assistance
- Leading and stabilising Financial Accounting, AP/AR and Management Accounts teams
- Business continuity during absence or transition

Commercial Finance & Business Partnering

- Trading, margin and profitability analysis
- Customer, product, store or regional performance insight
- Decision support for MDs and operational leaders
- Pricing, forecasting and scenario modelling
- Supporting PE-backed firms with sharper commercial insight

Financial Planning & Analysis (FP&A)

- Budget ownership, reforecasting and performance tracking
- Long-term financial modelling
- Investor-ready packs and board reporting
- BI/dashboard development (e.g. Power BI, Tableau)
- Planning and analytics during growth or restructuring

Project Delivery & Systems Implementation

- ERP rollouts (e.g. SAP, Netsuite, Oracle, Dynamics)
- Process redesign and finance transformation
- BI/reporting upgrades
- Acquisition or integration support
- Ensuring operational continuity throughout change