



# Interim placements

#searchforabetterworld

Oxford HR

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An organisation's potential for impact depends upon the vision and skill of its leaders, its culture and the way people work together. Oxford HR helps purpose-led organisations get this right.





# Introduction

## Interim managers play a key role during times of transition and change.

Independent, expert and highly skilled, they can help move an organisation through a turbulent period after the loss of a key staff member, help shift an organisation in its strategic direction or indeed help turnaround failing

organisations. Being at arms-length, interims are often better placed to challenge the received wisdom, work without a personal agenda and deliver your organisation the change or support it requires at that time. Finding those

people is a skill in itself and often a challenge when time is short or there are several other competing issues for urgent attention. That's where we come in.





# About Oxford HR

**Exceptional leaders can have exceptional impact. They can inspire change and propel social and environmental impact organisations towards reaching their world-changing goals.**

Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

At Oxford HR we understand this because our consultants have held roles within these organisations ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.

This motivates us to enable purpose-led organisations to recruit and support remarkable leaders – to look beyond the obvious choices and find leaders with refreshing perspectives grounded in solid skills and experience. Leaders who can navigate challenging times and intimidating transitions. Leaders who can make a difference in our journey towards an inclusive, equitable and sustainable future.

Not only do we appoint and support these leaders, but we also work with our clients in partnership to bridge the gaps in leadership and to strengthen their culture of cohesion and collaboration.

# Our Interim pool

Oxford HR maintains a pool of experienced interim-managers with strong skill sets and experience in senior roles and change processes across the globe. Those roles could be at CEO, COO, Director of Programmes,

Regional or Country Director level, but also more specialized in managing HR/ Support Services Teams, IT change or data transition processes, or specific thematic lead roles in Health, Education, Environment, etc. Those individuals are

vetted by us for their track record, ability to adjust quickly to a new organisational culture and delivering impact and results in organisations.

## We focus on the following three generic interim profiles:

### Turnaround Experts

Able to provide expert leadership to an organisation, develop and implement a rescue plan with its key stakeholders and to take the necessary steps to achieve a successful outcome within the terms of the agreed brief.

### Fixed Term Interim Managers

To replace a post holder who takes a leave of absence for a few months. This involves the provision of the right level of expertise to implement an agreed plan and ensure key projects continue successfully before handing back the reins on completion.

### Key Projects

Requiring people with particular technical or functional skills at a senior level for a specific – often change-based - project, which can be time-limited and complex.

Our expertise and process in selecting the best candidates for the role your organization may need, follows a quick

and thorough process of understanding your organisation and requirements.

# The Interim Placement process

Our first task is to make sure we understand the role you're looking to fill. Our Interim Placement team are experts in their areas, having worked in senior leadership roles in the social and environmental impact sector and completed interim roles themselves. We will spend time with you defining the brief and understanding the context

of the role, the skills required and our recommendations on the way forward. Once we've signed the contract with you, we will start the search, using our pool of experienced interim professionals, as well as our database of nearly 100,000 purpose-led individuals. Because we maintain an up-to-date accurate register of availability of our interims, this doesn't

take long and we would expect to have a shortlist of three qualified candidates for you within 2 weeks of the brief being agreed and contract signed. Oxford HR will carry out reference checks with the most recent employer and make sure candidates are available within your required timeframe.



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I was very impressed with the service offered from inception through to selection of the successful candidate. The Oxford HR team really pitched in, worked hard under a very tight deadline and produced excellent results. We couldn't have wished for a more professional approach to a difficult interim recruitment at a challenging time.

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Michael Young, CEO, International Alert

# Our Interim Placement team



## Yolanda Weldring

### Associate Director, Interim Management

Yolanda is our Associate Director, Interim Management. She maintains the pool of interim managers, coordinates Oxford HR's Interim assignments and supports the placed interim managers in their roles. Yolanda is based in the Netherlands and is with a background in psychology. She has over 30 years of experience in general management (including Strategic, People and Finance management), 20 years of which is in international development. She was International Director with Oxfam Novib, Regional Director East and Southern Africa with Save the Children UK, as well as holding various interim roles in Africa, Asia and at a global level for HelpAge International, Practical Action UK, Education Development Trust and Hivos.



## Josje Reinartz

### Associate Director, AsiaPac

Josje joined Oxford HR in 2019. Her expertise lies in (co)-leadership, institutional development, network management and business operations in the fields of health, environment, and international cooperation. She brings 25 years of international experience. For seven years, Josje held the role of COO at Wetlands International's global network of 20 offices and led the Sibusiso treatment centre for mentally disabled children in Tanzania. Before that she worked for 15 years with Médecins sans Frontières. As an Operations Director she was part of the strategic management team in the Operational Centre Amsterdam and responsible for the programmes in Central Asia and West Africa.



## Nafeesa Usman

### Research Manager, Europe

Nafeesa is the Research Manager for Europe based in Amsterdam, where she manages a team of researchers across the region. She has delivered search assignments with a wide range of clients including Greenpeace International, Porticus, Room to Read, Oxfam America, SNV and more. She was the lead researcher for a pan-Africa 92 role recruitment project for Africa CDC in 2022. She enjoys learning about organisations we work with and finding passionate leaders that are committed to a better world.



## Maria Barco

### Project Coordination Manager, Europe

Maria is a Spanish national currently based in the United Kingdom. She holds a bachelor's degree in International Relations, and an MSc in International Security, Intelligence and Strategic Studies from the University of Glasgow. After she finished her master's studies, Maria started working in public sector consultancy in the electoral process field. She has also worked for the Spanish Ministry of Home Affairs as an intelligence analyst.

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If you would like to discuss finding an interim leader for your organisation please contact us at [interim@oxfordhr.com](mailto:interim@oxfordhr.com).



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Coming Soon!