



Interim in the Spotlight - Tim Maber

Why did you become an interim?

It offers the best source of income for use of my skills. Companies seeking interims generally have a focused need for 'can do' managers which best suits my personality and desire for the full utilisation of my skills. Interim roles permit the opportunity to lead or coach management skills and change. When the role is complete, the company's staff is fully equipped, competent and confident to continue successfully on their own and with their teams.

What did you do before you became an interim?

Various roles, including: factory manager, plant manager, QA manager, QE manager, manufacturing manager, operations manager and general manager - business turnaround, in many different countries and within many different industries.

What is your current assignment?

As U.O.S Programme Director at Uniq in Evercreech, I'm responsible for training and developing people on performance metrics, monitoring how well they understand their role and their objectives. I'm responsible for training, mentoring and coaching employees how to communicate, verify and problem solve in order to get improvements and see tangible results.

What for you is the best part of being an interim?

Achieving the desired results 'challenge', and watching the transformation from un-successful to successful.

And the worst?

The duration of time away from home, combating this requires the re-adjustment of one's mindset to focus on the job.

What one piece of advice would you give someone considering working as an interim?

It is vital to be self-motivated, confident of your skills, an achiever and most importantly have the personality to work with new people, differing personalities and different environments.

What is the biggest change you have seen in the food industry and what challenges do you see ahead?

Shorter shelf life with demand for more natural ingredients and less preservatives, such as salt, and the biggest challenge - bio-degradable packaging with less weight and less cost, greater flexibility of product developments.

How do you fill your spare time?

Walking and looking at nature's simplistic ways of control, growth, regeneration and what I can utilize for ideas to add to my book on business turn around and improved profitability.

What's the strangest situation you have ever been in?

Being charged twice by a lioness and having to maintain eye contact whilst calmly walking backwards; the lesson learnt was to remain calm and show no fear - it's a great lesson for all times when you find yourself in a conflict situation.

If you could be someone else for 24 hours who would it be - and why?

Red Adair, the famous guy who puts out oil fires. Why? I believe I would learn and reconfirm that our roles are not un-similar e.g. you have to have the knowledge of how the processes work in order to make the decisions to put out the fire. Then it's acting out the planned course of action required to eradicate the fire.

What 3 words best describe you?

Enthusiastic, calm and hungry

If you won the lottery what would you buy?

I'd buy a farm with surrounding woodlands that I could share with under-privileged youngsters and people with anti-social behaviour problems.



Contact us on 0845 873 6176
www.hutchinsonjonasgroup.com