

Interim or permanent hires?

What is the right fit for your organization?

In the technical industries, interim engineers and project managers can be the key to keeping your projects on track—especially when deadlines are tight or internal capacity is stretched.

But interim support only works when it's delivered by **the right partner**.

You need a partner who not only have the technical skills, but who also understand your industry, your project, and your way of working. Without that fit, interim support adds risk—instead of removing it.

The following scenarios will help you decide when interim resources make sense—and where they can bring the **most value to your organisation**.



Interim engineers or permanent hires?

Below is different scenarios to help determine when an interim specialist is the right solution—and when a permanent hire makes more sense.

Use interim engineers and project managers when...

| You're limited by FTE caps or budget constraints.

If your organisation limits permanent hires, interim engineers offer a flexible way to boost capacity without increasing headcount. This lets you stay compliant with internal policies while still delivering results.

| Project scope changes or delays occur.

When timelines slip or requirements shift mid-project, your core team may not have the bandwidth to rework designs, update documentation, or adjust planning. Interim engineers can step in quickly to stabilise delivery, recover lost time, and keep the project moving—without long-term commitments.

| Your project pipeline is cyclical.

In industries like cement, wind, or marine, project demand often comes in waves. Hiring permanent staff for short, high-activity phases can lead to underutilisation later. Interim engineers give you the flexibility to scale up when needed—without carrying excess capacity during slow periods.

Use permanent engineers and project managers hires when...

| The role is central to your long-term operations.

If a position is tied to continuous improvement, product development, or systems that evolve over time, a permanent hire ensures consistency, internal ownership, and cultural integration.

| Your project pipeline is steady and same skills are used.

If the tasks—such as drafting schematics, maintaining internal platforms, or managing documentation—are part of ongoing operations, it's more cost-effective to build this into your core team.

| Your team or culture values continuity and ownership.

Some organisations thrive on long-term relationships, deep internal knowledge, and structured career paths. If that's your culture, permanent hires bring the stability and commitment that drives success over time.

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Use interim engineers and project managers when...

- **Your internal team lacks hands-on experience with a new tool, method, or regulation.**

From safety documentation requirements to electrical standards, change happens fast. With interim specialists you can quickly source the right competencies that keeps the quality high and risks low.

- **A key technical resource has resigned or is on leave.**
Unexpected gaps in your engineering team can derail a project. Interim support helps you maintain delivery and meet milestones while you search for a replacement or restructure internally.

- **You need to move fast—and can't afford a slow recruitment process.**
When you're up against a tight project timeline, onboarding a permanent hire may take too long. Interim professionals are available now and bring the experience to deliver from day one. Whether you need help with project planning, system design, or documentation, they can step in quickly and keep things moving.

Use permanent engineers and project managers hires when...

- **You're planning to standardise and replicate processes across sites or regions.**

If your goal is to roll out best practices, tools, or documentation standards across multiple projects or business units, a permanent team member can lead that internal transformation and provide long-term stability.

- **You want to develop future leaders within the company.**
Permanent hires can be trained, mentored, and shaped to take on more responsibility over time. If you're building out a leadership pipeline or succession plan, investing in the right permanent talent is essential.

- **The cost-benefit leans in favour of permanent employment.**
In roles with predictable, ongoing tasks—like managing documentation, recurring design updates, or project planning for continuous operations—a permanent hire is often more cost-effective than cycling in external consultants.

About | PLANT SUPERVISION

PS Engineering provides highly skilled interim engineers and technical project managers for office-based roles in complex engineering projects.

We support clients across heavy and technical industries with flexible, project-ready specialists in areas like planning, 2D/3D design, hardware, software, R&D, and safety documentation,

Get in touch to learn how we can support your next project with the right expertise, right when you need it.



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