

# When to Hire an Interim Executive Director

Your nonprofit's executive director just notified the board that they will leave the organization. How do you know if you should hire an interim executive director? Here are some signs that an interim ED could be the right fit for your nonprofit.



## High Stress.

Your nonprofit is experiencing—or is recently healing from—internal turmoil.



## Objective View.

The board seeks an objective assessment of strengths and weaknesses.



## Role Confusion.

It's not immediately clear what skills your nonprofit needs in your next executive director.



## Blurry Lines.

The distinction between governance and management is unclear.



## Suboptimal Capacity.

The staff struggles with capacity, cohesiveness, or both.



## Major Transition.

The departing executive director is a founder or has served in the role for a long time.

## Helpful Resources.



[Questions to Ask When Your Nonprofit Needs an Interim Executive Director - TSNE](#)

[Understanding the Role of an Interim Executive Director - Harvard Business School](#)