

Leadership gaps don't wait for a search firm.

2,500+

Interim executives in network across the full C-suite

500+

Interim CEOs on the bench

1,000+

Interim CFOs in network, our highest-demand seat

99%

Network match to need

— WHEN TO REACH FOR AN INTERIM

Three questions that point to the right move.

01

Is the seat empty or about to be, with no internal successor ready?

02

Is your exit inside 18 months, or is the timeline genuinely uncertain?

03

Do you need someone driving the number now (EBITDA, cost, cash, integration) not just holding steady?

Mostly yes

→ Install an interim now. Convert to permanent with right fit.

Long, stable runway, no urgency

→ Run a permanent search.

Need permanent, but the seat is open today

→ Run the search and bridge with an interim in parallel.

— ROLES WE PLACE

Direct intros to vetted C-suite operators.

Interim CFO

Reporting, FP&A, treasury, lender mgmt, audit, exit readiness.

Interim COO

Ops scale-up, integration, throughput, S&OP, plant turnarounds.

Interim CEO

Stabilization, value-creation execution, board interface.

Interim CHRO

Org design, comp plans, talent gaps, post-close integration.

Interim CIO / CTO

ERP, cyber, data, system migrations, AI roadmap.

BELOW THE C-SUITE

We connect you to boutique staffing firms matched to your industry and geography.

— HOW IT WORKS

From scoping call to on-site in under a week.

01

Scope the gap

30-min intake. Sector, situation, must-haves.

02

Curated shortlist

2-3 pre-vetted operators, hand-matched.

03

Deploy in days

Interviews within 24h, on-site within a week.

04

Drive the outcome

Weekly check-ins, clean hand-off at the end.

"Our CFO resigned a week before a lender meeting. BluWave had two interim CFOs in front of us the next morning. We hired one that afternoon and he ran the lender call on Friday."

OPERATING PARTNER, MIDDLE-MARKET BUYOUT PE FIRM