THE HEADHUNTER GROUP

Interim Benchmark Report

Interim rates across **Finance** and **Investment Management** · 2027



38
job titles benchmarked

€60 – €240
hourly rate range

1000+
candidates benchmarked

Who We Are

"What should I charge?" "What should we pay?" Interim professionals and clients keep asking our desk the same two questions. This report answers them: hourly and day rates for 38 interim job titles, drawn from our own rate records and desk research, and informed by our network of 1000+ candidates.

The Headhunter Group is a premium Executive Search firm for **Private Equity** and portfolio companies across the Benelux. Focused exclusively on **Finance** and **Investment Management,** we deliver top-tier talent with speed (48 hours) and precision. Our network and real-time view of live mandates let us benchmark the market as it is today.

For clients: set the rate to the scope. Anchor on the matching role group, then position within the range by complexity, urgency and reporting line. Budget in day rates: median × 8 at ~4 days a week, plus agency margin for the all-in cost.

For candidates: know your role group. Your rate follows the seat, not your years of experience, so benchmark against the mandate.

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Market Outlook 2027

Demand for interim talent stays strong into 2027. **Finance** is driven by transformation, **Investment Management** by deal flow.

Finance	Investment Management
Demand drivers	
ERP and finance transformation, AI in reporting, and new tax and ESG reporting.	Carve-outs, divestitures and PE buy-and-build need capability firms don't hold permanently.
Roles in demand	
Fund and **Investment Controllers**, **Finance Managers** and **Finance Data & Analytics.**	**Carve-out** and **post-merger integration** (PMI) leads, portfolio **CFOs, Value Creation** and **Corporate Development** specialists.
Rate outlook	
Flat for operational roles; a premium for specialist and transformation work.	Highest for restructuring, value creation and **Head of M&A** roles.

60%

of employers plan to hire an interim professional

53%

of clients see the impact within the first month

12 months

average assignment length

+25%

PE-involved Dutch deals in H1 2026 vs H1 2025, fuelling buy-and-build and carve-out work into 2027



*"**Private Equity** doesn't have time to wait for the perfect permanent hire. The best interim professionals deliver from day one."*

Nitin Pabbi, CEO, The Headhunter Group

Strategic Finance carries a 16% premium over **Operational Finance.**

Strategic Finance

€110

€880 / day

€76–€188 range

MEDIAN €/HR

CFOs, **Finance Directors**, transformation, **FP&A**, **controlling**, business partnering and analytics. **CFOs** lead the desk at €138/hr.

Operational Finance

€95

€760 / day

€60–€135 range

MEDIAN €/HR

Fund and **financial controllers**, **finance managers**, **reporting** and **accounting**. **Finance Managers** lead at €109/hr.

MOST IN-DEMAND INTERIM FINANCE PROFESSIONALS

Fund Controller

€105/hr median. NAV, **fund accounting** and LP reporting; AIFMD experience tops the range.

Finance Data & Analytics

€95/hr median. Turns ERP and portfolio data into board-ready dashboards and KPIs.

Finance Manager

€109/hr median. Team lead with P&L ownership; ERP transitions command the top.

Investment Controller

€115/hr median. Valuations, portfolio monitoring and LP reporting for PE funds.

Experience makes you eligible; a track record as an interim wins the seat.

STRATEGIC FINANCE

Ranked by median. Contractor rates paid to the interim, excl. agency margin and VAT; day rate = median × 8.

Strategic Finance continues to grow rapidly, driven by the need for data-driven decision-making and active business steering. Demand is strongest for hybrid profiles that combine financial expertise with commercial insight. Private-equity-backed and fast-scaling companies are the main drivers, offering broader responsibility and upward pressure on compensation.

JOB TITLE	MIN €/HR	MEDIAN €/HR	MAX €/HR	MEDIAN €/DAY
CFO	**€110**	**€138**	**€188**	**€1.104**
Finance Transformation / Integration	**€100**	**€133**	**€172**	**€1.064**
Finance Director	**€100**	**€120**	**€140**	**€960**
Investment Controller	**€95**	**€115**	**€135**	**€920**
FP&A Manager	**€90**	**€105**	**€115**	**€840**
Finance Business Partner	**€85**	**€100**	**€110**	**€800**
Business Controller	**€80**	**€98**	**€110**	**€784**
Finance Data & Analytics	**€76**	**€95**	**€130**	**€760**



- **The CFO seat leads the desk:** Interim **CFOs** form our largest candidate pool, yet still command the highest rates at €18/hr above **Finance Director**, often engaged fractionally alongside a permanent search.
- **Scope over tenure:** Interim rates are driven by mandate scope and complexity rather than years of experience; beyond ten years, experience determines eligibility while the seat determines the rate.
- **Transformation prices like C-level: Finance transformation** and **integration** mandates sit at €133/hr, just €5 below the **CFO** group and €13 above **Finance Director**, because carve-out and post-merger experience is scarce in the Dutch market.

OPERATIONAL FINANCE

Ranked by median. Contractor rates paid to the interim, excl. agency margin and VAT; day rate = median × 8.

Operational Finance demand remains strong, fuelled by growth, vacancy bridging and rising regulatory complexity. Private-equity firms in particular seek professionals who can step in quickly and deliver under tight closing cycles.

JOB TITLE	MIN €/HR	MEDIAN €/HR	MAX €/HR	MEDIAN €/DAY
Finance Manager	**€95**	**€109**	**€135**	**€872**
Fund Controller	**€85**	**€105**	**€130**	**€840**
Senior Financial Controller	**€85**	**€95**	**€100**	**€760**
Financial Controller	**€60**	**€95**	**€125**	**€760**
Financial Reporting	**€90**	**€95**	**€100**	**€760**
Accountant (AP/AR)	**€65**	**€75**	**€90**	**€600**

- **Title scope drives the range: Finance Manager** rates span €95–€135/hr depending on whether the seat carries team and P&L ownership or a reporting brief.
- **Controllers anchor the desk at €95: Financial Controller, Senior Financial Controller** and **Financial Reporting** share a €95/hr median. **Financial Reporting** has the highest floor of the three (€90), reflecting specialist IFRS and consolidation mandates, while the broad **Financial Controller** title spans the widest range (€60–€125).
- **Transactional roles: Accountant** (AP/AR) roles run €65–€90/hr around a €75 median, the lowest band on the desk. As automation and digitalisation reshape **finance operations**, these seats may face rate pressure over time.



Finance in **Private Equity**

Regulation, LP scrutiny and new tooling are reshaping **fund finance**. Interim professionals bring expertise funds can't build overnight.

Fund Finance

Regulatory set-up

AFM and DNB reporting, plus AIFM registrations (light regime) and full licence applications.

Seats we fill

Fund Controllers and **Fund Operations** leads for NAV, capital calls and investor servicing.

Where interim professionals add value

Licence upgrades, new fund launches and audit-ready processes.

Reporting & Tooling

LP reporting

Portfolio reporting to LPs is the biggest challenge funds raise with us.

Tooling

Chronograph is a leading platform; hands-on implementers are scarce.

Consolidation

LucaNet specialists are in high demand at funds and portfolio companies.

AFM / DNB

regulatory reporting set-up and ongoing filings

AIFM regime

light-regime registration and full AIFMD licence

Chronograph

portfolio monitoring and LP reporting

LucaNet

consolidation and group reporting specialists



*"The priority I see in **Private Equity** is getting portfolio monitoring and fund reporting to match. Chronograph helps, but the output is only as reliable as the data and controls behind it."*

Brahim Benmahammed, Interim Data Analyst

Rates by job title: **Advisory, Private Equity** and **Corporate Development**

Investment Management mandates are senior, time-bound and tied to a live event: a deal, carve-out, integration or value-creation plan. Demand is PE-led: PE-involved Dutch deals rose 25% year on year in H1 2026.

This section covers 24 job titles across **Advisory**, **Private Equity** and **Corporate Development**, ranked by median.

Advisory

€140

median per hour
€1.120 / day
€85–€225 range
Top: **Restructuring Lead** at €190/hr

Private Equity

€150

median per hour
€1.200 / day
€95–€240 range
Top: **Value Creation Director** at €185/hr

Corporate Development

€133

median per hour
€1.064 / day
€90–€240 range
Top: **Head of M&A** at €185/hr

WHAT SETS INVESTMENT MANAGEMENT RATES

Ownership pays

Running a live transaction puts a seat in the upper half of the range. Supporting one puts it in the lower half.

Cash, not carry

Fund-side permanent pay leans on carry. Interim mandates are priced entirely in cash.

Scarcity premium

Separation and PMI skills are rare in the Dutch market, putting **Carve-out** and **Integration Leads** above Manager level.



ADVISORY

Ranked by median. Contractor rates paid to the interim, excl. agency margin and VAT; day rate = median × 8.

Advisory covers strategy, **Corporate Finance** and restructuring work on a defined mandate. Clients bring it in for three reasons: a deal or transformation that outgrows the internal team, a specialist skill they don't hold, or speed a permanent search can't match.

JOB TITLE	MIN €/HR	MEDIAN €/HR	MAX €/HR	MEDIAN €/DAY
Restructuring / Turnaround Lead	**€150**	**€190**	**€225**	**€1.520**
M&A Director	**€130**	**€165**	**€215**	**€1.320**
Strategy Consultant	**€120**	**€150**	**€195**	**€1.200**
Commercial Strategy Consultant	**€120**	**€150**	**€195**	**€1.200**
Leveraged Finance Specialist	**€110**	**€140**	**€180**	**€1.120**
Commercial DD Lead	**€105**	**€130**	**€170**	**€1.040**
Pricing Consultant	**€90**	**€115**	**€150**	**€920**
FDD Manager	**€90**	**€115**	**€145**	**€920**
Valuations Manager	**€85**	**€110**	**€140**	**€880**

- **Leading the work pays most: Restructuring Leads** (€190/hr) and **M&A Directors** (€165/hr) top the table, while **FDD** and **Valuations Managers** sit at €110–€115/hr.
- **Hourly rates understate project work:** due diligence is often quoted as a fixed fee.



PRIVATE EQUITY

Ranked by median. Contractor rates paid to the interim, excl. agency margin and VAT; day rate = median × 8.

Fund-side interim work is portfolio-facing: holding a portfolio company seat between appointments, leading a value-creation plan, or adding operational depth the deal team lacks. Demand has followed value creation's shift from financial engineering to operational improvement.

JOB TITLE	MIN €/HR	MEDIAN €/HR	MAX €/HR	MEDIAN €/DAY
Value Creation Director	**€145**	**€185**	**€240**	**€1.480**
Investment Director	**€140**	**€175**	**€230**	**€1.400**
Buy-and-Build Lead	**€130**	**€160**	**€210**	**€1.280**
Exit Readiness Lead	**€120**	**€150**	**€195**	**€1.200**
Value Creation Manager	**€110**	**€140**	**€180**	**€1.120**
Investment Manager	**€100**	**€130**	**€170**	**€1.040**
Market Scan / Pre-DD Lead	**€95**	**€120**	**€155**	**€960**

- **Value creation tops the desk: Value Creation Directors** lead at €185/hr; deal-team seats run from €130/hr (**Investment Manager**) to €175/hr (**Investment Director**).
- **Deal-team cover:** interim **Investment Director and Manager** seats mostly cover leave and peak deal flow.
- **Backgrounds are converging: Strategy Consulting**, **Investment Banking** and **Private Equity** profiles now compete for the same portfolio-facing mandates.



CORPORATE DEVELOPMENT

Ranked by median. Contractor rates paid to the interim, excl. agency margin and VAT; day rate = median × 8.

Corporate Development mandates sit at PE-backed and listed corporates, where M&A teams are kept lean. Interim professionals are brought in for three reasons: deal volume that outpaces the internal team, a carve-out that needs **finance** separation expertise the company does not hold, or a **Head of M&A** seat to cover during a live permanent search process.

JOB TITLE	MIN €/HR	MEDIAN €/HR	MAX €/HR	MEDIAN €/DAY
Head of M&A	**€145**	**€185**	**€240**	**€1.480**
Corporate Development Director	**€130**	**€160**	**€210**	**€1.280**
Carve-out / Separation Lead	**€120**	**€150**	**€200**	**€1.200**
Integration (PMI) Lead	**€110**	**€140**	**€185**	**€1.120**
Chief of Staff	**€100**	**€125**	**€165**	**€1.000**
Corporate M&A Manager	**€95**	**€120**	**€155**	**€960**
Transformation Manager	**€95**	**€120**	**€155**	**€960**
Corporate Strategy Manager	**€90**	**€115**	**€150**	**€920**

- **Carve-outs are the 2026 growth area:** corporates are streamlining portfolios, against a backdrop of PE-involved Dutch deals up 25% year on year in H1 2026.
- **Separation skills carry a premium:** few people in the Dutch market have run **finance** separation, transitional service agreements (TSAs) and stand-up end to end, so **Carve-out Leads** (€150/hr) out-earn **Integration Leads and Managers**.
- **Short and intense:** mandates run to a defined end point and are often exclusive, which is priced into the rate.



What the market is telling us

The new rules, what they mean for interim, and how to use these figures.

Since Jan 2025

Wet DBA enforcement is back. How you work decides: who directs you, how embedded you are, and whether you act as an entrepreneur.

From 31 Dec 2026

Below €38/hr counts as employment unless the client proves otherwise. Interim rates sit well above that, but a high rate is no safe harbour.

From 2027

Firms placing people under your direction need NAU admission. Check the public register: from 2028 the hirer can be fined too.

Expected around 2028

A Zelfstandigenwet (still in draft) with up-front tests, so both sides know before the assignment starts whether it counts as self-employment.

Status October 2026. Indicative, not legal advice: check the latest rules before acting.

The real Wet DBA risk is the assignment, not the rate

A high rate or a good contract won't make an interim independent. The red flags:

- Covering a vacant permanent role instead of delivering a defined result
- Managing the client's staff
- Extension after extension, with no fixed end date
- Same work as employees, with their title, laptop and email signature



Discuss your rate or your mandate

A benchmark tailored to your role, sector or scope, and a proper briefing, not a forwarded CV.

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Get in touch

Useful checks: kvk.nl belastingdienst.nl rijksoverheid.nl beoordelingarbeidsrelatie.nl

Sources: OverheidZZP, Veranderingen voor ZZP-ers in 2026: wetten (DBA), regels en de markt
Bleijerveld Juridisch Advies, ZZP wet DBA en VBAR: voorkom schijnzelfstandigheid
Schoonmakend Nederland, ZZP-wetgeving: de laatste stand van zaken (14 Sep 2026)

The Headhunter Group