

Job Share Case Study

'2 for 1' Offer



Challenge

Premier Foods is one of the UK's biggest food companies. It manufactures some of the nation's favourite food brands including Hovis, Mr Kipling cakes, Sharwood's, Bisto gravy and Branston pickle. Chances are you have at least one of their branded food products in your kitchen cupboard.

A valued member of the Premier team at their head office requested a change to part-time hours as the intensity of her job, a long commute and young children at home were taking their toll on her family and work life. However, as Senior Brand Manager for one of Premier Foods' best known brands, the job needed full-time hours to manage the marketing, distribution management and new product development required in a highly competitive food market.



Solution

Richard, Head of Resourcing at Premier Foods, takes up the story:

"We knew the role was intensive and needed full-time hours but at the same time we wanted to retain a high performing and loyal member of the team who knew the brand inside out.

"We decided to look at a job-share as an option, bringing in another experienced professional to share the job on a 50/50 basis, allowing us to retain our employee and still covering the brand throughout the week.

"Knowing we might need some help to understand exactly how it could work and to find a job share partner, we approached Ten2Two. The Ten2Two team quickly shortlisted four excellent, high-calibre candidates, all of whom could do the job but before that they helped us design the split role and create the person specification to ensure continuity between the job-share partners and at the same time gain some different but complementary skills, giving us two brains for the price of one!

'After our new Senior Brand Manager was appointed and had a few weeks to get her feet under the table, Ten2Two held a session with the job-share partners and their Brand Director to help them plan their joint role and manage their time most effectively. This put any concerns to rest and gave them a clear structure to follow.

In summary our well-structured job-share, staffed by two people with complementary skills, offered much more than the sum of its parts.

Ten2Two Tips

Devising a job share role requires a little extra thought yet it doesn't have to be hard work. Job shares offer greater flexibility and skills than you might get with just one employee.

1

Set out your job share criteria: consider optimum working days/hours and how to get the best from each job share partners' skill set.

2

Put good communication in place with a set way of working handovers so that all current work and its status is communicated well when handed over.

3

Have a plan for who manages what letting all stakeholders know so everyone is clear.

"Three months in and we had a happy team, a great new employee and a brand that's benefitted from both a marketing communications specialist and a new product development specialist.

It's also a great example to the wider team of how a senior role can be effectively managed between two people."

We help businesses find talented part-time professionals to cost-effectively grow and improve their business.

