



**WIG**

The Whitehall & Industry Group  
connecting the sectors



## 'People' Series Developing a successful job share

### Expert Insight

We were joined by Hannah Gregory and Nicola Thomas, Deputy Director, Integration & Vulnerability Resettlement, Asylum Support & Integration Directorate at the Home Office to discuss their experience of job sharing. They touched upon points including:

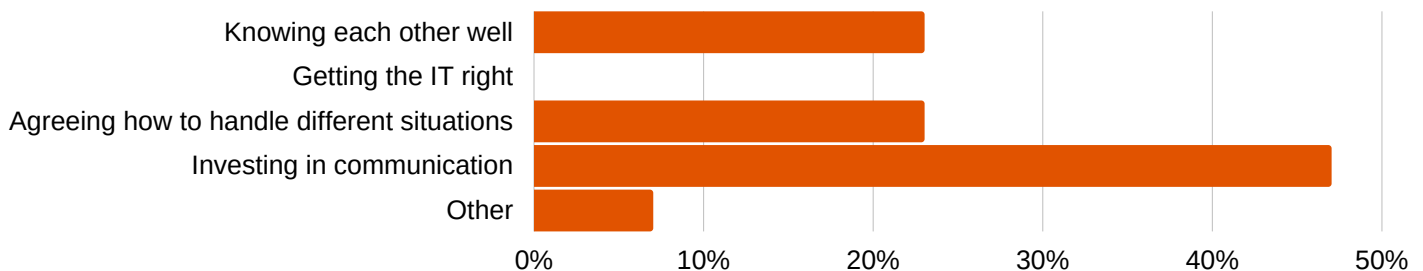
- When setting up a job share, it is important to find the right person with whom you share the same values. At the beginning, basic ground rules for the partnership and methods for communication and information-sharing must be considered. A job share is like a marriage, thus requiring effort and energy to function well.
- Job sharing brings greater emotional and practical resilience for both the individual and organisation. The arrangement allows for flexibility with working patterns whilst ensuring business continuity, particularly since the impact of changes in circumstances for one person can be diminished by their counterpart.
- Although a job share requires time-consuming investment in updates, systems, and information-sharing, this is invaluable for corporate memory, establishing clarity of focus, and automatically building in time for reflection.
- Job sharers bring a much wider skill set to an organisation than one individual can bring. It allows highly skilled workers to do a much wider range of challenging roles, keeping their skills alive whilst also learning from each other.



### Cross-sector Opinion

Attendees from the breadth of our cross-sector membership listened in, we asked them:

**What do you think the most important things are about setting up as a job share?**



### Our members' questions

Our members raised some challenging questions to be answered, some of the big issues raised included:

- The relationship with your counterpart and finding the right partner for you
- Line managing teams as a job share and the impact on direct reports
- Sharing of responsibilities and establishing continuity throughout the week and across different issues
- The practicalities of a job share such as payment and working patterns
- Introducing job sharing into organisations where it is uncommon
- Job sharing as part of a broader culture change plan and other flexible working programmes

WIG members can listen to Hannah and Nicola's presentation [here](#)  
To see our full programme of webinars, visit [www.wig.co.uk](http://www.wig.co.uk)