

SHARE MY TELLY JOB: Case Study



Jessica Sharkey and Laura Djanogly
Joint Directors of Production, Hat Trick Television

Jessica and Laura job-shared for 6 years, they now both work full-time

“We brought different skills and personalities to the one role which meant that we were incredibly effective. We were able to fill in the gaps in each other’s skillsets.”

How did the Job-Share come

about? Laura joined Hat Trick as Head of Production in 2001. Jessica worked as a freelance Line Producer. In 2003, while heavily pregnant, Jessica did some budgeting work at Hat Trick for a newly pregnant Laura. They liked each other and realised that because they worked in a complementary way, they could make a job share work.

Hat trick immediately saw the benefit. Having two people with varied backgrounds and experience meant that they could cover all the genres the company produce in one role.

Structure of work week

We had a hand over day on Wednesday when we were both in the office and would schedule important meetings for that day.

Jessica: “Communication had to be seamless. At no time should someone have to repeat a conversation that they had already had with one of us”.

We had one email inbox, to be able to present as “one person” and make it easier for colleagues.

Laura: “Handover notes can be a chance to review. You’ve always got a paper trail then too.

Why was the Job-share successful?

Sharing the role increased our productivity. Neither of us felt we could have a ‘coasting’ day as it would be unfair on our partner.

Having two sets of skills and two sets of experience tackling one job was of benefit to the company.

Jessica: “We were sharing the workload and also the stress” “The good thing about job-sharing is you have instant holiday and sickness cover!”