



How to create a successful job-share partnership – for freelancers

A Job Share is like a marriage!

You need personalities that work together but it is not a disadvantage to work in different ways – bring different strengths to the table.

Have a similar skillset

You don't have to have the same experience but you should have a similar level of experience. It doesn't work when one person is effectively mentoring another in a role.

Apply as a pair

The best way to approach a job-share is as a ready-made pair who are splitting the rate equally. If Heads of Production /Department have to match two job-sharers, that increases their work-load. One cover letter, two CVs formatted the same from one email address.

Negotiate!

You have the power in your combined years of experience to push for a working structure that works for you!

Structure your job-share according to the contract

Suit your job-share to the demands of the contract and be flexible when it comes to your employer's needs.

Communication is key

CC each other on every email. Keep a google doc updated through the day with what is going on. Take photos! Debrief your partner with detailed handovers, this will allow for a seamless transition.

Present as one voice

Before you start the job, think through exactly how you will present one voice to your employer. An employer needs to be able to interact with a job-share team in exactly the same way as they would with a single person. Support each other's decisions and keep any logistical discussions behind the scenes!

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How to recruit a job-sharer

Take a look at your productions and see where flexible working can fit.

There's a misconception a job-share needs to be on an established series or in certain roles, but there are job sharers working on pilots, first eps and first series. Fast turn around, full on shows - all made by two for the price of one!

Hire two people who are great!

Those two people don't need to have the exact same experience, but they should have a similar level of experience, bring complementary skills and make similar decisions. Trust them to communicate with one another. Feel completely assured that **no** one will want the job share to work out more than the job-sharers themselves!

Next time you advertise a job make it clear that it is open to job sharing pairs.

It's common to see statements like 'we are an equal opportunities employer' or 'we encourage applications from people of diverse backgrounds' on Job ads. Opening up ads to encourage job sharing will allow you to access a range of diverse applicants.

No one need even notice!

Hiring a job share pair shouldn't require any more work for the production / talent management teams. The right pair will have thought through the structure of their job-share and make it as simple and easy for everyone else concerned as possible.

Studies show flex workers are more committed. They don't take being in work for granted. When your job sharer is in work they are fully dedicated to that - they bring a fresh pair of eyes. If anything, you get people who are thinking about the show, coming up with ideas or solutions to problems even on the days they're not being paid for!

During interviews invite the conversation about caring commitments.

Normalise the conversation about caring commitments and the need for flexible hours. Allow freelancers to speak openly about how they need to work and you'll find that flexibility is something that can work for both the employers and employees.

Just give it a go - This really is something that will help to bring the best talent to your door!

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