

SHARE MY TELLY JOB: Case Study



Nikki Ryan and Emma Sayce

Job-sharing Edit Producers, Operation Ouch, Maverick for CBBC

Maria French, Head of Production, Maverick: “Nikki was a returning Edit Producer on Operation Ouch and when she asked if the job could be part-time, my first thought was “Oh God”. However we don’t cut whole episodes, we cut sequences so if there was ever a show where it could work than this is it. Our Edit Producer role is absolutely a full time job so I said to Nikki that we couldn’t do part-time but we would consider a job-share. Nikki didn’t have a job-share partner in mind so I got in touch with Lou at SMTJ and found Emma and we went for it! From my point of view it was seamless. We had two heads for the price of one and it didn’t cost me any more because they didn’t do a handover day. The Series Producer also told me that she hadn’t noticed any difference whatsoever. We would absolutely recruit a job-share on ‘Ouch’ again and will advertise the Edit Producer role on the next series as Shareable.”

Structure of work week

Nikki worked 3 days, and Emma worked 2.

We spoke on the phone in the evening after our ‘shift’ to hand over.

We also spoke during our shifts if we needed to.

Why was the Job-share successful?

We got on from the off, and both had a high level of commitment to the job, and to the job share – we felt we had to prove it could work well, which we feel we did.

We were very open with our communication, supported each other, felt comfortable enough to ask each other stupid questions – no suggestion of competing with each other.

We had a shared production email address, meaning we could keep an eye on everything that was going on while we were ‘off’ and could short cut a lot of communication. Our communication was about managing the workload across the edits and keeping them working efficiently.

The production was well suited to job sharing – Operation Ouch is made up of 2-5 min VTs, and our job was to look after a number of these across 2-3 edits. Most of the time, we looked after our own VTs and only occasionally had to take a VT over from the other one.

We worked fast and efficiently ... partly because when you’re only working for 2/3 days of the week, you come to work fresh, and keen to get the most out of the time you are there. You also, inevitably, end up mulling over things on your days off, and thinking of improvements.