

Case Study: Helen Boffey & Jane Scanlon

Background

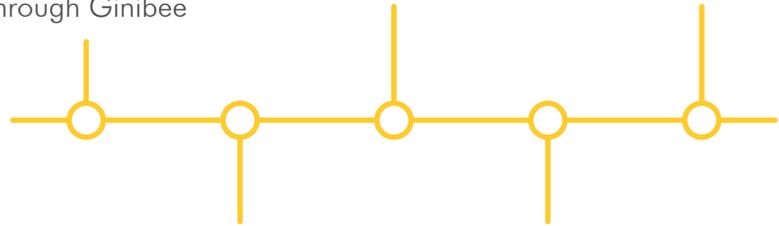
- First **worked together** at Sareum in 2008
- Both had **10 years' experience** as scientists
- Both **struggling to find opportunities** to progress their careers on a part-time basis
- Helen returns to work via Jobsharing **after 8 years focussing on parenting**
- Jane returns to employment via Jobsharing **after 3 years focussing on parenting**

Jobshare Timeline

October 2015
Found out about Jobsharing through Ginibee

January 2016
Interviewed for full-time role

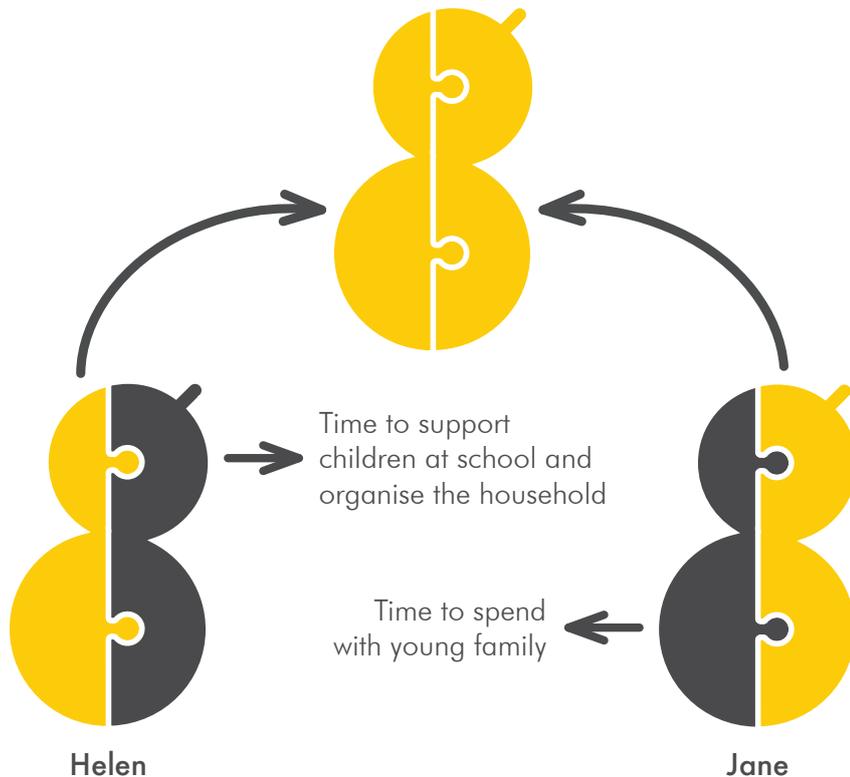
22nd February 2016
Started full-time role as a Jobshare



24th January 2016
Attended The New World Of Work event co-hosted by Ginibee

11th February 2016
Attended Ginibee Jobshare Consultation

Associate Medicinal Chemist (Jobshare)



Helen is returning to work after spending 8 years full-time parenting. Helen works Wednesday morning until midday on Friday. She is able to pick her kids up from school on Fridays as well as organise the household and go to after school activities with the children on Mondays and Tuesdays.

Jane is returning to work after spending 3 years parenting. Jane works from Monday to midday on Wednesday, overlapping with Helen each Wednesday morning. She will be able to pick her kids up from nursery on Wednesday afternoon and spend the rest of the week with them.

Jane	Mon	Tue	Wed	Thu	Fri
Helen	Mon	Tue	Wed	Thu	Fri

Working the equivalent of 1FTE, Jane and Helen will work 2½ days each and overlap every Wednesday morning.

Case Study: Helen Boffey & Jane Scanlon

Helen

Helen had 10 years' experience in the biotechnology and pharmaceutical industry as a Chemist, before having children and taking 8 years to focus on parenting and being actively involved in her children's education and development.

Once her kids both started school, Helen wanted to return to work, on a part-time basis initially. Having worked at a senior level in the past, she wanted to take up her career at a level reflective of her skills, experience and ambition. Unfortunately, the industry she worked in offered no accessible opportunity for part-time roles at this level.

Helen and Jane had remained friends after working together in 2006 – 2008 at Sareum. Jane and Helen had worked well together in the past and were both in a similar situation.

Jane

Jane had two young children and 10 years' experience as a Medicinal Chemist before her role was made redundant the month she had her youngest child. Jane continued to provide freelance business support on an ad hoc basis while her children were very young.

After 3 years, Jane joined the Royal Society of Chemistry Internship programme (www.rsc.org/sme/internship-grant) which gave her some valuable part-time scientific experience work and also time to concentrate on job searching.

Jane knew that she wanted to work 3 days a week and was keen to find a part-time role that was both challenging and allowed enough time for her to spend with her still very young family, without causing her to burn out. Like Helen, she found that part-time roles were not available at her level and had found out about Jobsharing through Ginibee in October 2015.

Ginibee

Jane attended the launch of the Ginibee Jobsharer platform at The New World of Work event, co-hosted by Ginibee on 24th January 2016. The timing was perfect because the following week Helen explained to Jane that she was about to turn down a full-time role because she wanted to work part-time. With the information and support available through Ginibee, Helen had the confidence to suggest approaching it as a Jobshare partnership and submitted a proposal to their prospective employer. Jane interviewed for the Jobshare position and the company accepted Helen's proposal. Ginibee provided resources and consultation support to optimise the success of the partnership from the outset, making it easy for the employer.

The Role

The role is as an Associate Medicinal Chemist and Jane and Helen are the first Jobshare partnership to take on this role. ***"With effective communication between Helen and I, we believe that we can make a great success of this Jobshare partnership,"*** says Jane, ***"we're keen to demonstrate this to other people in our situation."***

Jane and Helen will share full ownership of the role, including objectives and KPIs. Working the equivalent of 1FTE, Jane and Helen will work 2½ days each and overlap every Wednesday morning. Their role began on 22nd February 2016 and will be trialled for 6 months.

The Employer

Domainex Ltd is a successful and innovative drug discovery company based in Cambridge, focussing on both forming service partnerships and developing its own therapeutic candidates. It has delivered around one new clinical candidate drug per year since 2010. It is growing strongly and employs currently over 40 multi-disciplinary staff at its Cambridge laboratories.

Domainex is supporting this pioneering Jobshare scheme as a way to maximise the intellectual creativity of new talent brought in to the company while maintaining a good work-life balance.

Ginibee is a Jobshare Agency helping people and employers to create and recruit successful Jobshare partnerships through its unique matching platform. For more information or to join the platform, you can request an invitation code at www.ginibee.com

If you would like to find out how Ginibee can help your organisation to recruit Jobshare partnerships, please contact sara.horsfall@ginibee.com

"Accessing experienced talent is critical to organisations in today's growing economy with high employment levels and especially in industries like STEM where only 10% of managers are female. Thanks to successful campaigns and events, the number of women working in STEM management rose by 25% in 2015, yet diversity at senior levels remains poor. To support the level of new interest generated in the long-term, companies are creating more innovative ways to access and retain talent throughout a career lifetime."

– Sara Horsfall, Ginibee Founder

