

Job Sharing in Senior Roles

Does it really work & how can we encourage more institutions to consider it?



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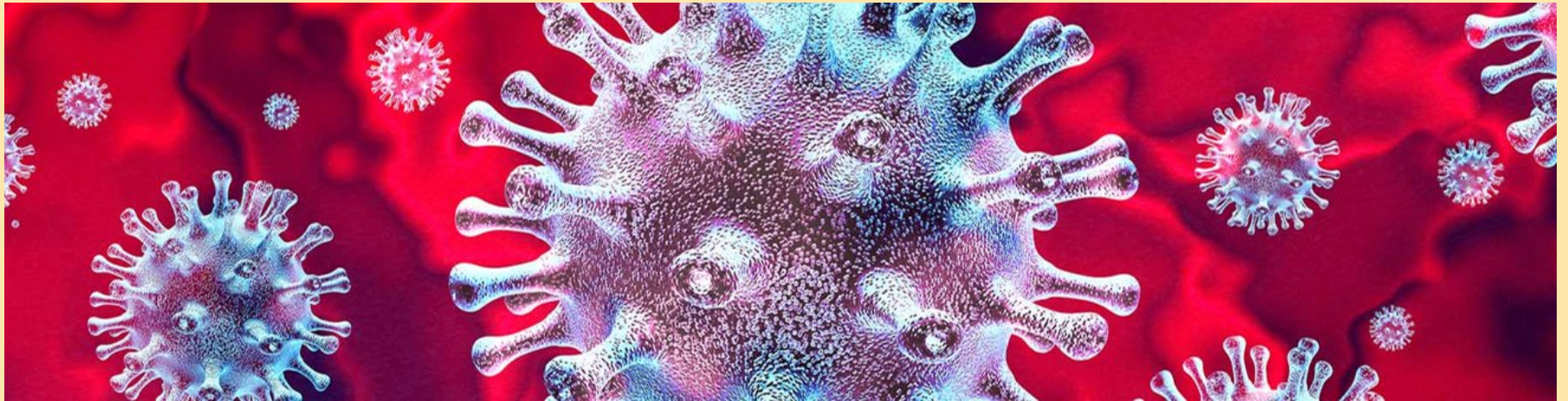
- Professor of Governance, Conflict & Security
- Research Dean, Prosperity & Resilience

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PRE vs POST-COVID





Benefits

- Positive impact on productivity
- Positive working behaviours
- Encourages more women into senior leadership roles
- Supports flexible working
- Can improve work/life balance



Concerns

- Perceived duplication of effort
- Suits technical & operational roles more than managerial?
- Perceived lack of clarity about accountability and responsibility



Play to one another's strengths

Present a united front

Establish solid foundations up
front

Create an environment in which
you perform to your best

Share complexity and
responsibility

Model positive working
behaviours

Trust each other to complete tasks
individually, but be ready to pick up
work when needed

Be each other's biggest fan

QUESTIONS TO CONSIDER



What do you see as the barriers to introducing job shares in your institution?



Has our experience changed your mind?



What do you consider to be the benefits of a job-share?