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Job Sharing!

What is job sharing?

- Job-sharing is a way for two people to fill one job
- Each person has a permanent part-time post
- They split the hours, holidays, and benefits between them according to how many hours they each work.
- Not black and white!

There are several ways to job-share.

- Shared responsibility-works well for jobs where the work flows continuously.
- Divided responsibility-works well when work can be spilt into different projects.
- Unrelated responsibility-works well when work can be completely divided.

Pros of Job-Sharing for the Employees

- Flexible work schedule
- Ability to fill a rewarding position and maintain manageable work hours.
- Two heads are better than one
- Ability to fulfill obligations outside of work.

Pros of Job-Sharing for Employers

- Two talented individuals on staff for the price of one!
- Lower burnout rates of staff
- Less turnover of staff

Cons of Job-Sharing for the Employee

- “Who’s in Charge?” syndrome.
- Must accept sharing accomplishments.
- Work out a system to share responsibility.
- Additional time is needed to coordinate schedules and responsibilities.

Cons of Job-Sharing for Employers

- Double the staff to manage
- Potential increase costs for benefits
- Increased costs for travel and training



Things to keep in Mind When Considering a Job-Share Position

- Most Important: Are the two individuals compatible?
- Is it feasible to job-share the position?
- Can two people work in the position at a comparable price?
- Are the individuals willing to fully share the position?
- Who will oversee the job-share relationship and help resolve problems?

How Job Sharing has Worked for Me

- Communicate, communicate, communicate!!!!
- I job-share with an individual with similar work ethics
- We share different talents
- Share responsibilities and accomplishments

Important Consideration!

- Not all positions can be job-shared.
- Individuals sharing a position must be compatible and share the same work ethics.
- Communication is key to success!
- Duties and responsibilities must be clearly laid out.



Questions?

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