

Ten2Two. Part-time professionals. Experienced. Affordable. Expert.

We help businesses find talented part-time professionals to cost-effectively grow and improve their business.



Ten2Two Case Study: Premier Foods Benefits from '2 for 1' Offer

Premier Foods is one of the UK's biggest food companies. It manufactures some of the nation's favourite food brands including Hovis, Mr Kipling cakes, Sharwood's, Bisto gravy and Branston pickle. Chances are you have at least one of their branded food products in your kitchen cupboard.

A valued member of the Premier team at their head office in St Albans requested a change to part-time hours as the intensity of her job, a long commute and young children at home were taking their toll on her family and work life. However, as Senior Brand Manager for one of Premier Foods' best known brands, the job needed full-time hours to manage the marketing, distribution management and new product development required in a highly competitive food market.

Premier Food's View

Richard Palmer, Head of Resourcing at Premier Foods, takes up the story:

'We knew the role was intensive and needed full-time hours but at the same time we wanted to retain a high performing and loyal member of the team who knew the brand inside out.

'We decided to look at a job-share as an option, bringing in another experienced professional to share the job on a 50/50 basis, allowing us to retain our employee and still covering the brand throughout the week.

'Knowing we might need some to help us understand exactly how it could work and to find someone local who could be the job-share partner we approached Ten2Two, our local flexible working specialists.

'The Ten2Two team quickly shortlisted four excellent, high-calibre candidates, all of whom could do the job but before that they helped us design the split role and create the person

specification to ensure continuity between the job-share partners and at the same time gain some different but complementary skills, giving us two brains for the price of one!

'After our new Senior Brand Manager was appointed and had a few weeks to get her feet under the table, Ten2Two held a session with the job-share partners and their Brand Director to help them plan their joint role and manage their time most effectively. This put any concerns to rest and gave them a clear structure to follow.

'Three months in and we had a happy team, a great new employee and a brand that's benefitted from both a marketing communications specialist and a new product development specialist. It's also a great example to the wider team of how a senior role can be effectively managed between two people.



Summary

The new job-share partner, a highly experienced brand manager, was able to fulfil her desire for a part-time job whilst still using her skills and experience. The existing employee also satisfied her needs and maintained her performance as part of the new team. A well-structured job-share, staffed by two people with complementary skills, can offer much more than the sum of its parts.