

Job share lawyers who's success lead them to start their own firm



Interview with Jane Wright and Lauren Barel – Joint Director and Principal at Workdynamic Australia.

WHAT WAS THE ROLE AND HOW DID YOU SPLIT IT?

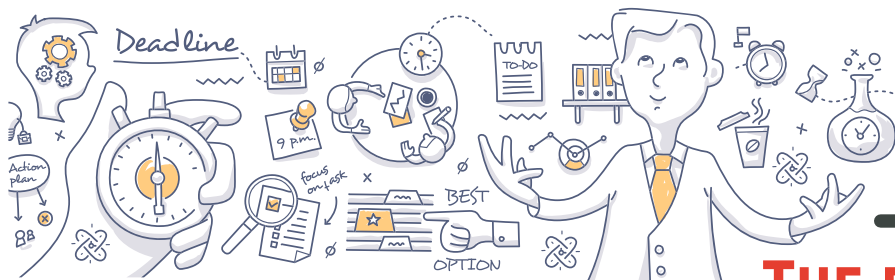
Lauren and I job-shared the role of Senior Associate at a top tier law firm for five years. Lauren worked Monday-Wednesday and I worked Wednesday-Friday.

In 2013 we left and started our own business initially 'business sharing' along the same lines before we both transitioned to full-time given how successful our business was.

WHAT IS IMPORTANT TO LOOK FOR IN A JOB SHARE PARTNER?

Someone who has the same work ethic and who is generally considered comparable to you from the perspective of internal and external stakeholders.

You don't need to be the same personality wise but trust and good communication are absolutely essential.



HOW DID YOU MAKE THE JOB SHARE ARRANGEMENT WORK?

We acted as 'one person'. Clients and partners knew they could contact either of us at any time and get the **same level of service**. We did **detailed handovers** in person on Wednesday and I did a written handover on Friday night. We were **both available** to the other to answer questions on our 'off days'. **Feedback we received was that it was seamless from the outside.**

THE BEST PART ABOUT JOB SHARING?

Having someone who is completely across your matters - someone to bounce ideas off. 'Two heads' for the price of one. It also meant we could truly be off on our off days as there was someone there doing the work to the same standard.

WHAT TIPS DO YOU HAVE FOR PEOPLE WANTING TO JOB SHARE?

- 1** Find the right partner. You can't just put two people together and expect it to work.
- 2** Having the same dreams and goals and trusting each other is fantastic.
- 3** Not competing against each other was also a key component of our success.

