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## About

The Jinfo Newsletter is a summary of the latest listings in the Jinfo database at:

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## Market Research services compared

Ever wondered how aggregators of market research reports measure up?

The March issue of VIP provides a comparative review of MarketResearch.com and Market Research (Profound) on Thomson Business Intelligence. The April issue will compare individual market research publishers.

<http://www.vivaVIP.com/>

## Could Job-sharing be the Answer?

by Alison Forrest

The question is - are you ready to increase motivation, become an equal opportunities employer AND get a "one-plus-one-equals-three" effect? In that case, the answer is to take job-sharing seriously!

In researching an article for CILIP Update this month, I discovered that business really is taking job-sharing seriously as a way of retaining valuable staff. Libraries have a long way to go to catch up and dispel the rumours of job-sharing being "complicated", "hard to manage" or "costly". Businesses as diverse as Asda, Littlewoods, legal firms and the NHS all have policies in place to support flexible working, and are reaping the benefits financially of better recruitment and retention. In a female-dominated profession like information management it is crazy not to follow suit. Valuable skills are being lost, along with years of training, by forcing women (and some men) out of the workplace with restrictive practises. Often women only need to be part-time for a few years whilst their children are small - and surely it is better to maintain their skill levels and confidence for this key period rather than begin afresh?

There are many ways to be supportive as an employer and the first is to be honest and open in your recruitment - only say "Job-share applications welcome" if they genuinely are! Think flexibly about the possibilities of every post arising - arguably only the post of surgeon might prove tricky to share. As a manager in the public library setting, I manage staff effectively with my partner, sharing out appraisals and management issues. Staff-management is simply not a good enough reason to say the post can't be shared.

A minimal degree of overlap time is desirable to ensure a partnership works at its peak, and a supportive management structure is absolutely key. Being open in communication is vital both for the job-sharing team and their manager - if things aren't working, they need to be discussed. A very real advantage of job-sharing is having two skill sets for the price of one, but this can lead to resentment if partners get type-cast - allow partners to manage their own workload once they prove they can. Another thing to remember is that they are only one person in terms of hours - whilst "one-plus-one-equals-three" is often what employers report, it should not be demanded. On a personal note I know that my employers occasionally forget this, and we can be placed on double the working parties as our "single" colleagues!

Job-sharers themselves need to be flexible and indeed often are as they are so grateful to have the chance to achieve a work-life balance that doesn't leave them feeling guilty and miserable! Differences in partners can be very valuable if managed well, but if one is obsessively tidy and the other more "creative" in their filing practises, for instance, it helps if both can move towards the centre.

Job-sharing is a valuable chance as an employer to do both the right and the practical thing. As an employee, it gives the chance to increase your motivation and productivity - and give your kids the best support you can in the pre-school years. It's a winning formula just waiting to be discovered in your work place.

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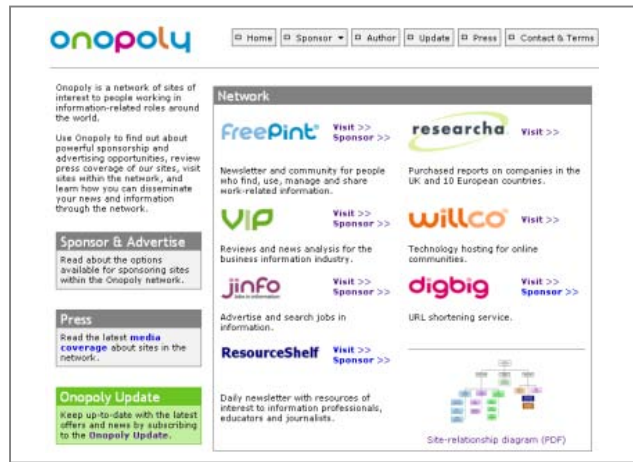
Alison Forrest has worked in public libraries since completing her library diploma in 1994. She has worked for Kent, the Royal Borough of Kensington and Chelsea, Westminster and now CIP, a trust providing library services on behalf of Hounslow Borough. She is currently Team Leader, Children's (Job-share).



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## Latest Job Listings

### **Records and Information Officer**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5208>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - North, United Kingdom

### **Cataloguer** (added 28th April 2006)

URL: <http://www.jinfo.com/go/j5207>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - North, United Kingdom

### **Acquisitions project Librarian**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5206>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - Central, United Kingdom

### **Information Services Manager**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5205>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - Central, United Kingdom

### **Information Officer**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5204>

Recruiter: Sue Hill Recruitment and Services Limited

Location: East Anglia, United Kingdom

### **Strategic Analyst**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5203>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - South, United Kingdom

### **Strategic Analyst**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5202>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - South, United Kingdom

### **Marketing Research Manager**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5201>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

### **Research Analyst**

(added 28th April 2006)

URL: <http://www.jinfo.com/go/j5200>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

### **Graduate Trainee**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5199>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

### **Library Assistant**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5198>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - South East, United Kingdom

### **Filing and Archiving Manager**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5197>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - South, United Kingdom

### **Research Analyst**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5196>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - South, United Kingdom

### **Part-time Information Assistant**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5195>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

**Research Analyst - TMT sector**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5194>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Legal Portal Manager**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5193>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Corporate Analyst - UK Research**

(added 25th April 2006)

URL: <http://www.jinfo.com/go/j5192>

Recruiter: Jones Lang LaSalle

Location: United Kingdom

**Corporate Finance Researcher**

(added 24th April 2006)

URL: <http://www.jinfo.com/go/j5191>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Researcher / Workflow Coordinator - 6**

months (added 24th April 2006)

URL: <http://www.jinfo.com/go/j5190>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Senior Researcher / Analyst (Comms + High Tech.)**

(added 24th April 2006)

URL: <http://www.jinfo.com/go/j5189>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Senior Financial Services Research**

Analyst (added 24th April 2006)

URL: <http://www.jinfo.com/go/j5188>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Executive Search Researchers**

(added 24th April 2006)

URL: <http://www.jinfo.com/go/j5187>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Part Time Legal Library Assistant**

(3 days p.w.) (added 24th April 2006)

URL: <http://www.jinfo.com/go/j5186>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Temporary Legal Library Manager**

(added 24th April 2006)

URL: <http://www.jinfo.com/go/j5185>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Legal Know-How Editor**

(14 hours p.w.) (added 24th April 2006)

URL: <http://www.jinfo.com/go/j5184>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Librarian – MAIDENHEAD**

(added 24th April 2006)

URL: <http://www.jinfo.com/go/j5183>

Recruiter: Glen Recruitment

Location: Maidenhead, United Kingdom

**Corporate Finance Researcher**

(6 month contract) (added 24th April

2006)

URL: <http://www.jinfo.com/go/j5182>

Recruiter: Glen Recruitment

Location: London, United Kingdom

**Part-time Know-How Editor**

(added 21st April 2006)

URL: <http://www.jinfo.com/go/j5181>

Recruiter: Sue Hill Recruitment and

Services Limited

Location: London - Central, United

Kingdom

**Projects Officer**

(Partnerships Development) (added 21st April 2006)

URL: <http://www.jinfo.com/go/j5179>

Recruiter: Sue Hill Recruitment and

Services Limited

Location: Northern Home Counties,

United Kingdom

**Part-time Librarian**

(added 21st April 2006)

URL: <http://www.jinfo.com/go/j5178>

Recruiter: Sue Hill Recruitment and

Services Limited

Location: Kent, United Kingdom

**Information Officer**

(added 19th April 2006)

URL: <http://www.jinfo.com/go/j5176>

Recruiter: Sue Hill Recruitment and

Services Limited

Location: Coventry, United Kingdom

**Assistant Librarian**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5175>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - City, United Kingdom

**Metadata Support Assistant**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5172>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: North Home Counties, United Kingdom

**Senior Information Officer**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5171>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Central, United Kingdom

**Library Services Manager**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5169>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Coventry

**Evening Researcher**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5168>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - City, United Kingdom

**Support Officer** (added 19th April 2006)

URL: <http://www.jinfo.com/go/j5167>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - City, United Kingdom

**Librarian** (added 19th April 2006)

URL: <http://www.jinfo.com/go/j5166>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Manchester, United Kingdom

**Information Officer**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5164>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: East Midlands, United Kingdom

**Knowledge Coordinator**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5163>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: M3 Corridor, United Kingdom

**Knowledge Manager**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5161>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Central, United Kingdom

**Part-time Library Assistant**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5160>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Central, United Kingdom

**Assistant Librarian**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5159>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Oxfordshire, United Kingdom

**Young People's Librarian**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5158>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Berkshire, United Kingdom

**Legal Information Services Assistant**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5157>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Central, United Kingdom

**Content and Technology Coordinator**

(added 19th April 2006)  
URL: <http://www.jinfo.com/go/j5156>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Central, United Kingdom