

## Case study: *Fund Manager willing to be flexible for the right candidate*

---

Our client is an independent asset management company which specialises in managing international funds with a particular focus on emerging markets/developing countries. The company's clients are large international investors - such as pension funds and endowments from North America, Europe, Japan and the Middle East.

Our client adopts a refreshingly positive approach to flexible working. As an open and transparent organisation, senior management willingly discusses flexibility with employees, no matter what their circumstances.

Understanding the increase in demand within the labour market for employees wanting to work flexibly, they appreciate the many benefits of providing flexibility - such as retaining staff and maintaining intellectual property.

Flexible work is also an option for new recruits. Due to an ever-expanding workload, the company was recently seeking to appoint additional support for its existing team. They wanted a 'high flying', professional Legal and Compliance Manager to report to both the Director of Risk and Compliance and the Finance Director. As this was a brand-new role, the company decided to explore alternative options of resourcing. They steered away from creating a conventional full time role and concluded that hiring a part-time worker would fit the bill.

They were also very aware of individual candidate's needs as they openly advertised the opportunity to negotiate the number of hours to be worked and an option to work remotely, despite this role being very senior. The quality and experience of the candidate was the key deciding factor, rather than the

working pattern or the number of hours worked. They were totally flexible for the right candidate.

The Director of Risk and Compliance summed up their experience with Workpond. 'Our consultant was excellent. Her communication skills were exemplary. She was efficient, quick to follow up and provided good advice, particularly with compiling the job description - which we found very useful.'

In addition, the Director of Finance commented, 'It was refreshing that Workpond took time to understand the job role. We wanted high quality candidates, and that's exactly what we got. They provided us with a whole stream of good quality, well qualified and experienced candidates. Our consultant was professional – a breath of fresh air. She was honest and provided an excellent level of service.'

Our client is a small yet established team and they plan to stay that way. Despite their size they fully grasp the fact that flexibility makes good business sense and they are now clearly reaping these benefits.

