

HighTimeJobs.co.uk is a job board listing *flexible, full-time* senior level vacancies with a minimum salary of £60,000 pa. It's a requirement of listing that the name of the employing organisation is included. The intention is to provide a public arena where employers can openly demonstrate their commitment to supporting flexibility at senior levels.

How is HighTimeJobs different from other job boards?

It's unique in being the only board which lists full-time, flexible senior vacancies with the added transparency that potential applicants can see up-front who the employer is.

We typically use a Search Firm for senior level vacancies, why list on HighTimeJobs?

The aim is to attract talented people not currently registered as looking for more senior jobs; and who've taken the decision not to progress their career at present because of the perceived negative impact on their work-life balance. Even when approached by a Headhunter, these people are likely to take themselves out of the running, without necessarily raising their concerns. There's still a widespread belief that work-life balance is not possible when working at senior levels.

Listing on HighTimeJobs can be a powerful adjunct to your existing recruitment strategies. We're happy to work in tandem with a nominated Search Firm, and have strong connections of our own to several firms working in this field.

What do we gain from listing on HighTimeJobs?

One of the biggest challenges employers currently face is that of developing a pipeline of talented women for senior and board level positions. Both anecdotal and research evidence exists to show that many women make the decision not to pursue senior careers as they cannot see how to balance home responsibilities with inflexible work schedules. By signalling a willingness to support flexibility at senior levels your organisation is likely to encourage more women to put themselves forward for promotion.



We're already dealing with other suppliers that focus on flexible working opportunities. Why should we also work with you?

We're unique in our focus on full-time flexible arrangements at senior levels coupled with transparency about the employing organisation. Other suppliers focus on achieving flexibility by reducing hours. This is not always possible in senior level jobs; whereas flexibility in working arrangements often is. Being transparent about potential employers is likely to encourage more candidates to apply; and can also be excellent PR for your organisation.

Our senior vacancies are commercially sensitive so we prefer to use a Search Firm

We understand that employers are often reluctant to openly advertise senior level positions because of commercial sensitivity. Depending on the size and nature of your business, it's likely this will only apply to some vacancies. In the first instance perhaps you could consider listing those jobs which are less commercially sensitive. Alternatively, we're happy to work with you to draft a broad job outline that mitigates the commercial risks. What's important is your commitment to enabling a flexible working arrangement and that you're willing to say who you are.

Do you offer a full recruitment service?

We're not a Search Firm and we don't currently have a database of candidates. However, founder Anna Meller has extensive experience in both recruitment and flexible working. She can provide other services to facilitate flexibility at senior levels – such as job re-design and coaching.

How much do you charge for a listing?

A single job listing costs £250+VAT. We offer discounts for multiple listings, please contact us for more information.

We believe some of our senior jobs have the potential to be worked more flexibly. What can we do to make it possible?

If you want to look at re-designing jobs in-house, you'll find some resources here to support you : http://www.sustainableworking.co.uk/high_time_resources.htm

To discuss consultancy support and for details of how to list jobs please contact us:
Email HighTime@sustainableworking.co.uk
or call 07761 377924

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