



Julia Huggett, Business Manager at Hays, and mother of two.

Julia commenced her career with Hays as a University Graduate in 1997 in Newcastle in the UK. She moved back to her home town of Leeds and was promoted to Senior Consultant and then Business Manager within 2.5 years and then decided to relocate to Australia with her husband.

Hays supported the relocation and the process was smooth and uncomplicated. Julia joined the North Sydney office as a Business Manager recruiting for interim Accountants. Her next promotion was to Office Manager of Chatswood, where she managed a team of 8 for nearly 2 years.

Julia had her first baby in March 2004 and felt ready to return to work when her daughter was nearly 11 months old. She found day care for 3 days a week and returned to recruiting on a part-time basis with reduced hours to allow Julia to travel and pick-up from day care. She was also given access to log-on to the Hays database and Outlook system from home. When her son was born, Julia again took 11 months maternity leave and then subsequently returned to part-time work, 3 days a week.

Having the access to log in from home and monitor, clear and action emails has ensured Julia has maintained high levels of success – in fact she's in the top 10% of Financial Executive Recruiters in NSW. Her personal KPI's are set with her time restrictions in mind and her focus is on business development and filling jobs. She feels she is not compromising the time with her young children before they start school and can also maintain her career and the job that she enjoys and has built up over 10 years. She will reach the next set of targets while working part-time and will be promoted to Senior Business Manager, a title she is extremely proud of given her part-time hours.

Personally Julia feels she is a better mum, she thoroughly enjoys her time at home 2 days a week and feels she can offer the children her undivided attention with less of the financial pressures that would be encountered if she did not work. She really values her job and works in a smarter manner; she makes decisions quickly and clients benefit from a fast turn around when registering jobs - critical in the temp/contract market. She does have the support of a strong team to cover any critical issues that arise while she's away and has the encouragement of her husband who appreciates her job is important and that time pressures and customer service is critical in the recruitment industry.

"I feel it's a win-win situation - I maintain high results at work, the team benefits from my experience in the market and personally my family life is balanced. I enjoy my work and don't suffer from the guilt so often associated with mums returning to work full time. It's busy and there's little down time, but its balanced and I'm thankful Hays offer this flexibility to allow me to work this way."