

## Telework Association Newsletter: 12 May 2008

### NEWS

#### **NATIONAL WORK FROM HOME DAY**

Don't forget Thursday, May 15, is National Work from Home Day. organised by Work Wise UK, [www.workwiseuk.org](http://www.workwiseuk.org).

#### **BROWN SHOULD BE BOLDER ON FLEXIBLE WORKING**

Responding to reports in Sunday's papers suggesting that Gordon Brown is to extend the right to request flexible working to parents of children aged up to 12, the Chartered Institute of Personnel and Development has called on the Government to be bolder and extend the right to request to all workers.

The reports suggest that Imelda Walsh's review into flexible working is to recommend extending the right to request to parents of children aged up to 12, and that the Prime Minister will embrace the recommendations.

Mike Emmott, CIPD Employee Relations Adviser, said: "We wholly support moves to extend the 'right to request' to more parents. But the government should be bolder still and extend the right to all workers. The danger with ever larger groups of people entitled to request flexible working, and a smaller number not entitled to do so, is that divisions will grow up in the workplace.

"Many enlightened employers already allow employees to work flexibly regardless of their family status. An extension of the right to request to all workers would level the playing field, without compelling employers to offer flexible working where this is incompatible with business needs. Our research shows that it would also deliver improved employee engagement, and therefore contribute to boosting productivity and performance in the workplace.

"The government can rightly claim credit for the light-touch 'right to request' legislation that has encouraged employers to consider employee requests without the need to wield the big stick of compulsion. However, it is a shame that a desire to appease the most vocal in the business lobby appears likely to limit the new extension to flexible working rights to parents of slightly older children than at present. John Hutton gave a clear public signal in February that he wanted Imelda Walsh's review to only recommend a limited extension, so it is unsurprising that this now seems to be what will come out of the review."

#### **'MEANINGFUL WORK': WHAT IT IS AND WHY IT'S GROWING**

The Work Foundation last week published a new essay that asks what is 'meaningful work', why more people seem to be seeking it, and what employers can do to make work more meaningful?

The paper argues that while thinkers and writers have long wondered at the value of work to human beings beyond providing a living, the notion of 'meaningful work' is a relatively new phenomenon that would have made little sense to our forbears of a couple of centuries ago.

Author Stephen Overell says: 'The way people talk about 'fulfilling their potential' in a job could only happen in the modern world of work – it is simply not something that would have been said a few generations ago. Meaningful work rests on the rise of individualism and identity as pressing concerns for large numbers of people. It speaks of huge and perhaps excessive expectations of

working life – the historically unusual sense that fulfilment occurs, or should occur, in the everyday, ordinary business of going to work.

'People are very different - what is meaningful to one person may not be meaningful to another, and what someone finds meaningful at the age of 23 may not be how they feel at 43. Nevertheless, meaning is unmistakably in the air of the 21<sup>st</sup> century culture of work; this essay marks an attempt to describe what is going on. The raising and dashing of hopes around meaning has become one of the major psychological forces within working life. What goes on inside workers' hearts and minds about work has become profoundly important to what they produce and how they do it.'

The essay argues that the discovery of meaning in work relies on balancing three sets of motives. They are *moral motives* – the idea that the 'ends' of work are worthwhile; *compensation motives* – including money, but also including status, authority, responsibility and the appropriate use of skills and abilities; and *craft motives* – the desire to do a good job for its own sake.

Meanwhile, the work that people do today has changed in such ways as to prompt more questions about meaning, fulfilment and rewarding work – relatively well-paying, highly skilled professional and managerial jobs now account for over a third of all jobs in many advanced democracies. Work is more about intellectual problem-solving and how people communicate and relate to each other than it used to be. This does not make work more meaningful, but it helps create the conditions in which issues of meaning and identity arise.

The paper argues:

- Employers have a role in enabling the search for meaningful work by providing high quality jobs for people – jobs with autonomy, security, variety, a reasonable balance between effort and reward, and between skill level and demand. But employers cannot create meaning and should not try to. It is up to individuals to find work that is meaningful for them. However, employers *are* capable of destroying meaning through exploitation, disrespect, and poor organisation of work.
- Social values that affect work have changed: a basic psychological orientation towards maximising income and status is today being balanced by a stress upon self-expression, diversity of view, aesthetic concerns and issues of self-fulfilment.
- Meaning, identity and individualism at work have risen at the same time as traditional collective institutions such as trade unions, communities and corporate hierarchies are seen as having declined.
- Doing excellent work for no other reason than its own sake is intrinsic to the notion of meaningful work. However, increasing bureaucracy and market forces may undermine the search for meaning.
- Having a sense of vocation is very similar to the idea of doing meaningful work. The difference is that meaning is more self-conscious than vocation: the service of others as a personal experience rather than a 'calling'.

'Inwardness: The Rise of Meaningful Work' is available from The Work Foundation  
[www.theworkfoundation.com](http://www.theworkfoundation.com)

## WORK OPPORTUNITIES

### **CARBON AND ENERGY CONSULTANT**

We are a young dynamic company based in London.

The role:

- to deliver individual consultancy projects within time and to budget, every time

- • to manage consultancy assignments from inception to completion with responsibility for report technical content, delivery of the consultancy objectives and accuracy of recommendations

The candidate:

- • the ability to work across diverse sectors as required
- • the ability to deliver the objectives required by wide range of stakeholders
- • attention to detail
- • the ability to negotiate and communicate effectively both internally and externally at a senior level

The candidate will have a background in energy, sustainability, carbon reduction and renewable technologies including the investigation and implementation of biomass-based schemes.

The role is **home or office based** as appropriate and includes travel within the UK.

Salary £30,000. <http://tinyurl.com/5xfwkx>

### **ONLINE ACCOUNT MANAGER**

Are you a Sales Account Manager who currently works from home looking to move into online selling? If so we have a fantastic opportunity for a motivated and dedicated individual to work for Jobserve from a **home office** and manage a portfolio of clients based in Scotland.

Your duties will include managing a substantial portfolio of clients, including recruitment agents and corporate employers. You will have exceptional relationship building skills, and a natural sales ability to help you to identify opportunities to cross and up-sell our innovative range of products.

We will give you full training on our product range, to assist you in servicing your clients both face to face and over the telephone. You will be dealing with clients at all levels, and have a confident phone manner and professional appearance.

We will provide you with a laptop, phone line, and the equipment required to set up your home office and you will be in constant contact with the rest of the sales team. We offer a competitive base salary with uncapped commission, as well as an annual performance bonus.

<http://tinyurl.com/4u5zql>

### **ENTERPRISE ARCHITECT - STRATEGY & GOVERNANCE**

Enterprise Architect (SOA TOGAF, IAFv4) required for a top global consultancy to carry out enterprise architecture on large scale transformation programmes! My Client is recruiting a number of Enterprise Architects to Lead and deliver high value, big ticket strategic business, information and technology service architecture development using EA frameworks for clients in the Retail & Utility industry sectors. These engagements will include large scale transformation programmes, worth upwards of £100m.

As an Enterprise Architect you will be dealing with Stakeholder and C-level customers, responsible for shaping the IT strategy and technology roadmaps for the business and delivering Enterprise Architecture to meet the business needs across a number of business sectors including Utilities, Retail, Banking, Government etc. **Home working** offered!

You will possess Enterprise Architecture experience with a proven track record of leading multi-discipline teams working across all aspects of enterprise change programmes in terms of profession and technology (programme design & management, transformation, IS&T strategy, infrastructure and networking, applications, security, BI, content management, service provision, programme and technology governance etc). You will be familiar with a number of different frameworks and methodologies such as SOA (Service Oriented Architecture), TOGAF, IAFv4 etc

My client is offering between £65k & £95k basics car, bonus and an excellent package!  
<http://tinyurl.com/4xusjn>

### **C++ DEVELOPER**

C++, Graphics Background, MAC & PC, X-code, Communication skills is required by my client a global leading provider in modelling and animation software. You will be required to work with existing customers of my client working on my clients products providing and coordinating the publications. You will be programming in C++, API and working on plug ins.

Within your role you are able to **work from your home location**. English speaking, knowledge of German is beneficial. This an exciting time to join my client who are constantly expanding. Salary £70,000 + benefits. <http://tinyurl.com/3qoq6j>

### **JAVA DEVELOPER**

This role will allow a person wanting to significantly change their lifestyle and improve their standard of living to make a major and sensible choice. **Work at home** for the majority of your time and go to head office for progress and reporting meetings.

Starting with a telephone interview, the client will then fly you over at their expense to the HQ. The systems being developed are all bespoke and the team's IT department has been awarded various technical innovation awards. This is very much high end toys for the boys (& girls).

You will be working with the latest technologies and have a natural curiosity and eagerness to learn that would ensure that you were always in touch with the latest industry developments and innovation. This role would expose you to a wide range of software systems, providing an unparalleled opportunity to learn new technical skills and to develop an in-depth understanding of the financial services industry.

The ideal candidate will have a proven track record in the timely delivery of high quality software and an in-depth understanding of the software development life cycle.

- A minimum of 3 years commercial development experience of building Java Web applications.
- Excellent Java skills.
- Good OO design skills coupled with knowledge and experience in the application of design patterns, UML, SQL, HTML, CSS and JavaScript.
- A willingness to learn and embrace new technologies.
- Knowledge of SOA, Web Services, REST, Database Design, Oracle 9+, AJAX, Hibernate, Spring and Maven would be an advantage.

Salary £40,000-£50,000. <http://tinyurl.com/3r7opz>

### **BUSINESS INTELLIGENCE/BUSINESS OBJECTS CONSULTANT**

A leading Business Intelligence Consultancy based across the UK are looking for a Consultant to **work either from home** or out of their North West office.

My client would be looking for candidates that have proven experience with Business Objects preferably BOXIR2 but Business Objects 6.5 would be acceptable. Experience in either Oracle or SQL would again be acceptable as you maybe working on different database. Any experience of universe design or Datawarehouse design would be a distinct advantage.

Salary £40,000 + Car + Bonus + Pension. <http://tinyurl.com/4vft2n>

### **DVB SOFTWARE ENGINEER**

West Yorks Based Company. Exciting Opportunity. Essential skills

- Excellent C programming skills
- Recent DVB software experience
- RTOS

As a primarily **home based** employee you will be a self-starter capable of managing your own workload and motivating yourself. If you require equipment to work from home, this will be provided by the employer.

Salary £35,000 - £55,000. + Stock options + Benefits. <http://tinyurl.com/3tnqsr>

### **CONSULTANT - VMWARE VIRTUALISATION**

Senior Virtualisation Consultant VMWare ESX Server & Virtual Infrastructure, required for a World leading Infrastructure and Datacenter consultancy. VCP certification and cross training in Storage Solutions (SAN, EMC, Netbackup, IBM etc).

We need an experienced Virtualisation infrastructure (VMware) Consultant to analyse business and technical requirements, lead teams, architect, design and deliver Virtual Infrastructure (VM/ware ESX Server) Solutions for some of the UK's leading companies! You will strategically shape patterns, standards and roadmaps on the Virtualisation Server platform and drive forward this new Virtualisation practice, by aligning it to a recently acquired Virtualisation consultancy in the US.

The ideal candidate will be VCP certified and have worked as a consultant on multiple large Enterprise projects using VMWare, ESX Server and VMWare Virtual Infrastructure, as well have experience working with Virtualised Storage. UK Travel required for this role!

**Work from home.** Salary £40,000-£60,000 Per Annum + Bonus + Benefits.

<http://tinyurl.com/4com28>

### **SEGMENT MARKETING MANAGER EUROPE**

Segment Marketing Manager for Europe responsible for complete product portfolio in Europe, with particular emphasis on Mobile Memory Portfolio.

PRINCIPAL RESPONSIBILITIES:

- Develop strategic marketing plans for products in mobile memory product portfolio, including analysis of business opportunities and development of business plans
- Drive product definition activities in coordination with Headquarters Teams for the next generations of products.
- Co-ordinate all cross-functional efforts during the design win process.
- Work closely with customers to enable products, you will align mobile product roadmap with key customer and enabler requirements.
- Develop market models to forecast the market demand and to optimize the product mix.
- Co-ordinate others groups, including Product Marketing, sales, applications, representatives and distributors.
- Identify software support requirements that may be necessary for specific customers and applications.

PERSON SPEC:

- Extensive experience in a Marketing Management role within the area of semiconductor manufacturing and services
- Sales or marketing strategic as well as practical experience preferably gained while previously working with a European Handset Makers.
- Relevant industry experience and understanding of the EU mobile Eco systems.
- Excellent communication and presentation skills.
- Must be proficient in English, other European languages desirable.
- The ability to work autonomously and to drive people.

- The ability to understand the technical and business aspects of market and customer requirements.
- The ability to assist sales and customers in understanding the applications, features, and benefits of the product line

BS in Electrical Engineering, Computer Engineering, or a related technical field, or equivalent industry experience in a directly related semiconductor field, is required. MBA or equivalent would be advantageous.

**Home based** flexible location. <http://tinyurl.com/4rjwvn>

### **SAS CUSTOMER INSIGHT ANALYST**

I am currently recruiting for a Senior SAS marketing/customer insight analyst to join a leading data agency, to work within their customer insight department. The right Senior SAS marketing/customer insight analyst will be proficient with SAS STAT, and be seen as an expert customer insight analyst.

- Proficient with SAS v8 or v9
- Segmentation using SAS
- Campaign analysis using SAS
- Customer insight using SAS
- SAS STAT, is crucial
- Tree, Regression, Clustering
- Presenting findings to stake holders
- SAS Base, Macro or SAS Enterprise guide or SAS Enterprise miner

This is an excellent opportunity for the right SAS marketing/customer insight analyst to join a young and vibrant team. As the Senior SAS marketing/customer insight analyst, you will be interrogating large data sets and creating a greater ROI for my client.

My client is a dynamic and inventive data agency, and they continuously strive to give their employees the best environment to flourish in. You will enjoy an industry leading rate, and generous bonus scheme. The right Senior SAS analyst will enjoy the prospect of **working between 2-3 days at home**, on a 9am-5pm basis.

Salary £45,000-£55,000. <http://tinyurl.com/4m69al>

### **GRAPHIC DESIGNER/ARTWORKER**

This is a unique opportunity for a dynamic & enthusiastic designer to work for a creative marketing agency. You will be allowed the opportunity to express your flair for design gaining the chance to manage projects through to completion.

As a designer, it is essential that you are familiar with a variety of packages such as Photoshop, Illustrator, Freehand, 3D Modelling, print and 2D textures and images. You should ideally have a degree in a design related subject ie 3D Multimedia, and you should be able to demonstrate a portfolio of your work. Ideal candidates will have at least 12 months work experience either through an industrial placement year, freelancing or in a commercial environment.

My clients are a growing design agency and your responsibilities will lie in the design of leaflets, publications, adverts and Websites including corporate branding and logo design. There will also be elements of print work involved.

You will initially be **based from home**, although you must be prepared to travel to the London office to meet with the MD when necessary, as well as selected Midlands based locations (around the Coventry/Birmingham area) for meetings/presentations.

This is an excellent opportunity for a designer looking to start a successful career with a lucrative and profitable organisation. Salary £22,000-£25,000. <http://tinyurl.com/3w4r8u>

## **APPLICATION CONSULTANT**

A global solutions company urgently need to recruit an Application Consultant that is capable of installing and supporting bespoke Digital & Speech recognition applications to an impressive portfolio of clients in the medical and legal arena.

You will be **based from home** but will work alongside the project support team and will providing a comprehensive support to the above applications. You will be call logging, sending out and updating software, testing software and documentation. This will be done via a combination of telephone/email and remote support (RAS/VPN).

You will need to have a solid grounding in Windows platforms (XP/2000/NT) & a basic Server knowledge (2000/2003) with an understanding of MS SQL Server. Communication skills are paramount and any previous experience working in either the legal or medical field would be highly desirable. A minimum of 2 years previous experience in a similar role is essential and English must be your first language. This global company are offering training courses to improve your skills as well as career progression with one of the leading companies in Digital & Speech recognition applications.

Salary £22,000. <http://tinyurl.com/45mxqp>

## **PHP WEB DEVELOPER/PHP PROGRAMMER**

Firechaser is a small, dynamic and growing Web agency based in London specialising in Web development for both corporate clients and arts-related organisations of all sizes. We focus on user-centred design and our solutions are designed to increase innovation for the client and to be easily integrated with other technologies. We are a preferred supplier of Web integration for Tessitura ticketing system and we manage our own network.

The PHP Developer position offers a great opportunity for an enthusiastic, motivated individual to have a key development role in a range of exciting fast moving Web projects and apply problem-solving skills to create innovative solutions for bespoke client requests. It is a permanent position for a London/South East based PHP Developer with solid general programming experience and strong interpersonal skills for client communication.

Working as part of our small, friendly development team and together with our interface designer your main duties will include:

- a) The build of new Websites based on Drupal including theme integration,
- b) Modification of existing modules and build of new modules
- c) New features and modules added to existing Drupal sites
- d) The support and eventual migration of Legacy Cold Fusion sites
- e) Communication and interaction with clients by phone and meetings.

Key advantages of this role are

- a) Working from home,**
- b) Flexible working hours,
- c) Working within a small motivated team,
- d) Constant learning opportunities,
- e) On the job training,

SKILLS/EXPERIENCE:

- a) PHP 5 (High level: OOP)
- b) MYSQL
- c) Apache

- d) Good understanding of standards compliant XHTML for integrating completed XHTML designs into Theme.
- e) Strong interpersonal skills for client and team communication.

DESIRABLE ADDITIONAL SKILLS/EXPERIENCE:

- a) Drupal/other Open Source CMS experience
- b) SQL Server
- c) Linux.
- d) Ajax.
- e) Cold Fusion.
- e) XSLT/XML.
- f) Experience/interest in Web 2.0 development
- g) SVN.

Salary £18,000-£22,000 + Excellent Benefits Package. <http://tinyurl.com/3m5lps>

### **ACOUSTIC ENGINEER – HVAC**

Premier Engineering is working with a client who has the opportunity for an Acoustic Engineer to join them on a permanent basis. My client is within the building services industry and the position will involve working with contract engineers to identify and rectify acoustic issues with HVAC installations.

My client is based in the West Midlands but they are more than happy to set up a **home office** for suitable candidates so that they can work remotely, only going to site when required. An excellent salary is on offer along with other benefits such as car, phone, laptop etc.

Salary up to £35,000. <http://tinyurl.com/456qw9>

### **SENIOR POS SUPPORT ANALYST**

Join a stable and growing company as a Senior POS Support Analyst. This is a **work from home** based position. This position provides support for restaurant and corporate users and IT systems, primarily for restaurant systems such as Aloha Point of Sale, labour management and inventory. The position also provides support for Restaurant Support Center personnel, remote laptop users, and Restaurant staff.

Include the following but other duties may be assigned. Support daily IT needs for a growing restaurant chain. Under minimal supervision, the role requires interaction with the operational and business community to provide support, define solutions, elaborate requirements, and implement changes to support the evolving needs of the restaurants, above-restaurant management, and the Restaurant Support Center.

The person in this position will partner with business users, internal IT resources, and 3rd parties to solve significant technology-related business problems. The Restaurant Systems Support Supervisor will also be responsible for supporting the day-to-day technology needs of the customer base in an escalation type role.

- Manage tier two technical support calls from initiation to resolution, during business hours and on a rotation outside business hours.
- Own, document and continually refine the process for resolution of technical support issues from initiation through escalation and resolution
- Assist other members of the support team with diagnosis, review and resolution of customer issues.
- Along with the other members of the Restaurant Systems team, maintain and modify the master POS database containing members such as menu item definitions and prices, and POS devices and printers
- Participate on and lead project teams for various IT systems improvement and refinement initiatives

- Support User Acceptance Testing
- Develop & Execute test plans
- Develop procedure documentation and training materials
- Train business users and provide post implementation support for all help desk Administrator at partner companies.
- Log and track all issues
- Respond to operational management inquiries concerning systems operation
- Supervise new restaurant installations, and advise on technological opportunities and/or challenges
- Manage projects on an ongoing basis

Required Skills

- 5 + Year IT Experience
- 3 + Years Aloha System Support, Database Integration, Menu Design, System Installation, Configuration, Tier II and III Support Experience
- 1 + Year Project Lead Experience
- BA/BS Degree

Desired Skills: Strong Aloha POS, Tier II/III, Database Integration

**<http://tinyurl.com/4gfhmu>**