# Video title: Career Stories – Flexible Working (Meet Francesca)

I'm Francesca Harte, and I work in Enforcement at the Central Bank of Ireland. I had been working abroad for a number of years, and that meant that I hadn't had lots of opportunity to sort of spend a lot of quality time with my family. I decided that I wanted to parent a little differently. I wanted to spend a little bit more time with my family, but in a different way. I knew a little bit about the Central Bank anyway, and that's because I've worked in regulation for about 20 years in the UK. The decider though, was the fact that this role was being structured on a job-share basis.

My name is Louise Gallagher. I'm the joint Head of the Enforcement Investigations Division in the Central Bank and I'm job sharing with Francesca Harte. I work Monday, Tuesday, Wednesday, and then I'm off Thursday and Friday, and Fran works on a Wednesday, Thursday Friday, so we cross over on the Wednesday. So we try and make Wednesday our kind of anchor day for meeting each other. It means that I can spend more time with my kids, but also have a bit more time for myself in sort of a very busy life.

Quite unusual to find a role like this at such a senior level that offers that opportunity. It ticks so many boxes- the richness of the Central Bank, in terms of its approach, its remit, the role itself, which will enable me to utilise all of my skills and all of my experience over quite some time.

Professionally, the benefits of it are that you have two heads are better than one. So it can be a lonely thing when you're working in a senior role in a big organisation and to have a partner, particularly like Fran. We have a very good sort of open and trusting relationship, and I can bounce things off Fran, she can bounce things off me, and that's the beauty of job sharing, particularly when the partners trust each other. I think we can come to an agreement about what works for us well as individuals, our teams and also the organisation.

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