



Navigating Your Career When You Need Flexibility

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Ola Soneye



Work Care and Thrive

BALANCING WORK.LIFE.CARE

Ola Soneye

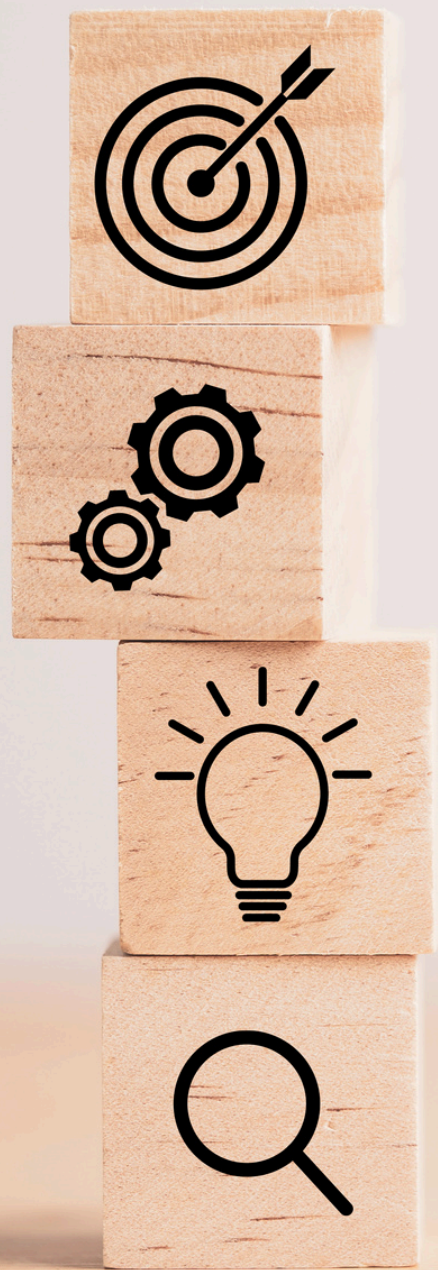
Founder

www.workcareandthrive.com

linkedin.com/in/ola-soneye

**What does
flexible working
mean for you?**





**Strategic flexibility
leads to
better outcomes.**

What we'll Cover



Start With You



Research Strategically



Interview with Confidence



Know Your Rights



Start With You

Types of Flexibility

1. Schedule

2. Location

3. Volume

4. Structure & Predictability

Other Ways of Working Flexibly

1. Freelancing
2. Portfolio work
3. Temporary or project roles
4. Fractional positions
5. Consultancy
6. Interim roles



START



Your Flexibility Profile

1. When can you not work?
2. Where can you work from?
3. How much can you realistically work?
4. How predictable must your weeks be?
5. What salary do you need?
6. What are your non-negotiables?





Research Strategically



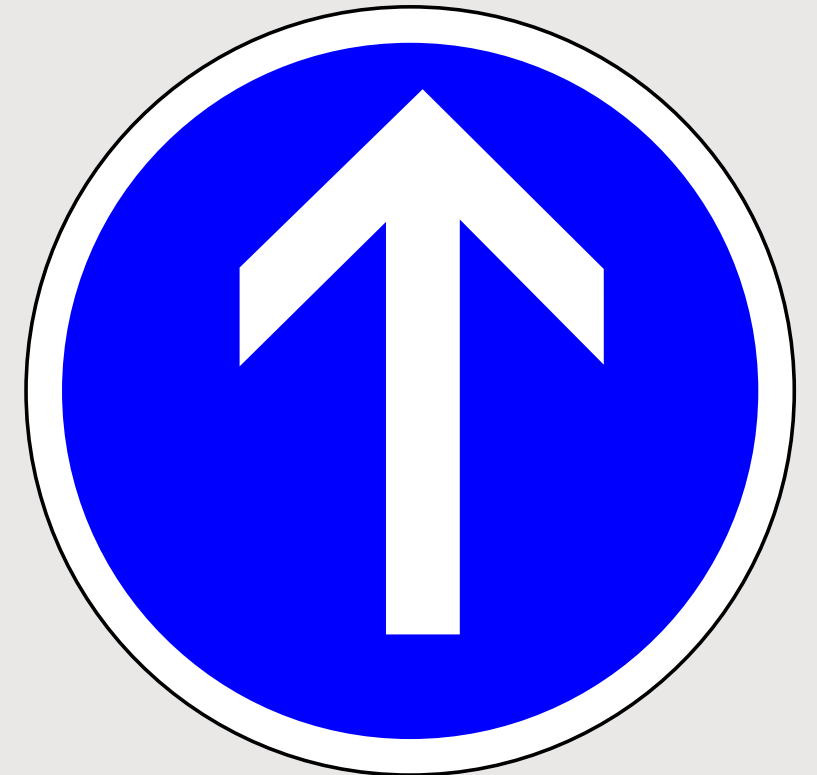
Signals to Explore

1. “Fast-paced” + “flexible” in the same sentence
2. “Like a family”
3. “Adapt to changing priorities”
4. “Occasional evenings/weekends”
5. “Go the extra mile”
6. “Some office presence required”
7. “Productivity tracking software”



Signals of Good Practice

1. Core hours stated
2. Office days defined
3. Outcomes over hours
4. Leaders model flexibility
5. Practical boundaries
6. Salary posted





Interview & Negotiate with Confidence

Signals of Good Practice

1. Collaboration & Core Hours

How does the team typically collaborate? Are there core hours when everyone's expected to be available??

✓ Specific schedules

✗ Vague “we figure it out”

Shows if flexibility is built-in or ad hoc.

2. Success Metrics

What does success look like in this role, and how is it measured?"

✓ Focus on outcomes/results

✗ Focus on hours, visibility, availability

Output-focused measurement makes flexible schedules workable.

Signals of Good Practice

3. Remote/Distributed Work

I noticed [person on staff] is based in [different city], how does the team make remote collaboration work in practice?

✅ Systems, documentation, async processes ❌ Vague “we figure it out”

Good infrastructure prevents remote/flexible employees from being disadvantaged.

4. Occasional" Evening/Weekend Work

Can you help me understand what 'occasional' means specifically? How many times per year roughly, and how much advance notice is typically given?

✅ Specific and TOIL ❌ Vague answers e.g. donor demand, seasonal

Expectations clear and manageable



Know Your Rights

UK Flexible Working Rights (April 2024)

- ✓ Right to REQUEST flexible working from day one of employment
- ✓ Up to TWO requests per year
- ✓ Employer must respond within 2 MONTHS
- ✓ Employer must CONSULT before rejecting
- ✓ Can only reject for 8 specific business reasons

⚠ Right to REQUEST ≠ Right to RECEIVE



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workcareandthrive.com/FlexibilityToolkit

Ola Soneye

ola@workcareandthrive.com

linkedin.com/in/ola-soneye

Thank You