

CAREER SPOTLIGHT

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Tell us about your career at Saint-Gobain so far

I joined Saint-Gobain a year ago and what a year to join! Like many of us, I have spent most of that time working from home and quickly had to get to grips with the different systems and ways of working remotely. It's been an exciting year, and I feel like I have had to hit the ground running but I wouldn't want it any other way! It's been a great way to learn about the business very quickly!

Tell us about your role

The Recruitment team supports hiring managers across the different brands within Saint-Gobain to attract and recruit staff. We help managers by taking briefs of the roles they want to fill, place adverts to attract talent, screen and shortlist the applicants and arrange interviews and take feedback from candidates. I support hiring managers with their recruitment across all areas of the business.



To be **successful** at recruitment you have to put in the **work** - it is not a role for the faint-hearted!



What made you want to work in your function and how did you start your career in this?

After studying for a Masters degree in HR Management I was keen to kickstart a career in HR. I got my first chance through a temping agency not long after I graduated and was involved in a big recruitment campaign and it was here that I found my calling! I really enjoyed talking to candidates and trying to find the right staff under tight deadlines. I spent 19 years working for agencies where I would attract and recruit staff for a whole range of different businesses.

What advice would you give to someone hoping to start a career in your profession?

Anyone interested in working in recruitment must enjoy working with people. You are the 'middle person' who has to manage somewhat delicate situations at times. I would recommend that anyone interested in working in recruitment should spend some time in a busy agency. To be successful at recruitment you have to put in the work - you may have to talk to 10 people before finding one with the skill set you need. It is not a role for the faint-hearted!

What kind of skills and characteristics do you need to succeed in your role?

You need to be extremely customer-facing and appreciate that you are dealing with people's careers and dreams. It is important to be empathetic and be able to convey feedback in a constructive yet sensitive way. You need to be able to juggle many balls as you will be working on numerous roles simultaneously and be able to work under pressure to tight deadlines at times. You also need to be robust and proactive!

Where do you see yourself in five years' time?

I hope to be a crucial part of the recruitment function at Saint-Gobain. I look forward to working on cross-functional projects that will incorporate new technologies and working practices to enhance the value that the Recruitment team can add.

How has Saint-Gobain supported you to develop in your role?

Not only have my team made me feel very welcome, I have found that my customers across the business have been doing their best to help me too which has put me at ease.

What challenges have you faced during your career and how have you overcome these?

Recruitment can be a particularly competitive environment especially working in an agency. It can be very challenging to raise a family while working in recruitment as many companies are renowned for expecting staff to work long hours. I was fortunate enough to be working for a small, independent agency at the time I started a family- they were very accommodating and allowed me to work flexible hours. This meant having to be very organised and 'one step ahead' to ensure I could still deliver the same service while working fewer hours.

What's your favourite thing about working for Saint-Gobain?

From my experience so far, it seems as though everyone is genuinely cared for by the business. So far, people have gone out of their way to either help me or give me really encouraging feedback and I really feel as though my colleagues and customers do care about me. Also, as a big food-lover, the canteen is a massive plus for me!



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Who do you find inspirational and why?

My yoga teacher. She enables me to keep a relative sense of calm and perspective in between managing my work and home life. I am blown away by the impact that environmental activist Greta Thunberg has had on the world. What she achieved through her determination to stand up for what she believes in is incredible. She is a true inspiration!

How does Saint-Gobain support your work/life balance, health and wellbeing?

As a mother of two young children, I was really scared to leave my previous employer as I had been there a long time and I wasn't sure I would get the flexibility at another organisation. During my interview process I was very honest about the flexibility I would require and Saint-Gobain has been very supportive.