

Flexible approach to working life

By Alicia Wood

FLEXIBLE working conditions and quality candidates proved a winning combination for Kathryn MacMillan of recruitment company Nine 2 Three.

When she started a family six years ago, Ms MacMillan saw opportunity in the difficulties she faced returning to the workforce.

"Employers viewed me being a mother as a negative, because I needed that flexibility. I saw a niche market for people who have got a lot of skills to offer a business, but that need flexibility too," she said.

After planning the business at

home, Ms MacMillan began working out of Sutherland Shire small business hub, the SSHEd.

She stayed there for four years, building her base of employers and prospective employees looking for a better work/life balance.

These days, she has more than 2000 people who have signed up with the company.

And she practises what she preaches. All her office staff choose their own hours.

"It shows that it works," she said. "This is a business that is completely flexible, and we design the position around the person, not the other way around."

Details: nine2three.com.au



Time for a change: Founder of recruitment company Nine 2 Three, Kathryn MacMillan with staff members Ai Ling Liu, Maria Cordi and Nicole Jorgenson. **Picture:** Lisa McMahon