

Contractors have been relied upon heavily within the UK workforce for the past 30 years. Most UK businesses have come to recognise what an asset the contractor workforce can be, allowing organisations a level of flexibility not available within employment.

The very best talent and the latest skills can be bought by organisations on an ad hoc basis to fill gaps or to complete specific projects. Contractors bring their own skill set, knowledge and experience and then move on to the next client and project.

What are the benefits?

- You'll enjoy a higher degree of flexibility than permanent employees. If you want to spend the summer with family you have the flexibility to do this, likewise if you are a workaholic, you can work 52 weeks of the year
- You will gain a really good insight into different companies' cultures, processes, operations and structures
- Working in many different companies gives you the ability to build up a varied, but specialist CV and to establish an extensive list of reference contacts
- You choose which skills to develop and what training you take. Most contractors find they gain much greater satisfaction, and return on financial investment, when they are in control of their own skills development
- Changing contracts can often be far easier than changing jobs
- If you are good at your job you will become known within your own field and potentially find that your services become sought-after
- The skills and experience you amass will be valuable to take from one role to the next enabling you to achieve greater success



What are the challenges?

- You become responsible for finding your own work and making sure that money keeps coming in
- You may need to travel to different locations for each contract
- You'll need to find and secure an ongoing stream of contracts to ensure you continue to earn enough to make a living
- As a contractor, you no longer have a human resources department or talent management team on hand to ensure you are properly trained and qualified to fulfil the roles you deliver

What makes a successful contractor?

A successful contractor is able to adapt to different situations, quickly learning new systems and ways of working on each contract. They must be able to cope well with changing environments and understanding different processes in a short space of time. Successful contractors are self-motivated and well organised with the ability to make new working relationships easily.

Compliance without compromise