

Top Tips! Navigating Redundancy



HASSON ASSOCIATES

Firstly, don't panic!

You will find another position. It can be a shock and your confidence may have taken a knock, so **find someone you can talk to** about how you are feeling, someone who can **reassure** you that it will be ok. Redundancy is part of the landscape of work, **it is not something to be ashamed of** and can often **lead** to something **bigger and better**.

Check your pay

Make sure that you have been **paid correctly**. Check your contract and make sure that everything has been included. As well as **redundancy** you should be entitled to **notice period**, outstanding **holiday** pay and any other **contractual benefits**.

<https://www.gov.uk/redundancy-your-rights/redundancy-pay>

If you find yourself in financial difficulties get in touch with <https://mrba.org.uk/>. They are there to **help** market research professionals.

Update your CV and LinkedIn profile

Use the “**open to work**” banner if you are happy to. Do you have a regular **recruiter**, someone who advises you on the market and who has maybe found you roles in the past? **Get in touch** with them, they already know you and will be able to instantly help.

Be Productive

Set aside some **time** every day **to job search**. Don't spend all day looking for a job – it can be draining and nonproductive! Reach out to your network for support and potential job leads.

Remember it is **not unreasonable** to expect a **degree of flexibility** from your employer during the final weeks if you need to take time to **go to interviews**.

Keep learning

In between job searches, **find time** to **upskill**. By developing new skills, you will become a **more competitive** candidate in the job market, and you'll have the potential to **increase your earning**.

Keep your options open

Be open in terms of what roles you apply for. **Consider roles slightly out of your normal range**, this could be a good time to **experiment** and **experience new sectors and environments**.

Prepare for how you will talk about the redundancy

You will be asked about it in interviews. **Don't** focus on the **negative elements** of how your **previous employment** ended. You need to **focus on the future**.

Remember

Redundancy is a **challenging** but **temporary** phase in your career. By taking **proactive steps**, and **seeking support**, you can **navigate the transition** and **emerge stronger** on the other side!

Good luck!