



Here at [Marsh Commercial](#) we pride ourselves on delivering an individual and personalised service to each of our clients in Perth, no matter what their requirements. Established in 1965, specialising in both private and commercial insurance, our aim is to provide a consistently high level of service to help our clients identify and assess risk with a view to recommending the optimum insurance solutions.

#protectingyoungcarersfutures



Julie at Marsh Commercial has told us what they look for in their employees and how they recognise these skills in carers –

Q. WHAT PERSONAL QUALITIES DO YOU LOOK FOR WHEN YOU ARE EMPLOYING SOMEONE?

A. *“Smart, presentable, friendly manner.”*

Q. WHAT SKILLS WOULD YOU EXPECT A PERSON TO HAVE IF THEY APPLIED TO WORK WITH YOU?

A. *“Positive attitude, willingness to learn, good written and oral communication skills as well as literacy, numeracy, administration and organisational skills.”*

Q. WOULD YOU CONSIDER LIFE SKILLS THEY HAD ACQUIRED THROUGH A CARING ROLE?

A. *“Absolutely, as this would demonstrate compassion and maturity.”*

Q. IF SOMEONE HAD NO PAID EMPLOYMENT BUT HAD EXPERIENCE AS AN UNPAID CARER, WOULD YOU CONSIDER THIS EXPERIENCE AS PART OF THEIR JOB HISTORY?

A. *“Yes as they may have been unable to work due to their carer responsibilities.”*

Q. HOW ‘CARER FRIENDLY’ IS YOUR WORKPLACE? CAN YOU GIVE ANY EXAMPLES?

A. *“We have a flexible working environment, and can offer working from home as well as in the office.”*

Q. ARE YOU FLEXIBLE WITH TIME OFF, IF A YOUNG CARER NEEDED TO TAKE TIME OFF, ESPECIALLY AT SHORT NOTICE, WILL THIS BE OKAY?

A. *“Yes, as I said we offer flexible working and as we all work together and share workloads, we can accommodate our staff as much as possible when time off is required.”*