

Work/life balance

➤ **Zedra managing director, Kim Nash, sits down with *Pensions Age* to discuss her path to becoming a trustee, her new puppy Bailey and a typical week in her life**

Work:

➤ **What was your dream job as a child?**

A country vet – a love of animals and an outdoor lifestyle really appealed to me.

➤ **Do you have any unusual job experience outside of working in the industry?**

At university, I juggled multiple jobs, sometimes five or six at once, from riding racehorses to waitressing. It taught me time management, resilience, and people skills that I still rely on today.

➤ **How did you end up working in the pensions sector?**

I got a maths degree and became an actuary. The rest, as they say, is history.

➤ **What path did your pensions career take that led you to your current role?**

I enjoyed the consulting aspects of being an actuary, but less so the spreadsheets. At the time, I didn't see becoming a trustee as an option; I was in my mid-20s and assumed you needed decades of experience. When an opportunity came up, I thought, "What have I got to lose?" I applied and got it. At the time, being a young woman around the table was almost unheard of, particularly as an independent trustee. Thankfully, that's changed a lot since then.

➤ **What's one thing about your job that you particularly enjoy or are proud of?**

The impact on members, everything comes back to that. Being a trustee is a bit like being a guardian angel: People don't know you're there, but you're

working on their behalf to create a better future. Having the ability to make decisions, drive change, and improve outcomes is hugely rewarding, and the variety of working with different schemes and industries just adds to that.

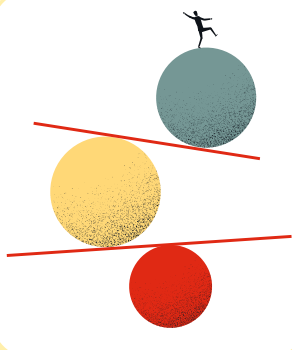


➤ **If you weren't working in pensions now, what would you be doing?**

I'd like to think it might be my dream job as a country vet, at the very least, something outside.

➤ **What's the best piece of career wisdom you've been told, or acquired yourself?**

Lead without ego. It's not about being the most important person in the room. It's a principle I apply every day, both in running the business and working with clients.



A typical work/life week:

➤ **Monday**

A collective defined contribution board meeting kicks off the week; we are working on something new and innovative, so it's very exciting. I also meet with The Pensions Regulator to

discuss the professional trustee market and administration approaches. I finish the day with an Association of Professional Pension Trustees council meeting.



propose and healthcare trusts marketing strategy.

➤ **Wednesday**

I spend the day in our London office preparing for a new business opportunity and attending a defined benefit scheme meeting.

➤ **Tuesday**

A focus day for me, dedicated to thinking strategically about the business and ongoing projects. Preparations for our client director days and the team Zedra Group day were on the agenda, along with developments in group life

Life:



What do you like to do in your spare time? Any hobbies?

Spare time

is in short supply with a full-time job and two young kids. But I do have a horse, and getting out for a ride a couple of times a week is my way to switch off completely – it beats any spa day.



Is there a particular sport/team that you follow?

I love rugby, I used to play when I was younger, but I can't afford the injuries these days!

If you had to choose one favourite book, which would you recommend people read?

I struggle to pick a favourite, but I am currently reading *Brambly Hedge* by Jill Barklem with the kids at the moment; it's a wonderful dose of nostalgia.

What film/boxset/TV do you most enjoy?

Love Actually, a Christmas treat. My kids are currently obsessed with *Sort Your Life Out* with Stacey Solomon, which has turned into a genius parenting hack... we play "sort your life out," they love it, and we end up clearing out plenty of old toys and clutter.

Do you have any music/band/song suggestions?

I like all kinds of music; it just depends on the day and the mood.



What's one of the most interesting places you've travelled to?

On our honeymoon, we went to Canada and Alaska, and that's been my favourite trip. Stunning.

What's your go-to comfort food?

Lasagna. (But I hate spaghetti bolognaise. I know.)

Who would be your dream dinner party guests?

My girlfriends. We're all in the trenches with work and young families, so a dinner with them, distraction-free, would be perfect.

If you could meet any historical figure, who would it be and why?

Emmeline Pankhurst. I admired her as a child, and now my daughter is fascinated too, which feels like a full circle! I love the message she gives about standing up for what you believe in.

Do you have a favourite quote or saying?

Not a famous quote, but my favourite idea is to have a bit of fun in everything I do. Life is made up of chapters, each with its own story to experience and enjoy.

Finally, what's the most random fact you know?

The longest technical word is the chemical name for titin. It's 189,819 letters long and takes over three hours to pronounce! There's always something new (and slightly ridiculous) to learn every day.



Thursday

Today I am in the Birmingham office with the team to celebrate Zedra Group's 10th anniversary – cupcakes and a team lunch! I also meet with an advisory firm to share insights on market developments.

Friday

After a few days of travel, Friday is a desk day this

week – catching up on calls, planning agendas for upcoming defined contribution master trust meetings, progressing client actions, and checking in on team project work – including wind-up support and own risk assessments.



Saturday

It's a beautiful day, so I manage to get out on my horse – I love the fresh air and sense of freedom and exhilaration it brings. The afternoon is spent with the family, including a dog walk with our new puppy Bailey.

Sunday

My daughter loves Ballroom and Latin dancing, so we head to a local competition.

They often include a parent-and-child category, so I find myself dancing the cha-cha-cha and waltz with her. We even make it onto the podium, much to our delight.