

100 Most Influential Women in Engineering



INCLUSIVE ARDS



Foreword

Engineers have an impact on almost every area of our day to day lives. They build schools and hospitals, make medicines and develop new materials. They also support the sustainability of our planet by developing methods for creating renewable energy.

Through the research conducted alongside the release of this list, many may not be surprised to find out that; **41.8%** (209/500) of engineering companies **have no women** in either a board or executive position at all and **51.8%** (259/500) **have no women directors**. Women from BAME backgrounds represent only **0.8%** of people in boards and executive roles.

The women we spoke to agree that a set of actions must be taken to increase representation at board and executive level. One of the actions includes showing role models. The women featured in this list are those role models, they inspire those around them and demonstrate leadership and influence in the work they do. Another action includes building allies across the sector, this means that senior men can-- and should-- also be part of the advocacy effort to champion more women in

leadership positions in engineering. They can become mentors, sponsors and spokespersons. A final action involves building a network of women at all levels in the sector. Inclusive Boards has taken steps to start this network through the Women in Engineering Leadership Conference. The conference provides an opportunity for women in the sector to come together, connect and build their support network.

It is an honour and a privilege to publish this list of the Top 100 Most Influential Women in UK Engineering.



Elizabeth Oni-Iyiola
Executive Director,
Inclusive Boards

THE UK'S EXECUTIVE DIVERSITY EXPERTS

Inclusive Boards (IB) is an agency set up to support organisations with efforts to develop more diverse boards, senior leadership teams and stronger governance structures.

Our services include Executive Search, Research & Advisory and Executive Training.

1

We specialise in diversity recruitment within and outside the protected characteristics

2

We have a client-centric approach which allows us to put forward the right people based primarily on skills and experience

3

We have a network of 60,000+ professionals

4

Our skills-based approach ensures we have achieved quality diversity placements and not simply box-ticking exercises

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INCLUSIVE BOARDS

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CHAMPIONING DIVERSITY IN TECH

The Inclusive Tech Alliance is a membership body dedicated to increasing diversity in the tech sector. We officially launched at the House of Commons with 100+ companies in attendance.

As a member you will have access to:

- Thought leadership events
- Senior leaders and networks
- Research and Insights
- Discounts on our contingency and executive search service



To view the full list of members and profiles visit www.inclusivetechalliance.co.uk/members

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Jane Atkinson

Executive Director Engineering and Automation, Bilfinger

Jane Atkinson is Executive Director Engineering and Automation for Bilfinger UK Ltd.

She began her career in 1990 with British Steel where she has managed all of the major production units including several plants in Alabama, USA. During this period she became the first woman in the World to manage the Casthouse of a Blast Furnace and the second woman in the World to manage Coke Ovens. Jane then moved into power generation as Senior Vice President of all Sembcorp UK's assets on Wilton International site. She led and directed operational, maintenance and engineering personnel to operate and maintain a combined heat and power coal fired power station, two gas turbines, biomass boiler, water treatment plant, site electrical network and all distributed services including responsibility for Infrastructure and Effluent. After 19 years in Plant operations she then moved to Cape PLC, now Altrad the largest industrial service provider in the UK. Initially, she was the Operations Director for the North of England. Providing scaffolding, painting, environmental cleaning and insulation services to blue chip companies such as EDF, Astra Zeneca and Sabic. Jane then became Statutory Director and responsible for global delivery of all of Cape Specialist Services including Motherwell Bridge Tanks, Gasholders and Heat Exchangers, York Linings and Cape Chemical and Environmental Cleaning. Accountable for all operations, commercial, profit and loss and business development for the Specialist services with a turnover of ~ £80m.

Following acquisition in late 2017 of Cape Industrial Services Ltd, Jane was asked to lead and manage the transformation project to create the UK largest industrial service provider; Altrad Services UK. During this period she was accountable for the success of the merger of Cape, Hertel and NSG, ensuring no disruption to the day-to-day businesses and to create a £600m turnover organisation.

In 2019, Jane moved to Bilfinger UK Ltd as Executive Director Automation and Engineering providing engineering services to major blue chip companies.

Jane has won several awards most notably the CBI First Woman Award in Manufacturing and the prestigious Stephenson's Award for inspiring young people in science and engineering. Awarded Fellowship of the Royal Academy of Engineering for outstanding contribution to engineering in the Steel Industry, she was the youngest Fellow in the Academy for many years. Jane was awarded the Freedom of the City of London in 2013, which led her to become a Liveryman for The Worshipful Company of Engineers. Jane is an active Trustee and Chair of the UK Board of the Institution of Chemical Engineers. She is a Governor of Teesside University and an Advisory Board Member of the National Science Museum in London.

Finally, Jane has been identified as a Top 100 First Woman. This prestigious title has led to her portrait (in her overalls) to tour the UK.



Dawn Bonfield OBE

Founder and Director, Towards Vision

Dawn Bonfield MBE is a Royal Academy of Engineering Visiting Professor of Inclusive Engineering at Aston University, and Director of Engineering Equality, Diversity and Inclusion at Aston University. She is the Founder & Director of Towards Vision, a not-for-profit which aims to work towards a vision of diversity and inclusion in engineering. She is Past President and former Chief Executive of the Women's Engineering Society (WES), and in 2019 is coordinating a number of projects to celebrate 100 Years of Women in Engineering. Dawn is a member of the Engineering Design T level panel, and serves on a number of educational committees promoting engineering. She is the UK representative on the World Federation of Engineering Organisations (WFEO) Women in Engineering committee. She is co-founder of IncEng, a platform to bring together under-represented groups in engineering.

Whilst at WES in 2014 Dawn was the founder of National Women in Engineering Day (now International Women in Engineering Day) and in 2015 established the successful 50 Women in Engineering List with the Daily Telegraph. She established and still runs the Magnificent Women outreach project and website, celebrating our historical women in engineering. Dawn is a STEM Ambassador and regularly promotes engineering and materials in schools.

A materials engineer by profession – having studied Materials Science at Bath University – Dawn has worked at AERE Harwell, Citroen Research Centre (Paris), British Aerospace (Bristol), MBDA (Stevenage), and the Institute of Materials, Minerals and Mining (London).

Dawn received an MBE in 2016 for 'Services to the promotion of diversity in engineering'.

In 2015 Dawn won a WISE Award and an Association Congress Award for the INWED campaign, and in 2016 she won the SEMTA award for Diversity in Engineering. In 2016 she was a finalist in the GEDC Airbus Global Diversity Award, and in 2017 she won the Women's Business Council STEM 'Starting Out' award.



Bridget Rosewell

Senior Independent Director, Network Rail

Bridget is an economist by background and senior adviser of Volterra producing economic analysis across a range of sectors, especially for major infrastructure projects. Past roles have included being chief economist and chief economic adviser to the Greater London Authority and executive chair of Business Strategies Ltd, which was subsequently sold to Experian. She has chaired Audit and Risk Committees for the DWP, Britannia Building Society and Ulster Bank.

She is Chair of Audit for Atom Bank and a commissioner for the National Infrastructure Commission. Bridget brings financial and economic expertise to the board. Bridget was awarded a CBE in 2019 for her services to the economy and is a Fellow of the Institution of Civil Engineers.

Bridget's current external appointments include: Non- executive chair of Atom Bank; member of the With Profits Committee for the Royal London Group; Chair of the Driver and Vehicle Standards Agency; a commissioner on the National Infrastructure Commission; a member of the DfT's audit & risk committee; Senior adviser of Volterra.

Dr Hayaatun Sillem

CEO, Royal Academy of Engineering

Dr Hayaatun Sillem is the Chief Executive of the Royal Academy of Engineering, which brings together the UK's leading engineers and technologists for a shared purpose: to promote engineering excellence for the benefit of society. Prior to her appointment as Chief Executive, she held the post of Deputy CEO at the Academy. She previously served as Committee Specialist and later Specialist Adviser to the House of Commons Science & Technology Committee.

Hayaatun has extensive leadership experience in UK and international engineering, innovation and diversity & inclusion activities. She is a trustee of the London Transport Museum and EngineeringUK, a member of the Made Smarter Commission and Chair of Judges for the St Andrews Prize for the Environment. Hayaatun has a Masters in Biochemistry (MBiochem) from the University of Oxford and a PhD in signal transduction from Cancer Research UK/ University College London. She is a Fellow of the Institution of Engineering and Technology.



Dr Sarah Williamson

Technical Director, Laing O'Rourke

Dr Sarah Williamson is Technical Director with Laing O'Rourke and currently with the Blyth JV delivering the main civil works contract on Hinkley Point C nuclear power plant project.

Sarah is an inquisitive and restless individual and over a 25+ year civil and structural engineering career she has experienced construction delivery, design consultancy and academia. This breadth of experience, technical expertise in her specialist areas, academic rigour and massive enthusiasm for her work combine to give Sarah a unique and effective approach to her various missions.

Sarah has a clear vision of the change needed in the construction industry and is passionate about being part of effecting this. Her work is focused on driving the cultural shift required to create diverse high-performing teams, as well as introducing digitisation and technology to transform operational models and improve productivity in the industry. Sarah's impact has been recognised through her appointment as a Fellow of the Royal Academy of Engineering, she is also a Fellow of the Institution of Civil Engineers and Member of the Institution of Civil Engineers.



Alison Atkinson

Executive Director, Infrastructure Projects Delivery, Awe plc

Alison Atkinson is the AWE PLC board director accountable for over 100 Infrastructure Projects on various sites at the location where the UK's Trident Nuclear Warhead Deterrent is maintained and refurbished. In addition to her board responsibilities Alison also a member of the external advisory groups, including the UKAEA's fusion programme at Culham and the programme executive for nuclear operators across both defence and energy and the major projects authority.

Alison has over 25 years of stewardship and delivery of large scale technically complex projects in a heavily regulated environments and is recognised as a business leader and complex programme delivery expert. She has worked in both private and government sectors, in the UK and overseas in a range of infrastructure projects spanning defence, maritime and transportation.

Excelling at maths and science at school, Alison studies for a degree in Civil engineering and after graduating from Manchester University started her career with Sir William Halcrow and Partners, delivering aspects of the maritime infrastructure for the AL Yamamah Hunter ports infrastructure programme in Saudi Arabia. She moved onto bigger and more complex projects around the world, spending 3 years based in the Middle East. From there Alison became interested in the impact of climate change, and the effect it was having on shorelines. She worked closely with the UK's government department DEFRA on maturing government policy on how and where to invest resources to safeguard areas from flooding and coastal erosion.

Alison has led some of the most complex weapon and infrastructure projects the UK has seen in the last 20 years. She led the largest warhead which involved leading over 2000 technical and professional staff in developing modern design techniques in electrical and mechanical assessments and manufacturing processes. She is also responsible for the project that saw the first nuclear concrete pour in the UK for 20 years. This has been instrumental to updating British Standard design codes, sharing AWE's learning which has made a significant contribution to the UK's New Nuclear Civil programme.

Alison is passionate about diversity and has taken executive responsibility for setting up the AWE Diversity and Inclusion leadership, to encourage not only more girls and women into engineering but also the broader aspects of inclusion.

Katherine Bennett CBE

Senior Vice President, Airbus

Katherine is a Senior Vice President of Airbus and has been with the company for 14 years. She leads the company's external engagement and strategy in the UK and works closely with Global CEO, Guillaume Faury. Katherine has held roles in Communications and spent several years based at Airbus HQ in Toulouse, France running the global public affairs function.

Katherine's previous employment was with General Motors UK where she headed up their government affairs function and prior to that worked for Hill and Knowlton Public Relations in London.

Katherine was awarded the Order of Commander of the British Empire in January 2019 for services to the aerospace and aviation sector. This follows her Order of the British Empire award in June 2004 for services to industry and charity. She has served on various boards of public/private enterprises focused on economic development in UK regions including the West of England LEP and is Vice President, Aerospace on the Council of ADS (the UK aerospace trade association). She serves on the Board of the Aerospace Growth Partnership (part of the UK Government's Industrial Strategy) and is Chair of the CBI International Trade Committee. In addition Katherine is on the Board of the French Chamber of Great Britain, UK Made Smarter Commission and Wales Government Science and Innovation Council.

Based out of London and Bristol, she has specific responsibility for Public Affairs for all parts of the Airbus company which employs 14,000 people in the UK.

In July 2018 she founded and co-chairs the UK's Women in Aviation and Aerospace Charter which is committed to building a fair and balanced industry for women in this sector. She has also been instrumental in Women in Defence activity. She serves on the Board of the International Aviation Womens' Association and is a Fellow of the Royal Aeronautical Society.

Katherine is active in her local community in Wiltshire, is a church organist, a member of the UK Parliament Choir and founder of the Airbus Filton Choir.



Rebecca DeNiro

Managing Director – GB& Ireland, Dyson

Rebecca joined Dyson in 2010 and is Managing Director GB&I with a mission to drive transformational growth through product innovation and significant model change.

As MD, Rebecca leads a team of 1000 and has launched two new technology categories to market with purification and personal care (hair dryers and stylers). A stand out experience was the launch of the personal care category into the market, achieving 60% value share within six weeks and gaining industry recognition and awards from trusted reviews, Vogue and Glamour.

Alongside her commercial responsibilities Rebecca is chair of the global employee led engagement initiative, sponsor of the lean-in project and part of the LGBTQ committee. She is passionately committed to driving the diversity and inclusivity agenda both within her business unit and globally.



Roma Agrawal

Structural Engineer and Associate Director, AECOM

Roma Agrawal is a Chartered Structural Engineer and Public Sector Framework manager at AECOM, her role is to identify, source and execute complex public sector projects and contracts for the London region as a supplier for a £350M public sector framework called Scape. She is a senior structural design engineer, with 14 years' experience working with signature architects designing footbridges, towers and sculptures; including six years on The Shard, the tallest tower in Western Europe, designing key elements of the structure.

Roma is experienced in working at a large multi-disciplinary construction firm on an £850M tall-tower project in central London. She is an Engineering and STEM Advocate and an active promoter of engineering, scientific and technical careers to young people and particularly to under-represented groups such as women. Roma is the author of 'BUILT: The Hidden Stories Behind our Structures' (2018) with rave reviews by The Guardian and The New York Times among others.

Roma is the winner of the American Association for the Advancement of Science/ Subaru award for young adults. Roma has presented documentaries for BBC, Discovery Channel, and featured in many UK broadsheets, magazines and online, plus given two TEDx talks about engineering, has a Podcast mini-series, 'Building Stories' is on the Apple and Android platforms and has over 1000 downloads. An experienced NED for the Considerate Constructors Scheme, Roma has been involved in navigating a change of delivery contract, challenging growth in the sector, formulating basis for new scheme strategy and associated communication.

In 2018 Roma was awarded an MBE in 2018 for services to engineering and awards from the Royal Academy of Engineering and the Institute of Structural Engineering, both for her work in promoting the profession and communicating in engineering. She has also been awarded multiple awards and recognitions, such as 2019 AAAS / Subaru Award, best science book in the young adult category 2018 Queen's Birthday Honours, Rooke Award for the communication of engineering 2017 IStructE Lewis Kent Medal for dedicated service to the promotion of the profession, 2016 Listed in 'Top 50 Women Engineers in the UK' by The Telegraph and WES 2014 ACE Award, Consultant of the Future and Diamond Excellence Award Winner, 2014 Women in Construction Awards, Engineer of the Year Winner, 2013 Management Today's 35 Women under 35, 2011 IStructE Young Structural Engineer of the Year Winner, 2008 IStructE Pai Lin Li Travel Award.

Amanda Quadling

Technical Director, M&I Materials Ltd

For a decade and a half, Amanda was a geologist in Africa, running mineral laboratories for De Beers and BHP Billiton before taking up a post as Divisional Manager of Mineralogy at the National Science Council (Mintek) for three years. The latter post required supervision of research projects to support national priorities on upliftment of society through mining. Creating Africa's first diamond provenance laboratory, within this division, Amanda represented South Africa, as part of its diplomatic delegation, contributing to the Kimberley Process (an international collaboration to drive ethics in diamond mining).

Following a move to the UK in 2010, and mid-career, she completed a PhD in Materials Science and Engineering at Imperial College, London and then joined Morgan Advanced Material's as Director of the Centre of Excellence for Ceramic Fibre. This R&D centre, occupying a large old manufacturing site, still operated a full scale working industrial furnace, and was used by her team to develop new ceramic fibre products for international markets and innovative production methods for fibre processing. Amanda was one of three internal research leads contributing to the Technical Advisory Board, used by this £1bn company to drive innovation strategy for their advanced materials.



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Engineering a Better Future: Solving the Underrepresentation of Women in the UK Engineering Sector

THE LANDSCAPE

Engineers build roads, bridges, schools and hospitals, they make medicines and develop new materials like high-performance sports fabrics. They also manage our water, gas and electricity supplies and help to create a more sustainable future by developing ways to generate renewable energy¹. Engineering is defined as the broad design and construction of machines, structures, materials and products². In 2018, engineers accounted for 19% of all UK employees³ and in 2015 the sector generated 25% of the UK's total GDP (£420.5 billion)⁴.

The UK engineering sector is currently facing a crisis. There is a significant skills shortage, with an estimated 1.8 million new skilled recruits needed in the next five years⁵ to plug the current deficit. Women are grossly underrepresented in the sector compared to men, currently accounting for just 12% of engineers and 15% of engineering undergraduate students.

The Royal Academy of Engineering states that diversity and inclusion has six key benefits for engineering firms: Improved financial performance; greater innovation and creativity; higher business performance; increased motivation, productivity and retention of staff, improved customer orientation, and satisfaction. Business leaders agree that mixed teams are more representative of customers; offer a variety of viewpoints and a wider range of experience which improves decision-making and problem-solving. Improving diversity will not only address the skills shortage, but ensure growth and prosperity for companies and the wider UK economy, in the future.

METHODOLOGY

Inclusive Boards conducted an extensive review of available online literature, published reports and other sources relating to the UK engineering sector. Our literature review examined:

- The composition of the sector and its contribution to the UK economy;
- current and future skills shortages;
- Women in the engineering sector and;
- The challenges associated with Britain's proposed exit from the European Union.

We conducted a detailed quantitative survey of the top 500 engineering firms operating in the UK by revenue. We examined the diversity make-up of their Boards and executives by analysing their gender, ethnicity, age profiles and socioeconomic backgrounds.

We also collected qualitative data to support our understanding of the women in the sector who are currently on Boards and hold executive positions. We interviewed over 100 senior women in engineering and completed a detailed analysis of their responses to determine the key themes. The findings form part of our recommendations in the report.

¹ <https://www.raeng.org.uk/education/what-is-engineering>, ² *ibid*, ³ https://www.engineeringuk.com/media/1576/7444_enguk18_synopsis_standalone_aw.pdf

⁴ <https://www.engineeringuk.com/media/1323/jan-2015-cebr-the-contribution-of-engineering-to-the-uk-economy-the-multiplier-impacts.pdf>

⁵ <https://www.telegraph.co.uk/education/stem-awards/energy/the-great-uk-engineering-shortage/>

Key Findings

IN THE UK ENGINEERING SECTOR:

13.4%

OF BOARD AND
EXECUTIVE POSITIONS
ARE HELD BY
WOMEN



51.8%

(259/500) HAD NO
FEMALE DIRECTORS

WOMEN FROM BAME
BACKGROUND
REPRESENT ONLY

0.8%

OF BOARDS AND
EXECUTIVE TEAMS

41.8%

(209/500) OF
ENGINEERING
COMPANIES **HAVE
NO WOMEN IN
EITHER A BOARD
OR EXECUTIVE
POSITION AT ALL**

WOMEN WHO HOLD
EXECUTIVE DIRECTOR
POSITIONS ARE LIKELY
TO COME FROM AN
ELITE BACKGROUND IN
COMPARISON TO THEIR
MALE COUNTERPARTS
WHO HOLD THE SAME
POSITION.

WOMEN IN THE TOP 100
ENGINEERING FIRMS IN
THE UK ARE MORE LIKELY
TO HAVE ATTENDED
NON-RUSSELL GROUP
UNIVERSITIES WITH 37.04%
COMPARED TO 45.39% OF
MEN, BUT MORE LIKELY TO
HAVE ATTENDED OXBRIDGE
IN COMPARISON TO THEIR
MALE COUNTERPART
AT 24.69% AND 16.67%
RESPECTIVELY.



Recommendations



Increasing Pipeline Activities

There is a need for targeted recruitment activities of undergraduates and postgraduates who study engineering related subjects. Organisations should consider starting engagement with students from their first year of study through insight days and offering work experience opportunities. To ensure the widest pool of candidates are being attracted, there is a strong need to target universities outside of Oxbridge and Non-Russell group institutions.



Careers, Advice and Guidance

Engineering companies should work with schools and colleges to improve the information given about career opportunities in engineering and what it means to be an engineer.



Inclusive Working Cultures

Organisations should develop inclusive working practices such as, flexible working and job share programmes for their employees. These should be rolled out company-wide and be supported at Board and executive level.



Role Models

There should be more women in engineering role models showcased at all levels. These role models should be shown in schools, colleges, universities and in the workplace.



Advocacy

Allies are an important part of increasing representation of women in engineering. This means that senior men should also be part of the advocacy effort to champion more women in leadership positions in engineering.

"If we are going to have more diverse route, we have to do targeted internships etc. to find more diverse pools of people. For my company having internship with graduates definitely works well."

"Tackling unconscious bias with training"

"Working with schools, making STEM more appealing and accessible"

"I think it starts with education and making it clear to kids that you can do anything you want to do, just the way that I felt and I don't know whether that starts at home. But it's so important."

"Flexible working"

"It is always a Top down approach, therefore preaching and change has to come from the top levels. It is important to explain to people that diversity is more than just a gender, it is about inclusivity in general. Apprenticeship schemes for people from different backgrounds and women are a good way to open the door into engineering. But it Takes time to enact that."

"Being a role model is very important and enables young women to see those that have progressed to the top, showing them that it is possible."

"In terms of ethnicity, universities in the north are very diverse, schools need to feed into local diversity - that ethnicity should be pulled through into recruitment"

"In terms of gender, it's about education the young generation at school and university level, promoting a greater focus on STEM subjects."

"Men need to not view women with different skills/strengths as a negative, we have different strengths to contribute which are complimentary. Different strengths are conducive to a stronger result."

"It is very Important to have mentors and allies especially targeting certain underrepresented groups. Engineering is considered a solitary endeavour really it's about teamwork and having an impact - this really needs to be made clear"



INCLUSIVE BOARDS

The Executive Leadership Programme

From 'glass-ceilings', 'leaning-in' and 'Onlys' to the 'motherhood gap', women in senior leadership positions face a number of barriers.

These include gender stereotypes and unconscious bias. Women face structural obstacles such as being under-mentored and under-sponsored as well as societal pressures including having to balance career and caregiving responsibilities.

The 2018 Hampton-Alexander review revealed that around 40% of all appointments need to go to women in the next two years for the FTSE 350 to reach a target of 33% representation by 2020.

Women executives rarely have an opportunity to come together and share their leadership

experiences in a learning environment that has direct relevance and personal impact. Inclusive Boards Executive Leadership Programme has been designed to do just that!

This year we've had senior executive women take the course from some of the largest organisations in the world including Deliveroo, HSBC, Lloyds Banking and other great organisations.

Inclusive Boards is the only Women Executive Leadership Programme to provide you with a board placement.

**The next programme intake is March 2020
register your interest today!**

Contact Ellen Partridge to learn more.
ellen.p@inclusiveboards.co.uk

11 – 100 (in alphabetical order)



Alice Holleworth

Site Engineer / Design Contractor, JBA-Bentley

Alice is a lead designer at the JBA-Bentley and is responsible for delivering design and build solutions to flood and coastal erosion risk management schemes for the Environment Agency. At present Alice is working on the South Ferriby Flood Alleviation scheme, a £15 million flood defence project comprising approximately 4km of earth embankments, 500m of concrete flood walls and associated demountable defence structures which will provide an impenetrable barrier to protect the town of South Ferriby from tidal flooding. The high-profile nature of the scheme also enabled Alice to connect with the local community through arranging site visits for local primary school children in the hope she could increase awareness of the works to local children and encourage further interest in STEM (Science, Technology, Engineering & Maths) subjects going forward.

In recognition of her efforts, willingness to learn and can-do attitude, as well as her ability to develop good working relationships, she has been awarded many valuable and appreciated opportunities throughout her relatively short career.



Dr Alice Maynard CBE

Non-Executive Director, Tube Lines Limited

Dr Alice Maynard, CBE is founder and managing director of Future Inclusion. Alice has worked to change society for the better within major institutions and with disabled people's organisations for nearly 30 years, following her successful early career in the IT industry.

As well as continuing with her consulting work in Future Inclusion, working with HS2 and the Rail Delivery Group amongst others, Alice is now a member of the Transport for London Board and she is a non-executive director on the HMRC Board.

In 2014 Alice won the Sunday Times / Peel Hunt Not-for-profit / Public Service Organisation Non-Executive Director of the Year. She was awarded an honorary doctorate (D.Univ) from the University of York in 2014 for her outstanding leadership in promoting disability rights across accessibility, employment and healthcare. She was also on the Cranfield 100 Women to Watch list in 2013 and 2014 and the inaugural 'Power List' of the 100 most influential disabled people. In 2015 Alice received a CBE for services to disabled people and their families.



Alice McCullagh

Head of Cities, Dyson

Alice McCullagh is Head of Cities at Dyson. Since January 2019, Dyson are moving strategically to focus on cities, air quality and purification and this role is a first for Dyson in the UK.

Alice's achievements at Dyson include; Launching the Dyson Supersonic Hairdryer across Asia; Launching a new vacuum campaign in Japan and Taiwan with sales +6% above estimated figures in Japan; Project managing the opening of a flagship store in Dubai which is now the second best performing store globally; Achieving a record- high value share for all Dyson categories in Hong Kong; Commercial Lead for European markets to develop a new commercial strategy which delivered +30% volume. She is heavily involved with James Dyson foundation' school programme by facilitating workshops at schools which promote involvement of young people in engineering and mentors peers and graduates in the UK, Korea and Japan.

Alice is a part of Dyson's Lean In Circle and has created a group of ambitious and diverse staff from across engineering, commercial, marketing and EV at Dyson. Alice identifies her influencing in able to ensure that engineers are involved in every single point of Dyson's product journey including at launch events.

Alison Littley

Non-Executive Director, Geoffrey Osborne

Alison currently holds 5 non executive positions, two in construction, one being an international fibreboard cement manufacturing business James Hardie Industries PLC and the other Geoffrey Osborne Ltd a UK second generation family business. Alison is also a non executive director for Norcros plc a market leading supplier of bathroom and kitchen products, Headlam plc Europe's leading distributor of floor coverings and Weightmans LLP a national law firm.

Prior to moving into a portfolio career, Alison had substantial experience in multinational manufacturing and supply chain operations, She held a variety of positions, most recently as Chief Executive of Buying Solutions, a UK Government Agency responsible for procurement of goods and services on behalf of UK government and public sector bodies (2006–2011). She has previously held senior management roles in Diageo plc (1999–2006) and Mars, Inc. (1981–1999).



Allison Connick

National Director and Head of Health and Safety, Integral UK

Allison Connick is Head of HS&E at Integral UK Limited. She is a strategic, analytical risk leader with strong commercial acumen and a wide array of skills acquired through almost 30 years in the Health, Safety and Environment sector, 18 of which have been at Director level.

Throughout Allison's career she has been known for developing online management systems covering large complex buildings through to low risk portfolios. The systems she develops are always aligned with the organisation's strategic direction and Allison thrives in fast moving markets. She is an advocate for dynamism and pro-activity, holding herself and those around her to high levels of expectation and integrity.

Allison's areas of technical expertise include OHSAS 18001, ISO14001, ISO90001 and ISO50001 as well as contracts management, standard setting, development of online management systems, strategic lead on all risk related matters within Asset Services and Divisional Head for HSE team, change leadership, risk based management and people management.

Holding numerous professional qualifications and memberships, Allison has been awarded multiple awards for her work. She is the author of H&S Module for the Shopping Centre Diploma for College of Estate Management (Reading), contributor to the BBP Managing Agents Sustainability Toolkit.



Andrea Thompson

Managing Director Europe and International, BAE Systems

Andrea's career began with Rockwell International, followed by PACCAR working as a Program Management and Materials Management at Kenworth Truck Company and Supplier Quality. Andrea was then promoted to an Operations Director role at Leyland Trucks in the UK, being the first female Managing Director of Leyland Trucks in its 120 year history. Whilst MD, the company won the Queen's Award for Engineering and the Shingo Award for Manufacturing Operational Excellence. Andrea was also selected to be part of an Automotive Council, a joint Government and Industry lead Business Strategic Body.

Andrea joined BAE Systems in June 2016 as Senior Vice President. In January 2019 Andrea was promoted from US Programs to run Europe & International side of the business. Andrea is responsible for the European Typhoon & Tornado lines of business, UK Hawk Operations, International and future programmes, Tempest development and delivery. With a people responsibility of over 6000 across all locations.

Andrea was recently appointed the Chair of NW Made Smarter, a multi-million pound regional initiative to help the manufacturing sector become more digital. Andrea also sits on the Supervisory Board which is the governing body for the Eurofighter GmbH consortium.





Dr Amber Hill

Founder & CEO, Rgrid

Dr Amber Hill, is one of the few people in the world with end-to-end expertise in medical research and engagement. She has a PhD in Biomedical Neuroscience from UCL, learned computer science at Harvard, and also has degrees in Psychology, Chemistry, and Clinical Neuroscience. In her career she has built a pre-clinical neurological deficit scoring kit, designed and developed to test behavioural deficits such as physiological symptoms correlated with microstructural damage.

Amber has currently designed and built software tools to streamline medical research processes utilising deep learning and artificial intelligence technologies as tools. She's working on her second start-up which has received over £100k in pre-seed investment in the last few months, secured four pilots within the NHS and medical research institutes, and is set to launch next year after her seed round.

Amber has also supported over 3,000 youth in education pilots, developed a Fellowship programme teaching STEM students methods for patient engagement in research and provided adaptive equipment for several hundred people. She is a Royal Academy of Engineering Enterprise Fellow, an alumni of the Global Entrepreneur Programme with the UK Government and one of the only sole founders appointed by Entrepreneur First.



Anna Patching

Guarantee Sound Engineer, NEP UK

Anna Patching is a Guarantee Sound Engineer currently working for NEP UK successfully delivering the audio and communication requirements on a wide range of international broadcasts.

Anna graduated in 2012 with a 1st class BSc (Hons) in Broadcast Technology from Ravensbourne, a then affiliate of City University. During her studies Anna regularly freelanced as a sound engineer for outside broadcast providers, working on shows ranging from the 2010 Commonwealth Games in Delhi, to regular sporting fixtures and state events. A succession of traineeships with SIS Live and the BBC provided her with a solid grounding in a wide range of broadcast engineering disciplines. She was selected to be mentored as part of the inaugural RISE Women in Broadcast mentorship scheme. This allowed her to build a network of like-minded aspirational women who together push boundaries in the industry and increase diversity within broadcast.

Anna was the recipient of the 2015 Royal Television Society's Coffey Award for Excellence in Technology. In addition Anna volunteers as a STEM Ambassador and dedicates her spare time to promoting her industry and wider STEM careers to potential candidates.



Annalisa Stupenengo

President – Powertrain, Cnh Industrial N.V.

Annalisa is the FPT Industrial CEO and Chairman within CNH Industrial, since July 2015. She entered this position after an extensive experience in CNH Industrial and FCA (Fiat Chrysler Automobiles), where she held roles of increasing importance and complexity. Ms. Stupenengo has gained a long-standing international experience, demonstrating high management skills with growing responsibilities and leadership.

Annalisa started her career in 1996 in the Sales & Marketing area of the Fiat Group. In the early years of her professional career, she worked in Morocco, Sweden and Italy in management roles ranging from Sales, Project Management and Purchasing within Fiat and GM/Fiat joint ventures. After these experiences, she strongly contributed to the establishment of the Fiat Powertrain Purchasing department, leading this organization from 2006 to 2010, as Purchasing Vice President. In 2010 Annalisa joined CNH as Senior Vice President Purchasing. Three years later, she transferred to Fiat Chrysler as Head of Group Purchasing EMEA. In September 2013 she joined CNH Industrial as Chief Purchasing Officer, and was a member of the CNH Industrial Global Executive Committee (GEC). From December 2015 to November 2018 she also joined the Board of Directors at Welltec International ApS.

Anne McMeel

Non-Executive Board Member, Transport for London (TfL) and Crossrail Ltd

Anne McMeel is a non-executive Member of the Transport for London and Crossrail Ltd Boards and chairs the Audit and Assurance Committees for both bodies. She is also an independent member of the Ministry of Defence Police Committee. In 2007 she was appointed as a Director of Resources in where she led a directorate of some 3,000 staff providing corporate, operational and commercial services supporting officers to keep London safe.

Anne was the Service's Environmental Champion and led the Service's largest ever change programme to modernize and professionalise its support services, delivering some £250m savings over three years. Anne was a member of the Management Board and had a lead role in helping the Service manage its £3.6bn budget within an effective corporate governance framework. In 2012, Anne was a Director of Finance and Performance to a newly created Greater London Authority (GLA), where she worked on delivery of the Mayor's priorities and strategies, such as winning the bid for the London Olympics in 2012 and persuading the Government to devolve more powers. Since 2013, she has been using her skills in new environments including Keech Hospice Care, Kellogg, Brown and Root, the MoD, Arts Council England, TfL and CR.



Dr Anne-Marie Imafidon MBE

CEO & 'Head Stemettes', Stemettes

From child prodigy to MBE, Dr Anne-Marie Imafidon is Head Stemettes and co-founder of STEMettes, the award-winning social enterprise inspiring the next generation of females into STEM roles via a series of prestigious events and opportunities.

One of the youngest ever to be awarded a Master's degree in Mathematics & Computer Science by the University of Oxford, aged 20, Anne-Marie, unsurprisingly, continued to soar. In 2018 alone, she was listed among the top 50 women in tech in the world by Forbes, voted the 5th most influential woman in IT by Computer Weekly and was the recipient of the prestigious Barclays UK 'Woman of the Year' award. In recognition of her influence and achievements, Anne-Marie was awarded an MBE in the 2017 New Year's Honours for services to young women and STEM sectors. As of June 2017, she is now Honorary Fellow at Keble College, Oxford.

Not only a champion of getting women into STEM positions, Anne-Marie has previously worked with Goldman Sachs, Hewlett-Packard and Deutsche Bank, amassing a wealth of experience. A recognised thought-leader in the tech space, sees her speaking at numerous keynote events such as SXSW and Founders Forum and to clients across the globe including Google, Mercedes-Benz, Lufthansa and ASOS.



Dr Astrid Fontaine

Member of the Board for People, Digitalisation and IT, Bentley Motors

Dr. Astrid Fontaine joined Bentley Motors in January 2018 as Member of the Board for People, Digitalisation and IT. Prior to this, Astrid was Vice President of Human Resources, Culture and Innovation at Porsche North America. Fontaine, 48, has held a number of strategic management positions for Mercedes-Benz and has also served as a Professor at leading universities in China and the USA, working in the field of Strategy and Digitalisation, following her Ph.D. in Information Systems.

Before this, Astrid completed her master's degree in Business and Mechanical Engineering from the Technical University of Kaiserslautern, Germany.





Billie Sequeira

Engineering Technician, BAE Systems

Billie joined BAE Systems as an apprentice in 2017, she is now an Engineering technician at the Hardware Engineering department where she works on design and development for new and upcoming products. One day she might be working on the world's most advanced fast-jet helmet, and the next day, studying the flight control systems. Aside from her day job, Billie enjoys engaging with the charity fundraising team, as well as representing apprentices and trainees as a Joint Consultative Committee representative.

As a STEM Ambassador, she is passionate about challenging stereotypes and balancing the female representation in STEM. Visiting schools, meeting students and encouraging them to consider STEM based roles, is her way of contributing to addressing the imbalance.

Billie is also an LGBT+ ally and is passionate about opening up the conversation around mental health. With 1 in 4 people experiencing poor mental health, she believes it is essential to talk openly about this and tackle any negative attitudes.



Cathy Travers

Managing Director UK & Europe, Mott MacDonald

Cathy Travers is the managing director of MacDonald's UK and Europe region, a diverse team of 8000 talented people who operate in the built environment, advisory, transportation, water, environment and energy sectors. Cathy has worked for Mott MacDonald for over 30 years in a number of senior leadership roles and has used these roles to influence change in the business.

She is passionate about people and equality, diversity and inclusion and has been the executive sponsor for our Advancing LGBT+ employee network since its creation in 2016. She is also an active member of the Group's shareholders' committee that has oversight on the Group board. Cathy is a chartered structural engineer and experienced project manager with extensive experience in the co-ordination, management and technical design and supervision of many wide ranging, multidisciplinary projects.



Daniela Barone Soares

Non-Executive Director, Halma plc

For the past 13 years, Daniela has been a CEO and a Non-Executive Director at the intersection of the commercial and impact worlds, both in start-ups and in large corporate environments. Daniela Chairs a technology business (Gove.digital) and is a Non-Executive Director at a FTSE 100 company (Halma plc) and of Evora S.A. Until recently she was CEO of Granito Group, which offers strategy consulting and financial advisory services to align the interests of people, profit and planet, working in commercial projects worth \$600m. She remains a Senior Advisor for Granito.

Daniela is the former CEO of UK leading venture philanthropy organisation Impetus (2006–2015), managing a portfolio of social organisations with revenues of £250m+ and impacting two million disadvantaged people. She also led two independent multi-stakeholder initiatives adding up to £200m. Daniela was a co-founder and founding trustee of the Education Endowment Foundation and an advisor for Big Society Capital and the G8 Social Investment Taskforce under Prime Minister David Cameron. Daniela has won various awards and recognition, such as being selected as one of "20 People who are Changing Brazil and the World for the Better" alongside Elon Musk, Melinda Gates, Justin Trudeau (2017).



Danielle Flynn

Degree Apprentice, Jaguar Land Rover

Danielle Flynn is a Degree apprentice for Jaguar Land Rover, being the only female degree apprentice in her year, she believes that is a need to encourage more females to experience STEM fields as they are typically underrepresented. Therefore, she has been involved in representing women in engineering and JLR at many schools all across Merseyside, including the Big Bang events, local school outreach programs and presentations to Headteachers where the feedback has been overwhelmingly positive. She has had the honour of giving a speech in Dagenham to the women of Dagenham and Halewood who walked out fighting for equal pay.

Danielle has been recognised as Liverpool's Apprentice of the Year, Knowsley's Apprentice of the Year 2018, one of the Top 50 Women In Engineering 2019 (by the Guardian and Women's Engineering Society) and a runner up in Merseyside's Woman Of The Year 2019 as well as a finalist in this year's WISE awards.



Dervilla Mitchell CBE

Chair UKIMEA, Arup

Dervilla has worked as an engineer in the UK, US and Ireland enjoying a wide range of projects with involvement from inception to completion. She is experienced in leading design teams where she enjoys working with end-user clients and delivering solutions which realise the designer's vision and add value to the client's business.

The first female Chair at Arup, Dervilla has demonstrated her versatility throughout her career. She graduated as a Civil Engineer from University College Dublin in 1980 and through her career developed into a design manager and project leader. She has held Board and Executive positions, been responsible for staff groups, business leadership and has developed new business offers. She was appointed Chair of Arup's UK Middle East and Africa Region on April 17.

A significant part of Dervilla's career has been involved in Aviation projects at Heathrow, Dublin and more recently in Abu Dhabi. She led the Aviation Business for Arup over a number of years and more recently been appointed a Board member of the British Aviation Group Board – a trade association championing the interests of suppliers involved in aviation industry.

She is currently Chair of the Royal Academy of Engineering (RAE) D&I Committee. Participating in events such as National Centre for Universities and Business (NCUB) 'Your Life' launch at Science Museum, London. She was awarded a CBE for Services to Engineering in 2014 and received an Honorary Doctorate from University College Dublin in 2016.



Eleanor Stride

Professor of Engineering Science, University of Oxford

She specialises in the fabrication of nano and microscale devices for targeted drug delivery. She has published over 150 academic papers, 7 patents and is a director of 2 spin out companies set up to translate her research into clinical practice. Eleanor's work has been recognized through the award of a Philip Leverhulme prize, The EPSRC & Journal of the Royal Society Interface Award, the 2009 Engineering Medal at the Parliamentary Science, Engineering & Technology for Britain awards, the 2013 Bruce Lindsay Award from the Acoustical Society of America and the 2015 IET AF Harvey prize. She is a fellow of the ERA foundation, a fellow of the Royal Academy of Engineering a fellow of the Acoustical Society of America.

Obtaining her BEng and PhD in Mechanical Engineering from UCL, Eleanor was appointed to a lectureship and a Royal Academy of Engineering and Engineering and Physical Sciences Research Council (EPSRC) Research Fellowship. In 2011 she joined the Biomedical Ultrasonics, Biotherapy and Biopharmaceutical Laboratory (BUBBL) in the Oxford Institute of Biomedical Engineering, later becoming a full Professor.





Elizabeth Donnelly

Chief Executive Officer, Women's Engineering Society

Elizabeth Donnelly began her engineering career in the mid-1990s, when the company she worked for asked her to install the internet and email on every computer. In parallel Elizabeth was politically active, which led to a role at Rolls-Royce from 2005–2008 lobbying government on behalf of Unite the Union, she was instrumental in securing 800 jobs and building of three new factories, for which she was awarded Membership of the Royal Aeronautical Society.

In 2008 Elizabeth went on to lead skills policy for the trade association for aerospace, defence and security and she was also elected as a National Women's Representative to the first Executive Committee of Unite the Union. Elizabeth was appointed by the Secretary of State as NED of the East Midlands Regional Development Agency, where she was responsible for the region's diversity policy.

In 2013 Elizabeth established her own consulting company working with charities and universities to improve governance and operations. In August 2018 Elizabeth was appointed as the Chief Executive Officer of the Women's Engineering Society, where within a year she turned the deficit into a surplus, increased the social media outreach to 175 million and launched the UK's largest ever survey of engineers and their working experiences.



Emma Porter

Managing Director, Story Contracting

Emma has worked in the construction industry for over 11 years and returned to Story Contracting as Construction Director in April 2019 after a successful stretch at Arup. She was named Managing Director in October this year. Emma leads a division of 150 people and is responsible for the delivery of a forecasted £30m turnover in 2019/20. She is closely involved in socio-economic aspects, stakeholder engagement and business development. Emma has a Psychology Honours degree from the University of Leeds, a PGCM and an MBA from INSEAD, one of the world's leading business schools and is a Chartered Manager.

Emma has a strong desire to make a difference and sits on the Cumbria Local Enterprise Partnership Board to help the county to achieve its full potential. As part of this role, she has been appointed as Chair of the Construction Sector Panel. She believes in true collaborative working with clients and designers to realise the potential of any project and has a strong focus on values and people. She plays an active role in mentoring other women in the industry and is a regular speaker at business events across the country.



Dr Emma Ariane Taylor

Chair, Safety and Reliability Society

Dr Emma Taylor's 30 year career started with BAE Space Systems' sponsorship for her studies at Oxford. Recruited from her PhD to the European Space Agency, she ran novel computer simulations for the International Space Station.

As a Principal Engineer, she led R&D on resilient spacecraft structures, and an ISO standards team of space agencies to protect Earth orbits. In parallel, Emma was a carer for 8 years, leaving her university academic post for a career break. Retraining as a system safety engineer, winning a university scholarship and research prize, she then worked in O&G, including as Operations Manager.

Emma is a Fellow of the Institution of Mechanical Engineers, the Safety and Reliability Society and the Royal Astronomical Society, and was recently invited to join the Royal Society for the Arts, Manufactures and Commerce.

Passionate about the power of mentoring to provide practical guidance, she writes online, and is a professional development CPD reviewer and auditor. Emma is planning a book on her engineering career – she is now a Lead Systems Safety Engineer at RSSB, the Chair of the Safety and Reliability Society and STEM charity trustee.

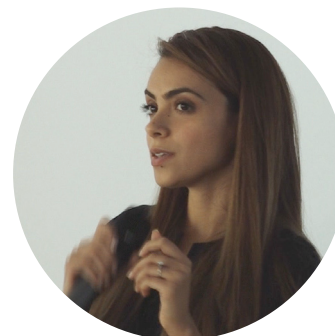
Enass Abo-Hamed

CEO, H2GO Power

Enass is the co-founder and CEO at H2GO power ltd; an award winning spin-out company from the University of Cambridge developing energy storage technologies. A Royal Academy of Engineering Enterprise Fellow and a technology expert consultant to European Commission (REA), she completed her PhD at Cambridge University, where she was also postdoctoral fellow and elected Cambridge University Energy Champion.

Enass has over a decade's worth of experience in hydrogen production, nanotechnology, catalysis, renewable energy and energy storage. Passionate about entrepreneurship and clean energy technology policy, Enass speaks at international forums and roundtable discussions on clean energy, energy security and women entrepreneurship in tech.

Recently Enass won the visionary of the year award by MIT Tech Review Innovators Under 35 Europe, and the best energy start-up award at the Global Hello Tomorrow Summit. She travelled to Africa, China and central Asia on government-supported partnership missions and delivered recommendations about clean energy technologies as a tool to combat climate change. Enass spoke at impactful forums like the World Economic Forum, MIT Tech Review EmTech, Women's Forum, Crans Montana Forum, One Young World, UN Global compact – LEAD symposium, TEDx Bucharest, Middle East Mediterranean Forum and Google @ Think (A moonshot for clean energy).



Enrica Ippoliti

Senior Project Engineer, Johnson Matthey

Enrica Ippoliti is a Chartered Chemical Engineer working as Senior Project Engineer at Johnson Matthey. Enrica started her career at Johnson Matthey as a Process Engineer and has progressed to Senior Process Engineer and then to Lead Process Engineer. In 2018 Enrica left Process Engineering and joined the Johnson Matthey Project Management Team, managing some of the licensing contracts previously signed as Proposal Lead.

In her current role, Enrica is responsible for executing consistent, cross-functional, complex projects: she coordinates project delivery within the constraints of scope, quality, time and costs to meet the project objectives and to achieve contract implementation. She collaborates with multiple other functions including Process Engineering, Design Engineering, R&D, QA, Commercial, and Finance. She attends Hazop reviews and finally she develops and delivers high-level project reports and presentations for senior management and customers.

Enrica has always been passionate about encouraging students towards STEM careers and she has been a STEM Ambassador, attending schools and university events. A member of GEN, Johnson Matthey's gender equality network, Enrica is an ardent promoter of diversity in engineering and has also helped to organise 2018 and 2019 Professional Institutions INWED (International Women in Engineering Day) celebrations.



Eva-Maria Hinkers

Europe Region Chair, Arup

With 25 years' experience within the company, Eva Hinkers is the Chair of Arup in Europe and is responsible for the design of projects and client relationship management. Eva has led a range of complex work across sectors including infrastructure and commercial property.

Trained as a structural engineer, Eva has managed some of Arup's most iconic sustainable projects including the new Seoul headquarters of AmorePacific. She spearheads Arup's Sustainable Development portfolio across Europe and her current focus is to ensure that the different European regions of Arup are joined in one commonality as opposed to separate operating regions.

Eva studied at FH Aachen University of Applied Sciences in Germany and then worked in London building her expertise before joining Arup through her work for a company based in Germany.

Eva was responsible for many years for organizing and leading various conferences around innovation and new materials. Her influence within the sector is considerable and Eva has received multiple awards in Germany, including for her contribution to the German Association of Engineers, of which she has been a long time member. She advises other women in the sector to take on more responsibility and not to underestimate themselves.





Dr Fatumina Abukar

Global Business Manager, BAP Pharma

Dr Fatumina is an award-winning Doctoral graduate from UCL who has expertise in Regenerative Medicine Bioprocessing for heart cell therapy, a business leader, a soul artist and a model. She is an advocate for women in STEM and an entrepreneur with a rapidly growing Instagram channel @drfatumina and henna-art business @hennapopp. Additionally, she has been shortlisted for prestigious prizes including the WISE Rising Star Award and the New Outstanding Stem Inspiration Award. She intertwines her creativeness and love for science and engineering to empower and inspire women of the future.



Fritha Bevin-McCrimmons

Project Engineer, Stantec

Fritha Bevin-McCrimmon, a Project Engineer for Stantec, studied Civil Engineering at the University of Canterbury in New Zealand. In her final year the earthquake struck Christchurch. As a graduate she then worked as a project engineer on the Earthquake Rebuild Team helping to manage large wastewater, stormwater, fresh water, road construction and structural projects. In 2015 she then moved to the North East of England where she now designs wastewater infrastructure on the Northumbrian Water AMP 6 Framework.

Fritha holds several other roles including the Newcastle Community Leader Representative for Stantec organizing school and community engagement, the ICE Education Panel Member and the North of England Representative and Newsletter Editor for Engineers New Zealand.

Fritha is very passionate about encouraging women into STEM subjects and careers. She is very active within schools including running women in engineering days, speaking to students about her career and running and volunteering at various events. She also developed a week long school engagement program for student placements. She is hoping that this will help students make informed decisions about their career.



Gillian Guy

Non-Executive Member, Southern Water

Gillian is the Head of Health and Safety at Integral and looks after a team of 12 professionals. Gillian has worked in the industry for over 27 years. Gillian has worked with the likes of British Gas and CBRE. At CBRE Gillian wrote Health & Safety in environmental management, gave them compliance and mechanisms to manage their risks properly.

When Gillian moved to CBRE, there was no safety culture. Safety was seen as something that got in the way of business, she was able to see where she could make a difference and made safety as something important and that helps their business, helping them to win gold medals from the British Councils for Health & Safety.

Upon joining Integral, it was very underdeveloped, so she completely rewrote their safety procedures to fit the business. Gillian has built a package of risk assessment. Gillian also sits on the board for mental health and wellbeing at Integral.

Grazia Vittadini

Chief Technology Officer, Airbus

Grazia Vittadini has been Airbus Chief Technology Officer and member of the Airbus Executive Committee since May 2018.

In addition, she serves as Director of the Airbus Foundation Board and as a member of the Inclusion and Diversity Steering Committee.

Vittadini previously served as Head of Engineering at Airbus Defence and Space, Head of Corporate Audit & Forensic as well as Head of Airframe Design and Technical Authority for all Airbus aircraft.

Grazia Vittadini graduated in Aeronautical Engineering and she specialized in Aerodynamics from the Politecnico di Milano.



Gwenaëlle Avicé-Huet

Executive Vice-President, ENGIE

Gwenaëlle Avicé-Huet, earning educational background on science from the Ecole Normale Supérieure and in engineering from the Corps des Ponts et Chaussées, has started her career in the scientific research area at the French National Research Institute and the French Atomic Energy Commission on nuclear energy, before joining the World Bank in Washington D.C. as a consultant.

She also worked for the Service of the Prime Minister in France within the General Secretary for European affairs with responsibility for energy and competitiveness matters, and as the advisor for various ministers (European Affairs State Secretary, M. Jean-Pierre Jouyet – 2008/2009 ; State Minister responsible for Energy and sustainable development, M. Jean-Louis Borloo – 2009/2010).

In 2010, she joined GDF SUEZ (now ENGIE) as Senior Vice-President for European and Regulatory Affairs. On January 1st, 2016, she became Chief Executive Officer of ENGIE France Renewable Energy (2,200 people working on hydro, on-shore wind, solar, biomethane and offshore wind, 6 000 MW installed achieving 900 M€ of turnover in 2018).

Since May 1st, 2019, she is a member of the Executive Committee of ENGIE responsible for the Renewables Global Business Line and Chief Executive Officer of ENGIE North America.



Helen Townend

Technical Director for Diversity and Inclusion, Amey

Helen Townend has over twenty five years' experience in the Engineering Sector working on Infrastructure and Mining projects in the across the world. A Chartered Geologist, Helen supports Amey in the delivery of a more inclusive and accessible service provision, challenging "conventional" thinking within design, respecting team contributions and innovation and encouraging a diverse technical employee population. As Technical Director, she guides the technical quality of the Ground Engineering team at Amey and has been CRE for various multidisciplinary projects.

Helen sits as a CIRIA Project Steering Group member, Judge for the Ground Engineering Awards, Chartership Scrutineer for Engineering Geologists in the Geological Society, mentoring and sponsoring Chartership applications and ROGEP Adviser.

Helen leads a Transformation Project to embed the Culture of Inclusion across all aspects of Amey Consulting's business and change the dial toward Gender Parity. She works to improve aspects of Attraction, Retention and Recruitment of a diverse workforce across the business, including coordination and championing STEM outreach events, Women @ Amey learning and networking events, and working with WISE and the RAEng GEEP programme to enhance sector diversity. She is an active Committee member of Women in Rail Yorkshire, organising and hosting learning and development events.





Helena Rivers

Regional Director, Head of Asset Mangement, AECOM

Helena Rivers is a Mechanical Engineer and Regional Director at AECOM where she leads UK & Ireland Building Asset Management. Helena's role at AECOM for the UK&I Asset Management department includes shaping and delivering the strategy for a multi-disciplinary team of 65 professionals across 5 cities. She also leads the CLEAR sustainable Futures Framework in the South East which is a sustainability focussed construction framework with live projects of combined construction value of over £200m.

She is also a Trustee for the Institution of Mechanical Engineers (IMechE), where she chairs the Audit and Risk Committee and is Vice Chair of the Diversity & Inclusion Board. The IMechE is the fastest growing Professional Institution in the UK with over 120,000 members. It's charitable aim is to 'Improve the world through engineering'.

Helena has progressed through the ranks through various acquisitions from Scott Wilson to URS to AECOM during which she has developed from Assistant Engineer to Regional Director. She started her career in the nuclear sector with NNC, later AMEC, where she developed her analytical and problem-solving skills focussing on Nuclear Power Station reliability assessment, outage planning and laboratory decommissioning.



Hilary Leever

Chief Executive, EngineeringUK

Hilary joined EngineeringUK as Chief Executive in January 2019 and leads the organisation in it's mission to inspire the next generation of engineers and increase the talent pipeline into engineering.

Before that, she was head of Education and Learning at Wellcome, building up a team to improve science education across the UK through research, advocacy, funding and direct interventions.

From 2007-11, Hilary was Assistant Director at Campaign for Science & engineering working on a breadth of policy issues including; education and skills; government support for public and private research; and its use of scientific evidence.

Prior to that she was an Assistant Professor at the Centre for Molecular and Behavioral Neuroscience, Rutgers, US, exploring early cognitive and language development and developmental disabilities. She gained a DPhil from Oxford in children's reasoning following broader studies in Natural Sciences. She is a governor of a 5-16 comprehensive school.



Ines Mazzilli

Independent Board Member, Saipem

Ines Mazzilli is an independent board member and Chair of the Risk and Audit Committee at Saipem, an Italian oil and gas industry contractor.

She is also an non-executive independent Director of the Board of Directors of Assicurazioni Generali S.p.A. and member of its Risk and Control and Related Party Transactions Committees. Ines is also non executive independent Director of the Board of Directors of SAFILO GROUP S.p.A. and the Chairman (since 2017) of its Control, Risk and Sustainability and Transactions with Related Parties Committees.

Since 2014 she has been a member of the Advisory Board of Corso di Laurea Magistrale in Economia e Legislazione d'Impresa, University of Pavia, Italy and joined the Advisory Council and Senior Advisor (external) for GENPACT in 2016.

Born in Milano, Italy, she graduated in Business Administration, major in Finance, from Bocconi University in Milano and she attended a management Course at the INSEAD University in France.

Ines has demonstrated tenacity and resilience throughout her career and is passionate about diversity at the executive level. She has over 30 years of experience in executive roles at large multinational organisations including UniLever and Heineken.

Dr Inken Braunsmidt

Chief Digital and Innovation Officer, Halma plc

Inken joined Halma plc, a FTSE 100 global group of life-saving technology companies, in July 2017. She is Halma's first Chief Innovation and Digital Officer, a role that is pivotal in helping to foster a group-wide digital culture. Inken and her team are working with Halma's over 40 companies to drive innovation, achieve continued growth, and realise our purpose of growing a safer, cleaner, healthier future for everyone, every day.

In 2018, Inken took on the additional role of Divisional Chief Executive for the Medical & Environmental sector, with Chairperson responsibilities for two Halma companies, Bio-Chem Fluidics and Volk Optical. As well as contributing to their growth strategies, Inken is building their digital agenda, and the use of data and digital solutions to solve global problems from diagnostics to preventable blindness.

Prior to joining Halma, Inken was the Chief Innovation Officer of innogy SE, a renewable energy company based in Germany and subsidiary of RWE. Previously, Inken was MD of RW's Strategy and Management Consultancy practice. Inken studied Business Administration and Innovation & Technology Management at Kiel University and has a PhD in Technology Management.

Inken is a member of Halma's Executive Board.



Isabel Coman

Project Director – HS2, Skanska Costain Strabag (SCS) JV

Isabel is Project Director for the Skanska Costain Strabag (SCS) JV heading up an international team on HS2 Main Works Construction Contracts S1/S2. Isabel is a chartered engineer and Fellow of the Institution of Civil Engineering and is a Board Director of High Speed Rail Industry Leaders (HSRIL). Her career has been largely spent delivery railway infrastructure and leading complex major projects. She has 22 years' experience in the industry and has lead major projects and programmes of infrastructure for over 10 years. Isabel is passionate about improving our industry's diversity and advancing women in engineering and infrastructure.



Isabel Dedring

Global Transport Leader, Arup

Isabel Dedring is the Global Transport Leader at Arup where she is responsible for driving the development of the firm's business across the transport sector. Isabel joined Arup in March 2016 from London's City Hall, where she was Deputy Mayor for Transport and Deputy Chair of Transport for London. In this capacity she was responsible for setting policy and ensuring delivery across the Mayor's transport portfolio. Key projects she initiated and delivered included the Tube Reliability Programme which led to a 40% reduction in Tube delays; the £300m Growth Fund to fund transport infrastructure to unlock new house building; the Mayor's new £1b cycling infrastructure programme; and London's first-ever roads strategy and the associated £4b implementation programme.

Prior to her transport role, Isabel was the Mayor's Environment Advisor, responsible for delivering large-scale building retrofit programmes, parks and trees programmes and the £100m London Green Fund, among other initiatives.

Previous roles include running the policy team at Transport for London and 4 years as a management consultant at McKinsey. Isabel is a qualified US lawyer.





Isabelle Maddock

Group Finance Director, James Cropper plc

Isabelle is Group Finance Director at James Cropper Plc. James Cropper are experts in manufacturing product out of fibre, with a turnover greater than £100m and a global business model reaching more than 50 countries.

She has progressed through the company, initially joining the business as Group Financial Controller before joining the board in 2014. As Group Finance Director Isabelle is responsible for a financial strategy that enables the continued profitable development of the group. The group comprises of 3 divisions; Paper, Colourform and Technical Fibre Products (TFP).

One key professional responsibility of Isabelle's is to secure a funding programme to enable the ambitious investment requirements of the group board. It is in the interests of all stakeholders for the business to be able to invest and grow as with investment the business grows and repositions itself, financial strength increases and funding becomes easier for the pension schemes and for investors.

Isabelle is a Fellow of the Chartered Institute of Management Accountants with over 25 years of experience. She has held a number of financial positions in a variety of sectors covering manufacturing, software, retail, PFI facilities management and publishing.



Jackie Kelly

Group HR Director, Watkin Jones Group

Jackie Kelly is Group HR Director at Watkin Jones. She has over 27 years' experience in HR, across UK/European food manufacturing; the oil industry; utilities and financial services as well as property development. She has worked for several FTSE 100 listed companies.

Passionate about people, Jackie has worked with senior teams to create strong foundations from which to implement organisational change, modernising ways of working and bringing about cultural change. She is the first Group HR Director in Watkins Jones history and has established a three-year People Strategy while supporting the CEO, Exec and wider Directors as they transition into a new era for the organisation

Committed to diversity and inclusion, Jackie brings a wealth of experience and people insight from across public and private sectors and is proud of the teams she has worked with throughout her career. She enjoys coaching people, helping them find solutions themselves and developing people to find their passion and fulfil their potential.



Jenni Emery

Global People Leader, Arup

Jenni Emery is a world leading expert in people, culture and change. She is the Global People and Culture Leader at Arup and the author of *Leading for Organisational Change: Building Purpose, Motivation and Belonging* (Wiley, 2019).

Jenni's role at Arup is to devise, develop and deliver a whole new approach to the people side of the business, which draws on Arup's rich history, deeply held values and guiding purpose – and then includes and transcends all of that to create something as fresh, inspiring, and exceptional as Arup itself.

Since joining Arup, Jenni has transformed a traditional HR function into a value-adding people and culture function, right at the heart of the business. She has developed frameworks to transform how the organisation thinks about leadership, and about how people build relationships and create dynamic communities across boundaries. She is an active voice promoting women in STEM and has brought thought-leadership around collaboration and inclusion to the fore.

Jenni blogs at www.jenemery.com and speaks about change, purpose, leadership, inclusion and the role of business in society. She is currently working on a new book, *The Whole Business*, about our individual relationships with work, and businesses' relationships with the communities they serve.

Jennifer Allerton

Non-executive Director, Aveva Group, Sandvik

Jennifer is Non- Executive director, Chair of the remuneration committee and member of the Audit committee at FTSE 100 global industrial software company, Aveva Plc.

She holds a number of other Non-Exec roles, including at Sweden- based global engineering group, Sandvik. Jennifer is hugely passionate about technology and brings this passion to her board roles, ensuring that organisations are not afraid of technology and see it as something which can easily be incorporated into business. She is passionate about Equality, Diversity and Inclusion and as a result, has set up a number of initiatives to support women's development at Aveva.



Jennifer Osbaldestin

Chief Operations Officer, BAE Systems

Jennifer Osbaldestin is the Chief Operating Officer for BAE Systems Maritime and Land Sector. The sector employs 17,000 people, generates an annual turnover of £2.7bn and has responsibility for the design and delivery of some of the UK's most complex warships, submarines and other military products. In her role, Jennifer is responsible for driving the sector strategy and enabling continuous improvement across the various businesses.

Jennifer chairs the BAE Systems UK Management Board, and is a Board Director of CTA International in France and the new Anglo-German joint venture, Rheinmetall BAE Systems Land. Before joining BAE Systems Jennifer served in the Royal Navy and worked in the British Embassy in Washington DC.

During her time as Jennifer Managing Director for the UK Combat Vehicles business Jennifer created Land UK by integrating two BAE Systems business units: Combat Vehicles (UK) and Munitions. This then led to the creation of an exciting joint venture with Rheinmetall to create a UK based combat vehicle.

Jennifer is also an advocate of community engagement. In 2016, she brought about the redevelopment of a children's adventure playpark and she has recently become the executive sponsor for BAE Systems major 2 year partnership with Invictus UK.



Jennifer Ward

Group Talent, Culture and Communications Director, Halma plc

Jennifer joined Halma, a FTSE 100 global group of life-saving technology companies, in March 2014. She has global responsibility for talent, culture, communications and brand across Halma.

Jennifer's early career was spent with AlliedSignal, whom later merged with and took the brand of Honeywell, where she led efforts to create world class functions for integrated supply chain and six sigma operational excellence, herself receiving a black belt in six sigma methodologies. Jennifer went on to lead Human Resources, talent and organisational development divisions at PayPal and Bank of America.

Jennifer has been instrumental in leading Halma's transformation over the past five years, bringing our purpose to life and clearly articulating and leveraging Halma's unique assets to fuel our growth. This has included a significant talent and cultural transformation culminating in our new brand, DNA and website.

Jennifer is on Halma's Board of Directors and Executive Board.





Jill Harrower-Steele

Head of Group Legal and Company Secretary, Lagan Special Contracting Group

Jill Harrower-Steele is Company Secretary and Head of Legal at Lagan Specialist. Lagan has an annual turnover of approximately £200m and works not only in the UK and Ireland, but also in USA, Africa, Asia and the Caribbean. In her role Jill has successfully negotiated a myriad of complex cultural and jurisdictional challenges.

She has been a leader in the business for six years and is the first and only female executive Board Member on any Lagan company. Previously Jill worked in private practice for energy & infrastructure clients and financial institutions across Europe on projects across the world.

At the Lagan Board table, Jill is responsible for governance, compliance, and legal matters and is a key player in strategy and business planning. In 2015 a Lagan case went all the way to the European Court of Justice in Luxembourg on a technical point regarding domestic law and European standards.

A passion for gender equality in her leadership role has led Jill to transforming the culture of the business through advocating new formal and informal ways of working. Following a period of restructure and consolidation, Jill's current focus is on de-risking the business to become fit for growth.



Jo Davis

Group HR Director, Mitie

Jo Davis is the Group HR Director for Mitie – the UK's leading facilities management business, employing 52,500 people in the UK and Ireland. They work in partnership with organisations to provide a wide range of services – from real estate and energy consultancy, compliance, risk assessment and security systems to cleaning, catering and environmental services.

Jo Davis joined Mitie 18 months ago as a key member of their new Executive Leadership team. They had the single aim of turning the business around. 18 months later, a solid set of financial results behind them, a 12% increase in employee engagement and recognised as a Top Employer, they're transforming the troubled sector.

Prior to joining Mitie, Jo was Group HR Director of Itsu, where she led her team to win the 'HR and L&D team of the year' award and was also the overall winner of the CIPD People Management Awards 2017. She has also held a number of senior HR positions with Sainsbury's, both in the UK and in China, Santander, Accenture and Arcadia. She chairs the Social Value Committee, is a Director of the Mitie Foundation and is a regular blogger, presenter and thought leader in both HR and FM.



Joanna Wood

Group Engineering Director, BAE Systems

Joanna Wood is the Group Engineering Director for BAE Systems, responsible for providing strategic leadership for all business units across the company, and for driving strong Engineering standards in process, integrity, delivery and capability across the 30,000 engineers in BAE Systems.

Prior to this, Joanna was the Deputy Engineering Director for BAE Systems Naval Ships where she led the engineering function across the business and ensured that the processes, people and tools were in place to enable BAE Systems to deliver complex warships and combat systems.

Before joining BAE Systems Joanna developed through a number of key leadership roles within engineering management in the Defence industry. At Raytheon UK, Joanna was the Head of Engineering for the Intelligence and Security Business, and the Head of Performance Excellence, driving consistency of Engineering approach and delivery across the UK business.

At AWE, Joanna gained extensive Requirements, Build, Acceptance and Systems Engineering leadership experience through various missile development programmes. Joanna began her Engineering career with BAE Systems Avionics as a Graduate Systems Engineer specialising in Electronic Warfare on the Apache for the HIDAS programme.

Joanna studied at the University of Kent, achieving a BSc in Physics, then latterly an MSc in Nuclear Physics.

Johanna O'Driscoll

Finance Director, Tarmac

Johanna O'Driscoll joined Tarmac, a CRH company in 2006 as the Group Compliance & Technical Manager before being promoted to Group Reporting, Accounting & Evaluation Manager and then Head of Group Financial Evaluation & Advisory Services. She is currently the Finance Director.

She leads a team of c.350 personnel across finance, legal, IT and tax (including both a finance and an IT Shared Service Centre) in enabling the Tarmac Plan by driving sustainable performance through valued insight, governance, expertise, and innovative solutions. In 2018 Johanna participated in a global Transformation Task Force on Inclusion and Diversity and is a member of CRH's Global Inclusion & Diversity Council.

Her achievements within CRH have included working extensively on several aspects of CRH's 2015 LH acquisition (€6.5bn EV), the largest acquisition in Irish corporate history. The CRH team has won several external awards recognising the quality of their external financial reporting including the "Overall Winner" at the Irish Stock Exchange published accounts awards.

Johanna is a fellow of the Institute of Chartered Accountants, a qualified member of the Institute of Tax and Mensa member since 1990. In 2016 she was named one of Ireland's Most Powerful Women by The Women's Executive Network.



Julia Barrett

Chief Sustainability Officer, Willmott Dixon

Julia Barrett has led Willmott Dixon's sustainability agenda since 2012. Willmott Dixon is a privately-owned contracting and interior fit-out group. Founded in 1852, it creates value for customers, stakeholders and communities by working in a sustainable and responsible way to shape the built environment and make a positive impact to society's well-being.

Julia chairs the company's Gender Diversity Steering Group and is a board member of both the Aldersgate Group and Supply Chain Sustainability School. She is passionate about sustainability, and inspiring and leading change across the built environment sector.

An experienced environment and sustainability professional, Julia is a Chartered Engineer, Chartered Environmentalist and Fellow of the Institution of Chemical Engineers. She previously worked for Cambridgeshire County Council, the Environment Agency and ICI in various technical and commercial roles.



Julie Pope

Senior Vice President, Human Resources, Dialog Semiconductor

Julie joined Dialog in May 2017. An experienced international HR executive, Julie began her career as a consultant at The Wyatt Company progressing to KPMG before joining IBM in 1998. With IBM, Julie spent time in New York and Paris. Julie joined American Express in New York in 2003 in International Benefits and moved to VP Global Mobility and HR Business Partner, Global Business Travel.

She relocated to Sydney in 2011 as the VP HR Australia and New Zealand and then moved to the UK as VP HR Business Partner EMEA. During her career, Julie has gained extensive international experience in reward and benefits, global mobility, change management, talent planning, mergers and acquisition and global talent acquisition. Julie holds a Bachelor's degree in Mathematics and Psychology from Lamar University in Beaumont, Texas and is an Associate of the Society of Actuaries.





Karen Farrell

Group Finance Director, Mick George Limited

Karen has been a member of the team at Mick George Ltd for 8 years. Her role started out as Head of Finance and developed with the growth of the business. She took on the responsibility of Group Finance Director 12 months ago as well as joining the operational Board.

Her focus and drive within the business is to understand the challenges around the fast-paced growth environment within the construction sector and work with the board as an integral part of cash management, system development, process change and automation.

She aims to be fundamental in contributing to building a robust infrastructure within the business, while ensuring their customers receive the best service so they are always striving to be market-leaders within their field.



Katy Toms

Senior Engineer, WSP

I am a chartered engineer and currently work for WSP as a Senior Engineer in Exeter. Most of my career has been based in the South West where I have been able to work on incredible projects including the Derriford Hospital Helipad in Plymouth. I am extremely passionate about inclusivity and diversity within construction and recognise its value in addressing the challenges of the future. I believe that I lead by example with my positive attitude, married with technical competency and energy; these attributes make me determined to be a voice in the construction industry, with a chance to positively influence the way it is viewed, particularly by women and the younger generation. I spend my spare time trying to make a difference, whether this is through STEM talks at school, meetings with the WI hosting them on site visits to running the 'Civil Engineering Extravaganza' with the ICE in the South West.



Kerry Porritt

Group Company Secretary and Legal Advisor, Keller Group plc

Kerry Porritt was appointed Group Company Secretary and a member of the Executive Committee at Keller Group plc in 2013, and additionally Group Legal Advisor in 2018. She has been Group Ethics and Compliance Officer since 2015.

Keller is the world's largest geotechnical specialist contractor providing a wide portfolio of advanced foundation and ground improvement techniques used across the entire construction sector. With around 10,000 staff and operations across six continents, Keller tackles an unrivalled 7,000 projects every year, generating annual revenue of more than £2bn.

Kerry has held senior governance roles within complex FTSE-listed companies for over 25 years. She has provided strategic advice and business development consultancy services to Board Intelligence, a technology-led business that helps the boards of some of the world's most respected companies function more effectively, and to Royal Mail Group, where she acted as a specialist advisor and led the development and delivery of Listing Rule, Disclosure and Transparency Rule compliance as part of the 2013 IPO.

She is a Fellow of the Institute of Chartered Secretaries and Administrators and holds a degree in Law from Birmingham City University. She is a member of the European Corporate Governance Council.

Kimberley Bartlett

Senior Lighting Engineer, WSP

Kimberley is a Senior Engineer within the Lighting & Energy Solutions team at WSP; designing and analysing lighting and electrical systems for the exterior realm throughout the UK. From lamp posts to building facades and everything in between Kimberly has a hand in the intricate nature of light. She is also involved in research projects with public and government bodies, universities and institutions such as Highways England, University College London and the Institution of Lighting Professionals (ILP).

In 2018 the ILP appointed Kimberly as Vice President – Education; a critical volunteer role for the institution. She is the first out LGBT+ national post holder of any rank in the history of the ILP.

In addition to her work with WSP and the ILP, Kimberly volunteers as a STEM Ambassador and works with Pride in STEM, Inter Engineering and Modern Muse. Kimberly is passionate about engaging with young people, especially girls and young LGBT+ people to show that there are women and members of the LGBT+ community leading successful lives in the engineering profession. Kimberly's passion for inclusion and diversity in engineering extends to her position on the VIBE (Visibility and Inclusion in the Built Environment) committee at WSP.



Kirsten Bolton

Marketing Director, Willerby

Kirsten is Marketing Director at Willerby Ltd, the UK's largest manufacturer of holiday homes and lodges. Despite its 70 year history, it had never put marketing into the boardroom. Very much a male-dominated industry and business, she thrived on not letting gender hold her back from achievement which included becoming a shareholder.

Kirsten challenged the norm and developed a high performing team. She champions women in manufacturing – her two heads of departments are women, and is successfully driving growth through innovative and cutting edge marketing campaigns. Previously, Kirsten headed up marketing and communications for the Advanced Manufacturing Research Centre (AMRC) with Boeing and was an integral member in launching the AMRC training centre which champions apprenticeships and encourages young women into STEM and engineering careers.



Kirsty Bashforth

Non-Executive Director, Kier Group & Serco

Kirsty Bashforth is CEO of QuayFive Ltd, and a portfolio non-executive director. She has an Economics degree from Cambridge University and spent 24 years at BP plc in a career in commercial leadership, operations and organisational dynamics, working in UK, US, Denmark and Belgium. Her book on managing organisational culture ("Culture Shift") is published by Bloomsbury in July 2019. She is an active speaker on organisational culture.

Kirsty started building a Non-Exec portfolio at the age of 43 in 2013, and as of July 2019 she sits on the boards of Serco plc (chairing the Corporate Responsibility Committee), Kier Group plc (chairing the Safety, Health and Environment Committee) and Diaverum AB (chairing the Remuneration Committee) having recently completed her time on the board of GEMS Education (where she chaired the Remuneration & People Committee) and Leeds Beckett University.

As a non-executive director, Kirsty draws on her deep understanding of safety and risk in complex organisations and cyclical business environments, to bring a deep focus on system resilience to the board, across the ESG spectrum, safety and risk management, organisational transformation and integration and culture change.





Kirsty Gill

Chief People Officer, Arm

Kirsty has worked at Arm since 2002 in various roles in the People Group including leading Executive Remuneration, Reward, D&I, Organisational Effectiveness, Leadership and Talent, People Services and Systems. She now leads the People Group including People, Property, Business Continuity and Travel. She is known for her achievements on developing novel and innovative people solutions that deliver high performance, high engagement and progressive organizations.

At Arm she is focused on creating a place where people love to work, a blueprint for the future of work, that is truly human and utilising the full human capital of people.

Prior to Arm, Kirsty was HR Director for a start-up company, GF-X, and started her HR career at Accenture. Kirsty has a MA and MPhil from University of Cambridge and is CIPD qualified. Kirsty has two children, a dog and is a keen sports-woman.



Kristy Merson

Manager, Solution Engineering. President of Salesforce Womens Network

Having taken an unconventional path in her own career, Kristy is a firm believer that to build a diverse pool of future leaders, we need to seek out the qualities in people that will make them successful. She is passionate about women's employability and the impact even the smallest of actions can have on someone's life, which is why she supports organisations such as SmartWorks and STEMettes.

Her journey in tech and engineering began in 2007 when she was approached by her COO to take part in the steering committee for new technology for her company. So impressed with the impact of this solution, she self-taught, certified and went on to own this technology for the company and subsequently for others.

Joining Salesforce in 2016, her role sees her partnering with UK businesses across a variety of industries and helping to design solutions that enable them to better connect with their customers.



Laura Davies

Vehicle Integration Design Engineer, Dyson Automotive

Laura Davies is a design engineer at Dyson Automotive Research and Design Limited, Wiltshire, where she covers EV architecture within vehicle integration and various other projects and roles outside of her team. She holds a First Class Honour's in Aeronautics and continued with post graduate training in a bespoke, consolidated course in Car Body Engineering.

Laura is a STEM ambassador for the Bloodhound SSC project and has taught children of all ages across the UK on STEM related subjects in relation to the Bloodhound SSC, the America's Cup and the British Army.

Outside of work, Laura is a current serving member of the British Army Reserves; former REME vehicle mechanic and current Royal Wessex Yeomanry Trooper (2012-current). She is registered with the Chartered Management Institute after attaining a Level 5 award in management and leadership through her military training.

Laura is an early career engineer who has achieved a great amount in such a short period of time – just 3 years after graduating, she has worked on of high profile and innovative from different engineering divisions; aerospace, maritime and automotive. Laura is a member of the 'Women's Engineering Society' and currently sits on the 'WES Young Members Board' (2017-current).

Lizzie Featherstone

Business Excellence Manager, Taylor Woodrow

Lizzie Featherstone is a Chartered Civil Engineer who has worked on some of the UK's largest infrastructure projects, including Victoria Station Upgrade, Crossrail C510, Blackfriars Bridge Redevelopment, Kings Cross NTH, Heathrow T2AA. She has worked in a variety of roles from Site Engineer to Project Manager for both large and small construction and engineering firms.

In her current role as Business Excellence Manager at Taylor Woodrow, she leads a team seeking to increase productivity and efficiency across the business, with a focus on the development and delivery of digital solutions to support these improvements. She drives the Digital Strategy for the business, which is currently aimed at integrating best practice in Information and Data Management across the organisation and within construction projects.

Alongside her passion for continuous improvement she is a strong advocate for diversity in the workplace and sees the two as inter-linked. Since joining Taylor Woodrow, she has been actively involved in the Women in Taylor Woodrow group, of which she is now chair. Women in Taylor Woodrow aims to improve Taylor Woodrow's performance through more gendered balance teams, by focussing on the 3 key areas; Recruitment, Retention and Development of the women in the business.



Loraine Martins MBE

Director of Diversity and Inclusion, Network Rail

Loraine is the Director of Diversity and Inclusion at Network Rail, which maintains and develops Britain's rail infrastructure. With some 40,000 employees, it is the fastest growing railway in Europe. Loraine leads a centre of expertise which supports Network Rail's ambition to be a more open, diverse and inclusive business.

Previously, Loraine led a multi-award-winning team, delivering a programme of equality and inclusion and employment and skills in the construction of the its infrastructure, venues and facilities on the Olympic Park for London 2012. For this work Loraine was awarded an MBE. Loraine is the vice chair of the Trust for London, a grant-making body which tackles inequality and poverty in the capital and a Fellow of the Royal Society of Arts.



Louise Hardy

Non Executive Director, Non Executive Board Member, Severfield plc, Crest Nicholson plc

A passionate civil engineer Louise Hardy, CEng FICE CMgr CCI FWES HonFAPM graduated with a first class honours degree from Warwick University and has since specialised in the delivery of complex nationally significant infrastructure projects (including London 2012 Olympics; High Speed 1; Transylvanian motorway project; Jubilee Line Extension; Limehouse Link tunnel).

Louise has built a non-executive director [NED] portfolio combined with voluntary activity, which includes 3 FTSE250 board roles as well as public sector positions in the housing sector.

As the Infrastructure Director for the Delivery Partner to the Olympic Delivery Authority Louise was the most senior female civil engineer and managed to achieve the successful delivery of £2billion worth of critical infrastructure.

In the last 5 years Louise has talked to 1000s of school children aged 5-18 to inspire the next generation of engineers; given lectures and talks on programme and project management to 20 different institutions and universities and written and featured in many articles at both local and national level to promote careers in STEM. She also mentors other women in the industry. Louise was elected Chair of the Institution of Civil Engineers fellowship panel in 2018.





Louise Williamson

Managing Director, BAM Construction FM

Louise Williamson is the Managing Director of BAM FM Ltd. She joined BAM Construct in March 2016 having previously been a Board Director at Birse Construction, Balfour Beatty Workplace, and Cofely. Her experience includes overseeing the strategic direction of organisations, managing large and diverse contracts, and more recently leading and growing the BAM Facilities Management subsidiary.

In 1998, Louise was promoted to the board of Birse Construction, a regional civil and building contractor with a turnover of £450m and 1000 staff. At the time Louise was named as the first female engineer to become a board director of a UK contractor. She was involved in key projects such as, A668 Rhymney Valley Relief Road, A50 at Stoke, Manchester Inner Relief Route and being a Regional Engineering Manager. Following Balfour Beatty's acquisition of Birse in 2006, Louise remained with Balfour Beatty Civil Engineering for a year helping with the integration of the two companies.

A member of the BAM Construct Senior Management Team and BAM Construction Board, Louise is responsible for the BAM FM and BAM Energy businesses with an annual turnover of £60m. Louise became a Fellow of the Institution of Civil Engineers in 2002, aged 37.



Lynsey Sarah Breen

Company Secretary and Managing Director, Advanced Powertek Utilities

Lynsey started her career as a Civil / Structural Engineering technician. Lynsey's next step was to move into the area of design engineering, where she was responsible for undertaking all aspects of engineering design for new housing developments throughout the East of Scotland.

During her career Lynsey has been an Engineering Manager for a major housebuilder and as a Technical Director for a major energy contractor. More recently, Lynsey has been the Director of Strategic Operations for a multi-million pound civil engineering company where she is responsible for the strategic analysis and direction of the company.

Lynsey has supported and mentored young females who are interested in entering the world of engineering, delivered inspirational talks and provided work opportunities for young women.

Lynsey is a keen motorcyclist and has 2 sons, aged 8 and 5. Her oldest son has been racing go karts throughout the UK over the last 2 years and being a 'privateer' karter Lynsey is mechanic and is the only Mum who appears regularly on the grid! She is currently managing a business merge of her current companies multi utility infrastructure division with an external company whereby she will assume the role of Managing Director.



Margherita Della Valle

Group Chief Financial Officer, Vodafone

Margherita Della Valle is the Group Chief Financial Officer for Vodafone and a member of the Vodafone Group PLC board. She has enjoyed a successful 24-year career with an organisation she is passionate about.

Margherita has, as a key member of the Executive Committee and Group PLC board, played a pivotal role in the development of the Vodafone strategy and instrumental in its execution. Under her guidance the Finance function has developed and is on track to deliver €1.2bn of savings through radical simplification and the implementation of a digital culture throughout the organisation. Taking the organisation into the future Margherita is driving the implementation of automation, robotics and artificial intelligence.

Margherita's career has been built on strong leadership and the ability to transform the Finance function into a strong partner for the business. Many successes include individual awards like the Premio Bellisario (2009) award from the Italian presidency recognising women's achievements in the fields of business, science and public administration.

Margherita was also a Non-Executive director at Centrica PLC (2011–2019) and chairman of the Centrica Audit Committee (2013–2019), she was also a trustee of the Vodafone Foundation (2011–18) and a member of the UK Treasury Financial Management Review Board (2015–2019).

Maria Katsourou

Engineering Programme Manager, Rolls-Royce

Maria studied Mechanical Engineering in the National Technical University of Athens and graduated with 1st class – not least as one of the top five of 300 students. From Athens, Maria moved on to a double scholarship for an MSc in Aeronautical Engineering (Thermal Power) in Cranfield University in the UK, which she completed with an award from the University for high performance.

Rolls-Royce was always the ambition and it came true after graduating. Employed by the company straight out of Cranfield University, Maria started out as an Engine Performance Engineer and she has since achieved numerous promotions. Today she works as a Project Engineer specifically looking at enhancing the performance of the Trent XWB – one of Rolls-Royce's leading Civil Large Engines. Her work involves integration of teams to deliver significant tasks but she is also solely accountable for the delivery of well-defined packages of work. Her tenacity and skill has been recognised at the highest levels of Rolls-Royce and she has achieved various performance related awards.

Maria is proud to have achieved a double promotion within a year of her returning from maternity leave, validating that motherhood made her more efficient, effective and driven to succeed.



Marina Thomas

Group Company Secretary, Meggitt

Marina Thomas is the Group Company Secretary at Meggitt Plc, a leading international company listed on the London Stock Exchange, known for designing and manufacturing high performance components and sub-systems for aerospace and defence markets and applying its core sensing and control technologies to various applications in the energy sector. Meggitt works closely with its customers to deliver technologically differentiated systems and products into challenging environments with high certification requirements. The Group employs over 12,000 people across over 40 global operating facilities.

She is governance advisor and secretary to the Board and Committees, managing regulatory compliance relating to the company's listed status, the Group's share schemes, insurance and business continuity programmes and acting as Data Protection Officer to the Group. In 2017, Marina assumed responsibility for Ethics and Business Conduct across Meggitt and more recently assumed responsibility for reputation management through the communications function.

Marina is a strong believer in inclusion and diversity – and is the Executive Sponsor for the "Gender Balance" Employee Resource Group which was launched in 2019 and aims to promote gender balance across Meggitt. Marina is a Fellow of the Institute of Chartered Secretaries and Administrators with over 18 years' experience.



Marion Sears

Independent Non-Executive Director. Chair: Remuneration and Corporate Responsibility Committees, Persimmon Homes

Marion Sears started her career in the pharmaceutical industry and currently serves on four public company boards in the UK. Two are corporate boards, being Persimmon plc and Dunelm Group plc and two are investment trusts.

Marion joined the board of Persimmon in 2013 and has chaired the Corporate Responsibility committee since then where she has led the work on sustainability, stakeholder engagement and climate change. In 2017, when it became clear that the 2012 Persimmon incentive scheme would pay out high rewards to executives, and the Chairman and Chair of the Remuneration Committee resigned, Marion was appointed Chair of the Remuneration Committee.

In the last two years she has led the work to reshape pay at Persimmon generally, and executive pay has been restructured so that it is more balanced, aligned with strategy and in line with best practice. This work was the first step in Persimmon's culture change which the whole Board has focused on delivering for the benefit of customers, staff, the communities where Persimmon builds and other stakeholders. Marion is also a member of the Independent Review sub-committee which is assessing the customer care initiatives at Persimmon, and which will report at the end of 2019.





Maxine Mayhew

Managing Director – Natural Resources, Costain

An experienced senior executive across the water, energy, engineering and construction sectors, Maxine Mayhew has a successful track record delivering in challenging divisional P&L roles as well as complex functional roles (including technology, engineering, consultancy, H&S). Currently MD Natural Resources for Costain and a member of the board, she leads the water, energy and defence sectors, responsible for growth and operational performance in technology, consultancy and complex delivery services.

Maxine graduated with a First Class Honours degree from Brunel University along with a diploma in professional development. She subsequently completed a PhD in wastewater treatment at Cranfield University, developing her process engineering capability.

Maxine has led projects in waste water, anaerobic digestion and water technology development. Identifying the benefit of a novel technology in biosolids treatment, she then led the development of a full-scale application resulting in improved regulatory compliance, cost reduction and revenue generation through partnering for sale of the technology.

Recent years have focused on leadership, commercial development and strategy delivery with a number of executive roles ranging from operations, engineering and complex delivery through to central support services. Maxine is values driven and is motivated to deliver by creating and developing high performing teams.



Meshi Taka

Principal Engineer / Project Manager, AECOM

Growing up in Cameroon, as a young girl Meshi Taka dreamed of becoming a civil engineer just like her dad; she was challenged but not swayed by a culture that predominantly valued male over female children. Meshi had the security of a strong family support system that nurtured her passion and encouraged her aspiration.

Her passion for all things science served her well through school all the way to achieving my Civil and Structural engineering degree and becoming a Chartered Civil Engineer. Acutely aware of the impact of a widespread lack of safe water and sanitation, today she has over 15 years' experience in the water and wastewater sector having worked in client and consultant roles and for projects across the UK. From Trainee Civil Engineer to Principal Engineer and Project Manager, swapping consultant for client, mentee to mentor; Meshi is helping to influence and promote diversity and inclusion in the workplace.

By sharing her journey and engaging with those outside industry, Meshi is helping to change outdated perceptions. Today she is a part of the change that is ensuring that more women feel wanted and valued in the engineering and construction industry.



Naomi Climer CBE

Vice President for Fellowship Engagement, Royal Academy of Engineering

An engineer and leader, Naomi has spent her career in the Broadcast and Communications industry including technology leadership roles at the BBC, ITV and Sony. Now Naomi focuses on the role that technology will play in the future and advocates for technology as a force for positive change.

Naomi is currently Co-Chair of the Institute for the Future of Work, Non-Executive Director at Focusrite Plc and Sony UK Technology Centre, and is the past President of the Institution of Engineering and Technology, Trustee and Vice President at the Royal Academy of Engineering and Chair of Council at the International Broadcasting Convention. Naomi also serves on the Cabinet Office Science and Technology Awards Committee and the 1851 Royal Commission's Industry and Engineering Committee.

Awarded a CBE in the Queen's Birthday Honours 2018 for Services to the Engineering Profession, Naomi promotes the importance of engineering and the need for diversity in engineering to secure the future for individuals, society and the planet. She has featured in several Most Influential Women in Engineering and IT lists. Naomi has been awarded honorary doctorates in engineering from Huddersfield, Southampton Solent, Bradford and University of Wolverhampton.

Naomi Connell

Chief Finance Officer, VolkerWessels UK

Naomi Connell joined the board of multi-disciplinary engineering contractor, VolkerWessels UK, in 2010.

VolkerWessels UK has developed a significant presence and reputation in the UK infrastructure sector over the past decade, and Naomi has contributed to this evolution. The company now employs c.3000 people across the country. Naomi's focus has been to enable and support the development and growth of the business in terms of ambition and delivery, as well as financially.

Naomi was nominated by the Secretary of State as a Founding member of the National College for High Speed Rail and is Chair of its Audit Committee. She is an active non-exec providing regular support and guidance to the team delivering this first new national college for high tech engineering.

Naomi spends a significant amount of time coaching the senior engineering leadership of the future, in VolkerWessels UK and client organisations. She is the board sponsor and leader of the VolkerWessels UK Executive Leadership programme and coaches a number of its Operational Directors. Through her encouragement of engagement with education, and her interest in developing the leadership of the future, she has a broad and far reaching influence both across VolkerWessels UK and the wider engineering sector.



Nichola Skinner

Senior Legal Counsel and Company Secretary, Bechtel

Nichola Skinner is Senior Legal Counsel and Company Secretary with Bechtel. Based in London, she provides legal, risk and governance support to Bechtel's Infrastructure business in the UK and worldwide in the civil, aviation and rail markets.

She is a key driver of Bechtel's progressive approach to diversity and inclusivity, being a member of the Legal, Risk Management, Ethics & Compliance and Internal Audit Diversity Committee since 2012 and appointed Chairperson in 2015. Bechtel has supported a flexible work schedule which has facilitated her career progression.

Before joining Bechtel in 2011, she was in private practice with Freshfields Bruckhaus Deringer LLP in both their London and New York offices advising clients on a wide range of complex UK and international construction and engineering projects, PPP projects and public procurements. During 2010, she was seconded to the London Organising Committee of the Olympic Games to advise upon various procurement and construction matters relating to the delivery of the London 2012 Olympic and Paralympic Games.

She holds a Master of Arts, Jurisprudence from the University of Oxford.



Dr Nike Folayan

Associate Director, Chairperson, WSP, Association for Black and Minority Ethnic Engineers in the UK

A Chartered Electronics Engineer with a doctorate in Electronics Engineering. Dr Nike Folayan is currently Associate Director and the Technical Discipline Leader for Communications and Control within WSP. She is also a Technical Blogger on SMART technology systems. Nike has also worked on projects for Mott MacDonald, Parsons Brinckerhoff, and Harada Industries Limited.

Nike is chair and Co-founder of AFBE-UK, a not for profit organisation that promotes higher achievements in education and engineering particularly among people from black and minority ethnicity backgrounds. AFBE-UK has over 8000 beneficiaries and over 1000 members across the UK. As Chair, Nike represents the organisation on local, regional and national levels.

She has participated and presented in seminars on diversity and inclusiveness including as part of the All Parliamentary Group (APPG) on Diversity in STEM. Nike has the ability to bring together various stakeholders from industry, government, public and private sectors.

A recent judge at the IET Young Woman of the Year 2019 Award, Nike also sits on the Engineering Leadership Scholarship Steering Group for the RAEng, on the diversity panel of the Science Council, and the engineering industrial panel at the University of Kent and is a Trustee at the Engineering Development Trust.





Olivia Sweeney

Ethical Buyer Aroma Chemicals, Lush

Passionate about the environment, Olivia Sweeney studied Chemical Engineering at the University of Edinburgh to equip herself with the skills to make a real impact in that field and help build a more sustainable future.

Since graduating Olivia has been working at Lush Fresh Handmade Cosmetics as an Ethical Buyer for Aroma Chemicals. She is responsible for the global demand of roughly 150 materials. An element of this role is purchasing, logistics and procurement ensuring that the materials and suppliers Lush work with meet environmental and ethical standards.

She also works to see and make materials in a new or regenerative way. To this end she has worked on 3 main projects: making banana fragrance using banana peel waste, using organic waste as the raw material in fermentation to generate desired aroma chemicals, and thirdly working towards the supply of Organic Fairtrade Ethanol.

A key part of Olivia's role within the business has also been changing minds about chemicals, often in 'green' companies, natural ingredients are assumed to be the best and chemicals are inherently bad, but this is not always the case. Olivia is also involved with This Is Engineering and Make the Future campaigns.



Pavlina Akritas

Associate Lighting Consultant, Arup

Pavlina is an Associate within Arup and Lighting's Arts and Culture Business leader in the UK. She has over 12 years' experience working in multi-disciplinary teams on a range of international projects. Her specialism is in the design of daylight and electric lighting systems in museums and gallery spaces.

Award winning projects in Pavlina's portfolio include the Investcorp Building, the Broad Museum in Los Angeles, the Royal Academy of Arts in London. In 2015 Pavlina completed Gagosian's third Gallery in London, where electric lighting is used to reproduce the exact exterior conditions, simulating a naturally daylight space.

Pavlina's work extends to fashion where she designed the lighting for Céline runways shows during Paris Fashion Week and carried out the lighting design for Parfums Christian Dior Le Bon Marché and Waikiki pop-up shops.

She is one of the protagonist of 'This Is Engineering' campaign which seeks to rebrand engineering for people aged 13-18 (<https://www.thisisengineering.org.uk/meet-the-engineers/pavlina/>).

Pavlina was recently appointed as a Trustee of the University of Illinois Foundation UK Limited. Through her leadership and support the Foundation is looking to grow the University of Illinois' presence and encourage philanthropic investment from the University of Illinois community in the United Kingdom and Europe.



Phillipa Recchia

Group SHE Director, Severfield

Phillipa Recchia is Group Health Safety and Environmental Director at Severfield Plc, a structural steelwork company which engages in the designing, manufacturing, fabrication, construction, and erection of steelwork activities in the United Kingdom, Republic of Ireland, Mainland Europe, and internationally.

With over 20 years' experience, Phillipa has managed to integrate Health and Safety (H&S) into the working business instead of it being a stand-alone discipline. "It's not a separate entity anymore and I think people took a long time to appreciate that it is an integral part of the business not a separate part of the business. I'm from a quality background, this is the first time I've not had quality, so together quality, safety and environmental, it's integral to everything we do as a business."

She has experience in leading, motivating and developing SHE teams, alongside overseeing accident / incidents, ensuring stakeholders interests are managed, co-ordinating with external bodies and ensuring Severfield is currently leading in its SHE approach.

She graduated from Nottingham University with a Degree in Engineering and an MSC in Management and Systems and spent a few years in various health and safety roles including for C&D group.

Rachel Skinner

Executive Director, WSP

Rachel Skinner is Executive Director and UK Head of Transport at WSP.

A chartered engineer, Rachel is a Vice President of the Institution of Civil Engineers and will become President in 2020. In 2016, Rachel was named as one of The Telegraph's inaugural Top 50 Influential Women in Engineering and in 2017 she was named as "Most Distinguished Winner" and "Best Woman in Civil Engineering" at the European Women in Construction and Engineering Awards. Rachel is also a Commissioner, Infrastructure Commission for Scotland.



Rachel Whittaker

Finance Director, Nexperia UK

Rachel Whittaker is a UK Finance Director for Nexperia UK Ltd, encompassing being financial controller for the Manchester site which houses a semiconductor manufacturing plant, and the UK country controller.

Rachel fell into the world of semiconductors by a chance phone call from an agency offering an interview with the then named Philips Semiconductors UK. She joined in 2005 and by 2011 Rachel was UK Finance Director to not only the main legal entity (now NXP Semiconductors) but she was also finance director to another 4 legal entities within the UK all of them being subsidiaries of NXP Semiconductors BV (head office). Nexperia UK was incorporated in February 2006 the result of NXP Semiconductors selling the Standard Products business unit to JAC Capita.

Semiconductors is a fast paced technology world that Rachel never planned to be a part of, but taking the opportunities as they were presented, has led to financial directorship. Rachel's passion for her job comes from the role she plays in securing the now, and shaping the business for the future, keeping the competitive edge financially so that the investors see the advantages of Nexperia UK investment versus other internal sites around the globe.



Raffaella Ocone

Professor of Chemical Engineering, Heriot-Watt University

Raffaella is currently Professor of Chemical Engineering at Heriot-Watt University and the EPSRC Established Career Fellow in Particle Technology (2016–2021). She was the first woman professor of Chemical Engineering in Scotland (and the second in the UK).

A Chartered Engineer and Scientist, she is a fellow of The Institution of Chemical Engineers, The Royal Society of Chemistry, The Royal Society of Edinburgh and The Royal Academy of Engineering. Raffaella is appointed Cavaliere (Knighthood) of the order of Merit of the Italian Republic and received an OBE The Queen's 2019 New Year Honours for services to engineering.

A recognised expert in the fields of multi-phase flow, chemical reaction engineering of multi-component systems, and mathematical and physical modelling, Raffaella is currently the chair of the Institution of Chemical Engineers Research Committee and the Chair of the IChemE Particle Technology Special Interest Group. She sits on several committees of the Royal Academy of Engineering (RAEng), and chairs the RAEng Award Committee.

Raffaella has published a book on Transport Phenomena (Elsevier), and co-authored publications in international journals and conferences. The industrial impact of her research has been recognised through collaborations with industries and consultancies.





Rhiannon Piasecki

Finance Director, DeepOcean

Rhiannon joined DeepOcean (previously known as CTC Marine Projects Limited) as a Management Accountant and within 4 years was internally promoted to become the Company's youngest Director and only female Director at the time. The promotion was also the fastest promotion to Director within the history of the company. Rhiannon has over 10 years' experience within the subsea engineering industry between DeepOcean and Reef Subsea, where she worked at Director level in both cases.

DeepOcean is a leading provider of integrated subsea engineering solutions and subsea contractor. They operate globally in the offshore oils and gas, telecommunications, renewables, power and defence markets.

Rhiannon is an award winning business leader who has been published in Who's Who of Britain's Business Elite: Young Business Leaders and was featured in the North East of England's Top 30 Under 30 Awards in 2010. She has been instrumental in the design of global finance structure covering Norway, UK, Singapore, Malaysia and Australia. She has worked with a team of male engineers in assessing new overseas engineering business for joint venture, including evaluation of the subsea seabed drilling market. Rhiannon is a mum of two strong, independent girls aged 4 and 3.



Rosemary McGinness

Chief People Officer, The Weir Group Plc

Rosemary joined Weir as Chief People Officer in August 2017. Founded in 1871 and headquartered in Scotland, the Weir Group PLC primarily designs, manufactures and services pumps, valves and other ancillary equipment used in the mining, oil & gas and power markets. Weir has over 15,000 employees based in 50 countries across the globe. The continued success of the company is based on a philosophy of engineering and operational excellence and a commitment to supporting their customers globally.

Having started her career in line management with Forte Hotels, Rosemary has held a range of positions covering all aspects of Human Resources across the globe. Rosemary sits on the board of MsMissMrs, a social enterprise with a mission to empower women and girls through self-development and is an Advisory Board Member to the School for CEO's and an Advisory Board Member of the University of Strathclyde Business School.

Rosemary mentors and coaches young women in business and is an advocate for women in STEM. She sits on the Corporate Philanthropy steering Committee at Weir and ensures funding is directed to support education of women in STEM. She is also a Fellow of the Chartered Institute of Personnel and Development.



Sakthy Selvakumaran

Fellow in Engineering / Co-founder & CEO, University of Cambridge / BKwai

Sakthy Selvakumaran is a Chartered Civil Engineer who has worked across different countries and cultures in design, contracting and international development roles. These roles include designing new structures on mega-projects like the Crossrail trainline in London, assessment to upgrade UK infrastructure assets, and working on sites to reconstruct housing destroyed by earthquakes in Peru. She has also worked in industry R&D roles for a construction company, developing new solutions and technologies to change the way infrastructure is designed, constructed and maintained. Her recent PhD at the University of Cambridge applied rapidly advancing radar satellite imagery technologies which can monitor millimetre scale changes on the earth's surface. This is done to understand how such technologies can support the monitoring of bridge and infrastructure assets and predict signs of failure and collapses. This work was sponsored by National Physical Laboratory and Laing O'Rourke, and in collaboration with the German Aerospace Center (Deutsches Zentrum für Luft- und Raumfahrt, DLR) for which she spent 6 months in Munich working in the space and earth observation sector. She is now leading a new research group within the Engineering Department and is the Co-Founder and CEO of a software start-up. Her achievements include being named on the Forbes 30 Under 30 Europe List, serving as an ICE President's Apprentice (now 'Future Leaders Scheme') and being appointed to the Young Professionals Panel of the National Infrastructure Commission in the UK.

Sofia Athanassiou

Commercial Director, Connect Plus

Sofia is an award-winning Engineer and a Commercial Director for Connect Plus, (CP) which operates and maintains the M25 Network, working closely with Highways England to optimise the whole-life value of network investment and the management of contract change.

CP is delivering a 30-year asset renewal program for its assets portfolio, which covers c. 150,000 assets in 14 asset categories, including Dartford Crossing, as well as key strategic routes serving London, 440 linear km and 1,750 structures, including 5 tunnels. It is also delivering significant improvement works (civil engineering and technology schemes) on behalf of Highways England (HE).

Sofia leads a team of six as well as providing leadership across the wider community of CP's stakeholders. She is also responsible for the commercial robustness of the asset renewal program; and the contract/commercial performance of Connect Plus and its supply chain.

Previous to this, she worked for Balfour Beatty Vinci JV and Balfour Beatty Investments as a Bid Director from 2006–2016, responsible for bidding for and winning HS2 contracts worth (c£300m each) and HS2 Main Works Civils Contracts worth (£1bn each).

She is passionate about bringing young women into Engineering and advises : "Never stop learning, stay curious."



Susanne Seitz

Executive Vice President, Head of EMEA, Landis + Gyr Limited

Susanne Seitz is Executive Vice President, Head of EMEA Region and Member of the Group Executive Management at Landis+Gyr. Her focus is on enhancing the company's leadership position and driving sustained profitable growth across the EMEA region.

For more than 120 years, Landis+Gyr has been an industry leader in energy management solutions. Using its advanced smart metering portfolio and other cutting-edge smart grid technologies, the company is helping energy retailers and power utilities all over the globe improve their operations, protect their assets, lower their operating costs and provide better customer service. The company employs approximately 5,600 people – including 1,300 engineers – in over 30 countries across five continents.

Before joining Landis+Gyr, Susanne was a manager at Siemens Building Technologies (Zug, Switzerland) for 15 years. During her tenure at Siemens, she held the positions of Head of Strategy, Mergers & Acquisitions and Business Excellence; Head of Portfolio Management for security products; and Vice President for the global systems and solutions business. Most recently she was responsible for the Siemens Building Technology Business as Senior Vice President for Northern Europe. She has recently been nominated to join the Expert Committee of the Technology Fund of the Swiss Federal Office for Environment.



Suzanne Heywood

Chairperson, CNH Industrial N.V.

Suzanne Heywood was appointed Chairperson, CNH Industrial N.V. in July 2018. CNH Industrial is a global leader in capital goods that implements design, manufacturing, distribution, and commercial and financial activities in international markets. This heavily engineering based company employs more than 64,000 people in 66 manufacturing plants and 54 research and development centres in 180 countries and makes the vehicles that keep agriculture and industry growing.

Suzanne is also the Managing Director of Exor with responsibility across Exor's direct investments, which includes Fiat Chrysler and Ferrari Prior to Exor and CNHI she worked in McKinsey and in the UK Government after completing a degree and a PhD in Science at Oxford and Cambridge respectively.

Suzanne is also a Board Member of The Economist (where she is an Audit Committee member) and of the Royal Opera House (where she is the Deputy Chair) and the Royal Academy of Arts Trust. She grew up sailing around the world for ten years on a yacht with her family recreating Captain James Cook's third voyage around the world where she learnt first-hand of the importance of practical engineering skills.





Vanda Murray OBE

Chair, Marshalls plc

Vanda has over 25 years' experience at a senior level across a range of industry sectors in the UK and Overseas. Vanda was a graduate trainee with ICI plc and spent her early career in European marketing roles with GTE Inc and BET plc.

From 2001–2004 she was CEO of Blick plc, a FTSE quoted support services Group, where she doubled the market capitalisation prior to its sale to The Stanley Works Inc. From 2004–2006, she led a successful turnaround at Ultraframe plc.

Vanda now serves as a Non-Executive Director on a number of Boards, including Manchester Airports Group, Redrow plc, Bunzl plc, where she is Senior Independent Director and Marshalls plc, which she Chairs. She is one of just 22 female chairs in the FTSE 250. In 2002, Vanda was appointed OBE for Services to Industry and to Export.

In March 2018, she won a UK National Award covered by The Sunday Times, for Non-Executive Director of the year in the large company category for her work at Manchester Airports Group (which owns Manchester, London Stansted and East Midlands Airports), where she chairs the Remuneration and the Corporate Social Responsibility Committees.



Vanessa Burton

Assistant Engineer, Advancing Race and Culture Co-Champion, Mott MacDonald

Vanessa is an assistant engineer at Mott MacDonald with 4 years post chartered experience. She was University of Surrey and ICE Scholarship student placed with this company. During her 4 university years she also gained a performance scholarship where she finished her experience gaining a Civil Engineering MEng (Hons) First Class degree.

She pursued a career in engineering through her desire to help people and to improve lives. Since joining Mott MacDonald Vanessa has continued with her belief of "using the skills I acquire to help those I can". Vanessa has been involved with Major Construction Projects globally working on heavy civil projects such Victoria Station Upgrade, Heathrow T2B, Doha Rail Stations, Northern Line Extension (located on Site) and Thames Tideway.

Alongside her main career, Vanessa has been involved with many CSR activities and won one of the first MM Equality, Diversity and Inclusion Awards in 2016. Alongside her day-to-day engineering Vanessa is the Advancing Race and Culture Co-Champion for the UK. She has been responsible for communication issues of Race and Culture to the business and with colleagues. Currently, Vanessa is undertaking a client secondment to EDF Sizewell C Enabling Works Basic Design as an Assistant Project Manager.



Victoria Mitchell

Vice President, CE Systems Group, ARM

Victoria is the VP engineer for ARM, a leading technology provider of silicon IP and custom SoCs at the heart of billions of devices. Previous to this, she was Vice President of Technology Services Group, a large, global organization responsible for the platform, services, and solutions for IP engineering. Vicki has been a director of software engineering at Glowforge, for Intel Corporation and for Altera. She was a director at Wolfson Microelectronics, Integrated Device Technology (IDT) and Cirrus logic.

A member of the Society of Women Engineers (SWE), Victoria is passionate about ingenuity and engineering and creating new, tangible works that benefit others. She received an award in 2013 for the most influential woman in engineering for the west coast of the US partially for her contribution to changing the concept of systems modelling in engineering from an absolute view to a broader view with the ability to hone in on a particular process when needed.

Her influence in the sector is considerable and she was invited back to Intel, a company she no longer works for, to give a talk about developing their young women employees in Penang, Asia and to speak to the women about leadership and management.

Vinita Marwaha Madill

Space Operations Engineer, Rocket Women

Vinita Marwaha Madill is a Space Operations Engineer based at the European Space Agency (ESA) (as a contractor via TERMA B.V.) where she is focused on human spaceflight operations for future projects, including the European Robotic Arm to be launched to the International Space Station (ISS). She has previously worked at the German Aerospace Centre (DLR) and ESA on International Space Station (ISS) operations and spacesuit design. At ESA's European Astronaut Centre, Vinita helped design the SkinSuit and conducted a study on future spacesuit design.

At the German Aerospace Centre, she guided astronauts through experiments and wrote astronaut procedures in Germany's version of Mission Control. Vinita studied Mathematics and Physics with Astrophysics at King's College London and went on to gain master's degrees in Space Management from the International Space University (ISU) and in Astronautics and Space Engineering from Cranfield University, UK.

Vinita is an advocate for STEM outreach, founding the platform Rocket Women (www.rocket-women.com) that aims to inspire women to study STEM and consider a career in the space industry. Rocket Women has been featured in media publications including Fast Company, Stylist Magazine, and The Telegraph. She was mentioned in ELLE magazine's '12 Genius Young Women Shaping The Future'.



Wendy McWilliams

Chief Legal Officer and Group Company Secretary, Wilmott Dixon

Wendy is the Chief Legal Officer and Company Secretary at Wilmott Dixon. In 2018, Wendy became the first female appointed as a director to the main board in the company's 167 year history.

It is Wendy's responsibility to lead the legal team, advising the business on contract terms and conditions with customers giving guidance on acceptable and management risks from a legal perspective. She will assist in finalising collateral documents such as guarantees, performance bonds and warranties both to be given by the group and procured from the supply chain to meet both the group needs and customer needs. Her objective is to give focussed advice to her directors and colleagues that is easy to understand, concise and commercial that is both useful and aimed at problem resolution rather than impediment.

Wendy has been involved in concluding all Wilmott Dixon's group development schemes over a number of years. She has experience in agreeing these joint ventures, development agreements and was a key member of the team that built up the development business and the sale of 70% of that business to Eco World with whom the group remain in joint venture.



Yewande Akinola

Innovation Lead, Laing' O Rourke

Yewande Akinola is a Chartered Engineer, an innovator, a dreamer and speaker with tons of passion for the role of innovation, creativity and engineering in our world today.

Her engineering experience and responsibilities include Design and Construction, Innovation and Manufacture of buildings and systems in the built environment. She has worked on projects in the U.K., Africa, the Middle East and East Asia and presented television programmes for Discovery Channel, Channel 4, Yesterday TV and CBBC.

Yewande sits on the Board of Trustees of the Institution of Engineering and Technology, the Royal Academy of Engineering Africa CATALYST Steering Committee and is a Visiting Professor at the University of Westminster. She has recently joined the Executive Governing Body at the University of Warwick.

Her contribution to the sector has been recognised with several awards and Yewande is the recipient of 2 Young Engineer of the Year awards, the Exceptional Achiever Award by the Association for Black Engineers (AFBE-UK) and the Association of Consultancy and Engineering, U.K. (ACE).

She has been named one of the UK's top 35 women under the age of 35 by Management Today and was awarded PRECIOUS AWARDS Outstanding Woman in STEM award.



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