

# The Woman Engineer

WOMEN'S  
ENGINEERING  
SOCIETY



AUTUMN 2024  
VOL 23 | NO 4

## 10th anniversary celebrations

*International Women  
in Engineering Day  
(INWED)*

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**Diverse Minds,  
Stronger Solutions:**

# ENGINEERING FOR ALL

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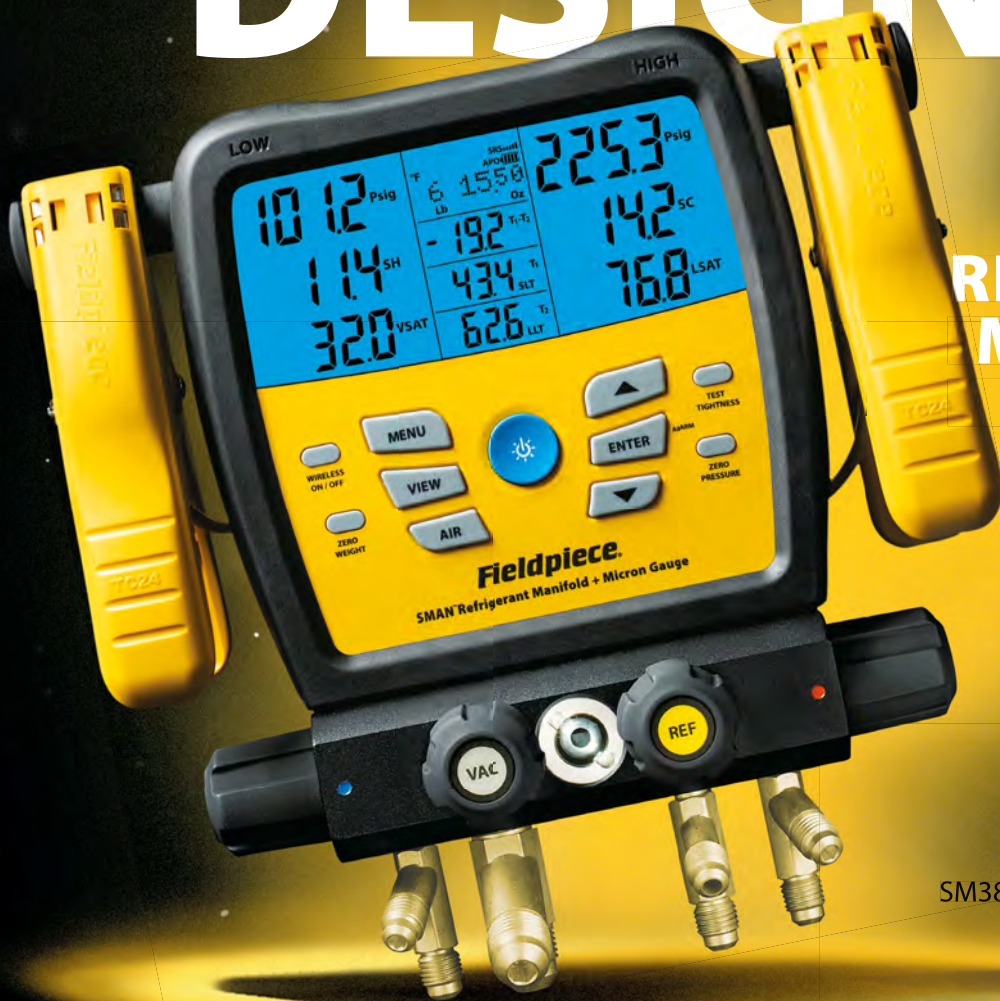
**TOP 50 WOMEN IN  
ENGINEERING 2024**

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**FEMALE ENGINEERS'  
JOURNEYS TO SUCCESS**

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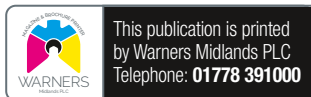
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@The Woman Engineer 2024

# Welcome to the Summer issue of The Woman Engineer

This issue will cover Women's Engineering Society (WES) activities which include; celebrations surrounding International Women in Engineering Day (INWED) and the announcement of the Top 50 Women in Engineering (WE50), now in its tenth year.

We were very fortunate to be able to welcome Dr. Nikita Hari, MENG, PHD Faculty for Future Fellow and Head of Teaching and Design Support Group (TDSG) at the Department of Engineering Science, University of Oxford to present our INWED keynote speech. See from page 8 for the full precis.

Page 7 lists over 220 new members, so encouraging, and is a testament to the diligent activity and focus from the WES Teams and committees. A very warm welcome to all of our new members!

The Top 50 Women in Engineering 2024 are presented from page 11, please have a look and help in congratulating such an illustrious group of women.

As always, I look forward to welcoming your feedback and suggestions for topics, articles and features:

[julietl@warnersgroup.co.uk](mailto:julietl@warnersgroup.co.uk)

All the very best

Juliet Loiseau MInstR  
Managing Editor



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# ACR & HEAT PUMP REGIONAL EXHIBITION

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Elland Rd, Beeston, Leeds LS11 0ES

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The Climalife Roadshow will also be open from 8am – 10am in the Jack Charlton Suite (West Stand). Refreshments and breakfast rolls will be available on arrival. You can register to attend at: <https://forms.office.com/e/rMhEAXrdfP>





# Welcome to the Autumn 2024 issue

What a fantastic INWED we had this year. With the 10th anniversary, celebrations. It is always so great to see what each of the participants achieves for INWED. The celebrations are truly international, as can be seen when looking at the events on the INWED website.

The team, both staff and trustees have been busy, supporting a 'big weekend' of celebrations. With a drinks reception starting the celebrations which I am assured was a fabulous evening and well received. The INWED webinar was also well supported and hosted by Susan Robson, these virtual events are a great way to get involved with WES from your workplace. Supporting both individual members and our partners to have the opportunity to network.

It was such an honour to have Dawn Bonfield MBE talk with our heritage Manager Helen Close about INWED on its 10th anniversary year.

Of course, the WE50 with its theme of Enhanced by Engineering, has been well received. We had a great selection of candidates, and it is always inspiring to see the work that all those who put themselves forward for these awards are achieving. To try and choose only 50 from the candidates is challenging, and those who get the award should be rightly proud. The highlight of the WE50 is the afternoon tea. Yet again a fantastic event where the 50 top women in the field can be awarded and allowed to network.

### Looking ahead

As we come to the end of the summer holidays, we look forward to the year

ahead, it is frightening to see how fast the year is going. But we still have plenty happening, from planning for the student and apprentice conference to judging for awards.

I have been happy to see that the new awards launched this year to complement Karen Burt award for best newly chartered Engineering, have been well received. Those being the Best newly incorporated Women Engineer and the best newly Eng Tech Woman Engineer.

And of course, as we come to opening up nominations in the near future for the election of the new trustees, ready for AGM. I would like to encourage anyone with an interest in becoming a trustee to look out for the notice and reach out to the current Trustees to get insight as to the role. Also, we have active Directors committees and special interest groups that are always on the lookout for members. Please get involved as a society it is our members that make us what we are.

*K L Critchley*



Dr Katherine Critchley  
President of the Women's Engineering Society  
[www.wes.org.uk](http://www.wes.org.uk)





women's engineering society

**WES is delighted to welcome our new Partners:**

- Company: ASMPT and British Airways
- Education: Loughborough University

**We are also grateful for renewing Partners, which include:**

ABB Limited, Ball Corporation, Biffa Waste Services LTD, Dyson Institute of Engineering and Technology, Engineering and Physical Sciences Research Council, Glasgow Caledonian University, Heriot-Watt University, HMD Sealless Pumps, Inductura, Institute of Refrigeration, KLA, Liverpool John Moores University, NES Fircroft Engineering Services, Novanta Technologies, RNLI, Safran Landing Systems, Scottish Power, STEM Returners, Ulster University, Aston Martin, The Smallpeice Trust, AWE, FM Insurance and UCL.

**Thank you to our INWED 2024 Sponsors:**

- Boeing
- Stanley Black and Decker
- McLaren Racing
- RAF Youth STEM
- GCHQ
- Institute of Refrigeration
- OPITO
- Mercedes AMG Petronas Formula One Team
- Network Rail

**The next events to collaborate with us and we have opportunities to sponsor:**

- Student & Apprentice Conference, 1 November, Bristol
  - Lottie Tour, 11-15 November, Online Campaign
- For Partnership and Sponsorship enquiries, please contact: [partners@wes.org.uk](mailto:partners@wes.org.uk)



## Second “Return Flight” programme with STEM Returners and Boeing takes off

Boeing and STEM Returners have launched the second “Return Flight” programme to help professionals back to work after a career break.

Specifically targeting employment fields such as engineering, operations and quality, the initiative provides a unique opportunity for people with expertise in these areas to reintegrate into the workforce. The programme focuses on learning, development and workplace transition to equip returners with the skills and knowledge needed to excel in their respective roles.

The new programme follows a successful pilot last year in which Joanna Carver was able to return after breaking from her career twice to have her children. She joined Boeing as a Technical Publications specialist at their Bristol site.

Joanna said: “I feel blessed to be chosen to join Boeing under the wings of the STEM Returners programme. It was daunting to return to work after some time away, so I appreciated the extra support and inspiration both organisations provided. The programme reinforces positive values and attitudes, whilst guiding you through various topics from wellbeing to leadership skills. I feel extremely positive about my career at Boeing.”

Key components of the Return Flight programme include tailored onboarding and

programme orientation, foundational upskilling, personal coaching sessions, and professional and leadership skills development. Each participant will be matched with a dedicated professional coach, mentor, and buddy who will provide ongoing support throughout their return-to-work journey and facilitate their professional growth.

The programme is open to candidates who have taken a minimum continuous or combined career break of 12 months, for any reason. After completing the 12-week program, participants have the opportunity for permanent employment.

Return-to-work specialists STEM Returners will source candidates and provide additional support, including advice, career coaching, and mentoring, to ensure applicants are ready and confident to return to work.

Research from STEM Returners reveals the challenges people face when trying to return to work following a career break, with recruitment bias shown to be the main barrier to entry. It also shows women trying to return to industry are more likely to experience recruitment bias than men.

Since STEM Returners first launched in 2017, more than 500 STEM Returners candidates have joined programmes across the UK. To view opportunities, visit [www.stemreturners.com/placements/](http://www.stemreturners.com/placements/)

## Firstco continuing to show **FIRSTCO.** support for Women in Engineering

“We are proud to have been partnering with the Women in Engineering Society (WES) for over six years to help women engineers globally in finding roles and supporting them to grow as engineers, scientists, and leaders. We have learnt through WES about developing a flexible approach in terms of working time and that providing the right kind of

working environment and learning opportunities can be a great way of attracting women to apply which has provided us with a competitive edge in a challenging employment marketplace. We currently have multiple roles which we’re recruiting for, if you are interested in joining our team, please visit: [firstco.uk.com/careers/](http://firstco.uk.com/careers/)”



# NEW MEMBERS

The Women's Engineering Society (WES) are delighted to welcome our new members:

Rosie Fatscher  
 Louise Turner  
 Hannah West  
 Shruthi Ganeshan  
 Zara Lundin  
 Denisa Cristina Stoica  
 Evangelia Athanasiadi  
 Louise Harney  
 Diana Cirlig  
 Nassera Issad  
 Tracey Johnson  
 Nadia Djaid  
 Charlotte Twigg  
 Claudia Matz  
 Mana Saeed  
 Asia Williams-Coll  
 Nia Richards  
 Michelle Trigwell  
 Tammy Valdes  
 Gosia Parker  
 Isha Saxena  
 Louise Loyst  
 Dan Allen  
 Meaghan Phillips  
 Becky Piper  
 Yvonne Oakshott  
 Natalie O'Neill  
 Jodie Bowman  
 Lucy Rowden  
 Zoë Moore  
 Wioleta Ziemian  
 Kathryn Jones  
 Nushra Khodabux  
 Catia Oliveira  
 Victoria Dickson  
 Karen Symons  
 Juno Phan  
 Ruhi Agarwal  
 Amy Freedman Kinshuck  
 Lea Barnes  
 Alice Smith  
 Gulcan Serdaroglu  
 Ioanna Dimitriou  
 Elizabeth Kennedy  
 Monika Kreitmair  
 Christina Mavrommati  
 Wendy Lenton  
 Connie Hodge  
 Gillian MacNaught  
 Gabriela Medero  
 Priscila Melo  
 Lucie Oxley  
 Armin Mustafa  
 Stella Kazamia  
 Hui Luo  
 Charlotte Foreman

Anabel Lanterna  
 Jessica McIntyre  
 Wioletta Kotarska  
 Esther Maskell  
 Emaan Husnain  
 Manisha Bapodra  
 Hannah Lagnado  
 Kamaljit Dosanjh  
 Hui Luo  
 Mahtab Mirmohseni  
 Bobbie Dunne  
 Dani Ellis  
 Emma Swinscoe  
 Mai Came  
 Róisín Arnold  
 Clara Ghattas  
 Ola Atoba  
 Nicola Brown  
 Kalita Patel  
 Shiva Fallah  
 Megan Williams  
 Curtyscha Gaskin  
 Deborah Paine  
 Amelia Ku-Neale  
 Stavroula Macdonald  
 Jasmine Kinsman  
 Debbie Phillips  
 Gracie Dimond-Banks  
 Boohema Boohene  
 Richard McDonnell  
 Philippos Kyperountas  
 Mara Anca  
 Anna Kupczak  
 Richard Jepp  
 Nikki Roberts  
 Ben Sheehan  
 Purity Waweru  
 Daniela Buzea  
 Renata Wojdyra  
 Anna Kupczak  
 Cerys Burrows  
 Sorrell Atlee  
 Megan Longyear  
 Claire Roberts  
 Oana Porutiu  
 Adrian Grinov  
 Emma-Louise Smith  
 Tonya Freeman  
 David Dixon  
 Naomi Hutcheon  
 Victoria Ashworth  
 Julie Forbes  
 Rachael Barlow  
 Nicola Bailey  
 Jane Power  
 Nur Sarma

Chloe Turner  
 Jessica Boland  
 Jing Jiang  
 Rahele Kafieh  
 Mi Tian  
 Jordan Stuart  
 Taya Williams  
 Emily Stagg  
 Anne-Lise Gras  
 Paula Stevenson  
 Abi Holloway  
 Ainara Duran Hervas  
 Emma Dewberry  
 Joanne Aberdeen  
 Erica Gallo  
 Nicola Crauford  
 Lydia Morris  
 Elizabeth Oni  
 Megan Backhouse  
 Charlotte Wessels  
 Gifty Ama Ablorde Gliku  
 May Myat Noe Kyaw  
 Naila Huggins  
 Elena Brake  
 Emily Ford  
 Jiaqian Zhu  
 Emma Bateman  
 Sarah Robb  
 Kaki Liu  
 Lucy Bellamy  
 Emma Crawford  
 Joanna Ciecko  
 Fatemeh Shahbazi  
 Chisomnazu Umeh  
 Iqbal Eleanor Clare Gaddu  
 Aarti Jandu  
 Samantha Saunders  
 Eleanor Graham-Law  
 Maddison Tuer  
 Sana Rehman  
 Khadijat Olorunlambe  
 Esther Ayoola  
 Rosemary McHaffie  
 Rosie McHaffie  
 Amy Scerri  
 Cathy Stephenson  
 Sana Ramezani  
 Wed Alghamdi  
 Andrea Moggridge  
 Natasha Pell  
 Annelie Beare  
 Georgia Rajamanoharan  
 Kate Fisher  
 Shifa Idris  
 Lu Tian  
 Solace Ikumapayi

Andrea Holden  
 Emily Rogers  
 Cristina Steliana Mihailovici  
 Sian Davies  
 Raysha Figgins  
 Emma Dudley  
 Lois Hazle  
 Chloe Beward  
 Antony Minshull  
 Lois Hazle  
 Nazneen Malik  
 Elizabeth Williams-Duncan  
 Mandly Savage  
 Christianah Modupe Abiodun-Ojo  
 Sophie Kenwright  
 Vivika Martini  
 Emily Nar  
 Cara Henshall  
 Ella Flower  
 Laura Sartori  
 ELLsa Ablorde Gliku  
 Francesca Kelly  
 Chloe Bell  
 Rhian Evans  
 Lea Renaux  
 Chinedum Ekene-Samuel  
 Aneeka Barmi  
 Kirsten Fraser  
 Molly Fraser  
 Kate Bullen  
 Shonah Macdonald  
 Lucy Thomson  
 Caitlin Burns  
 Jackie Paling  
 Beth Lawrence  
 Qibah Reduan  
 Aswathi Rajan  
 Suzanne Holt  
 Elaine Wilkes  
 Isobel Taylor  
 Yousra Hassan  
 Margaret Nantambi  
 Alison Wallis  
 Danielle de Villiers  
 Marianna Ercolino  
 Nicky Howgego  
 Steph Blease  
 Mhairead Bruce  
 Madeline Farrell  
 Fatema AL Fazaryy  
 Jessica Robinson  
 Ashani Ranathunga

**Fellow**  
 Nicole Elders  
 Elizabeth Williams-Duncan

# Diverse Minds, Stronger Solutions: ENGINEERING FOR ALL

BY DR NIKITA HARI, MENG, PHD, FACULTY FOR FUTURE FELLOW



underscores the importance of diversity and inclusion within the field. This year, I had the honour of delivering a keynote address titled “Diverse Minds, Stronger Solutions: Engineering for All for WES, celebrating their 10 years of its impact since inception.” Here, I would like to extend the themes of my keynote into a deeper exploration of how engineering is ubiquitous, multidimensional, and crucial for everyone. Additionally, I will emphasize the essential role of engineering educators in cultivating the next generation of excellent engineers.

## The Universality of Engineering

Engineering is not confined to buildings, laboratories or factories; it is woven into the fabric of our daily lives. From the smartphones we use to

communicate (and now for everything!), to the automobiles we commute on, the bridge we cross and to the water we drink, engineering touches every aspect of modern existence. The pervasive nature of engineering means that its impact is universal, transcending borders, cultures, gender and socioeconomic statuses.

This universality brings with it a responsibility to ensure that the field of engineering reflects the diversity of the society it serves. Diverse minds bring diverse solutions, enhancing the capability of engineering to solve complex, global challenges. It is this diversity that fosters innovation and leads to stronger, more resilient solutions.

Engineering does not have a gender, class, colour or creed, it must be inclusive and accessible to all, regardless of background or identity.

“  
DIVERSE MINDS,  
STRONGER  
SOLUTIONS:  
ENGINEERING  
FOR ALL  
FOR WES,  
CELEBRATING  
THEIR 10  
YEARS OF ITS  
IMPACT SINCE  
INCEPTION.  
”

▼ Image credits: This is Engineering/RAEng





The challenges we face today—such as climate change, global health crises, and wars—require the collective efforts of diverse minds. Inclusion in engineering means not only welcoming but also actively supporting women, minorities, and other underrepresented groups in the field.

### My Journey in Engineering

My journey in engineering began with a fascination for making things, love for physics and attraction to electricity, wasn't sure of integrating that with my interest in social sciences then. Growing up in a traditional Indian family, my early years were riddled with the conventional expectations placed upon females by entrenched societal framing of women's' identities. However, my passion for learning and problem-solving led me to pursue electronics engineering where I emerged as the college topper and started practising as a research and development engineer.

In my mid-20s, I began challenging the societal and institutional barriers that was dictating my life. Practising as an engineer expanded my interest in power engineering, motivating me to pursuing a master's degree in power electronics where I was the university topper further reinforcing my strong academic aptitude. My excellent track record in academia, interest in teaching and research aptitude led me to embark on my academic career at the National Institute of Technology, before earning a doctoral scholarship at the University of Cambridge. There, I completed my PhD in 'Machine Learning applications for Gallium Nitride Power Electronics', discovered the accidental entrepreneur in me, co-founded two edtech start-ups, and received a post-doctoral faculty for future fellowship, which I pursued at the University of Oxford.

This further strengthened my transition into being an intersectional practitioner, combining research, education and entrepreneurship, leading to a role in engineering education innovation at Dyson, helping build the UK's first novel, industry-bridged university – The Dyson Institute of Engineering. After three years, I returned to academia, joining the mission of transforming global engineering education at the Centre for Engineering Education (CEE), University College

London, after which I returned to Oxford as the Head of TDSG (Teaching and Design Support Group), few months ago.

At TDSG, I fuse and forge my technical, teaching, leadership skills to lead the practical engineering education at the Dept of Engineering Science. While I was growing up, studying, and working, disciplines were very siloed, my career journey you can see is a natural progression of specialism and skills finding its application at junctures, so I have carved out a space for myself as an integrated practitioner/blended professional.

As an integrated Engineer and professional with fluidity of agency, championing complex collaborations, working cross-institutionally and building engineering communities of practise, I'm developing a systems approach to engineering education, working on real world problems, with industry, research based, intrapreneurial and entrepreneurial approached, forging skills from all their learning and engineering activities holistically, helping students think, learn, reflect and become the Engineer they want to be. ►





▲ QEP Prize in Engineering/RAEng: [www.qep prize.org/winners/event-gallery/qep prize-presentation-2017](http://www.qep prize.org/winners/event-gallery/qep prize-presentation-2017)

As a woman in engineering, my experiences inspired me to mentor and pay forward for the next generation. My gender, neurodiversity, and background influence everything I do. Today, I leverage my diverse expertise to transform engineering education, combining research and innovation to shape pedagogy, policy, and practice, though policies, products and processes, all enhanced by engineering and enhancing engineering.

For me, my personal and professional journeys are intertwined. My experiences and environment have forged my value system and engineering identity. This ethos of engineering thinking drives everything I do and aspire to do, making a meaningful impact on the world around me.

Reflecting on my journey, I see a determined young girl, brimming with hope, who transformed her 25 years of adversity into the next 10 years of opportunity, eventually earning multiple accolades and recognition as a role model in engineering, as Queen Elizabeth Prize in Engineering ambassador, as WES Top 50 Women'2017, as an elected member of the UK Young Academy'24 as an emerging leader. The journey of a young girl who weren't allowed to venture out of her home to being a global advocate for engineering, life has come a long way, I have come a long way. Each step, each misstep was and is a learning and I'm here to pay-forward in my own small ways!

I see a culmination of all my experiences and expertise diverging, branching, converging and expanding at certain points of my life helping convert my passion into a purpose, more

importantly my story coming full circle of being able apply that interdisciplinary interest in social science and engineering to innovative engineering education.

### The Role of Engineering Educators

Engineering is a multidisciplinary field that requires a blend of technical expertise, creativity, and critical thinking. It involves solving problems, designing systems, and improving processes across various industries. This multidimensional nature of engineering makes it an exciting and dynamic field, constantly evolving with advancements in technology and changes in societal needs.

Engineering educators play a pivotal role in imparting these skills and shaping the future of the field. They are responsible for imparting not only technical knowledge but also the values and skills necessary for successful engineering careers.

My career has spanned multiple dimensions of engineering— from industry and academia to entrepreneurship and public engagement. This diversity in experience has enriched my understanding and approach to engineering, enabling me to contribute to various aspects of the field, enhanced by and enhancing engineering.

As an entrepreneur, I co-founded edtech start-ups aimed at improving engineering education and accessibility. As an academic, I have taught and mentored countless students, fostering their growth and development as future engineers. Through public engagement, I have advocated for diversity and inclusion,

sharing my journey and insights to inspire others.

Educators can also be the best champions for diversity and inclusion, creating environments where all students feel valued and supported. This involves addressing biases, challenging stereotypes, and providing opportunities for underrepresented groups to thrive. By doing so, educators can help build a pipeline of diverse talent that will drive innovation and progress in engineering.

### Bridging the Gap: Aspiration to Achievement

To bridge the gap between aspiration and achievement, it is essential to provide support systems that nurture and develop talent. This includes a concentrated policy and processes approach from the govt and universities, by funding engineering pedagogy, mentorship, sponsorship, and creating inclusive environments where individuals can thrive. It also involves addressing systemic barriers that hinder progress and implementing policies that promote equity and inclusion.

As the new govt takes over, I hope Engineering Education will be given the due importance it deserves.

### Conclusion

Engineering is everywhere, for all, and multidimensional. It shapes our world and has the potential to address the most pressing challenges of our time. By embracing diversity and fostering inclusive environments, we can enhance the field of engineering and ensure that it reflects the society it serves.

As engineering educators, mentors, and advocates, we have a responsibility to cultivate the next generation of engineers. By supporting and empowering diverse talent, we can drive innovation and create a brighter, bolder, and better future for all.

In closing, I hope we Engineers, continue to break barriers, challenge stereotypes, and push the boundaries of what is possible. I wish that we can all lead with empathy, authenticity, and purpose, inspiring others to join us in engineering a world that is inclusive, equitable, and full of possibilities. Together, we can make a lasting impact and build a legacy in engineering that transcends time and titles. 🌟



**ENHANCED BY ENGINEERING**  
The Top 50 Women in  
Engineering 2024



The Women's Engineering Society  
[www.wes.org.uk](http://www.wes.org.uk)  
Charity number 1008913



# **Our mission: Supporting women to fulfil their potential and supporting organisations to be more inclusive**

The Women's Engineering Society is a non-profit organisation, dedicated to gender parity, equality and diversity in engineering. We work tirelessly to bring more women into engineering and make it a sector that they can be proud to work in.

We'd love you to join us, either as an individual member, partner company or sponsor of one of our key events during the year. To find out more about how to get involved as a member, partner or sponsor, visit our website or email [comms@wes.org.uk](mailto:comms@wes.org.uk).

[www.wes.org.uk](http://www.wes.org.uk)



# WE50 JUDGES



## HEAD JUDGE

### Professor Danielle George

Danielle is a Professor Radio Frequency Engineering and Associate Vice President at the University of Manchester. She was President of the Institution of Engineering and Technology (IET) in 2020/21 and is currently a Vice President of the British Computer Society, Chartered Institute for IT. She was appointed Member of the Order of the British Empire in the 2016 Queen's honours list for services to engineering through public engagement. She was appointed Commander of the British Empire, CBE, in the Kings 2024 new years honours list for services to engineering through public engagement.



### Ama Frimpong

Ama, Head of Product Development at 52 North Health Ltd, is an accomplished and highly regarded engineer, with multiple awards for her outstanding contributions. In 2022, she was honoured as the Young Woman Engineer of the Year by the Institution of Engineering and Technology, and among the Top 50 Women in Engineering

(Inventors and Innovators) by Women's Engineering Society. She has also been recognised as one of the most Influential Women in Tech and Top 7 People to Watch in 2023 within the Cambridge Technology Ecosystem. Her passion for Global Health has driven her to the forefront of healthcare innovations, where she has dedicated her career.



### Tracey Cameron

Tracey is a skilled Senior Project Manager with over 15 years in the waste, infrastructure, and engineering sectors. She leads teams to finish projects efficiently and within budget. Her work with different departments leads to successful project integrations. Tracey has improved infrastructure and saved costs through her leadership. She also supports the Women in Waste group at Biffa, helping to bring more women into the industry and develop future leaders.



### Mike Ralph

Mike is a chartered mechanical engineer and fellow of the IMechE, after an Army/MoD apprenticeship and adult service, he has been in the NHS for 35 years the last 20 as executive director/ national engineering lead at various trusts and organisations. Mike has always been keen to get the best out of people as they are the richest resource we have, and this was sharply brought in to focus on the work he did as national lead for NHS estate services for IAQ and oxygen resilience in the pandemic. Mike has always been a keen EDI champion and advocate/ally for diversity and inclusion at all levels in engineering. Mike's current role is that of head of energy for National Services Scotland NHS Assure.



### Natalie Desty

Natalie is the Founder and Director of STEM Returners, an award-winning solution to an industry wide problem.

After building a progressive career in recruitment, where she was Director of Maritime Engineering at a large recruitment company, Natalie was struck by the apparent lack of progress in diversity and inclusion within STEM industries.

She was particularly concerned by the insurmountable barriers that people who have had a career break face, when wanting to return to STEM roles. Natalie created a small pilot returners programme for a group of employers, which was a resounding success. Natalie has developed this programme into STEM Returners, which has supported hundreds of people to restart their careers in internationally renowned organisations such as BAE Systems, SSE and Leonardo UK. Returners take part in 12 week paid placements, enabling STEM leaders to access the best available talent, and in doing so, improve diversity and inclusion within their organisation. Ninety six percent of returners secure a permanent position within the host organisation following the placement.



### Rachael Pink

Rachael works at Dyson as the Head of Technology Development. Rachael leads a team to develop the performance of Dyson products, in both established and emerging categories. Her expertise spans across multiple disciplines including Fluid Dynamics, Filtration, Acoustics, Materials Science, and Systems Engineering.

Rachael is a passionate advocate of early careers in STEM and through her role in Dyson is involved in supporting the Dyson Institute of Engineering and Technology.

### Dr Nike Folayan MBE

Nike is a Chartered Electronics Engineer with a doctorate in Electronics engineering. A Technical Director and Technical Discipline Leader for Communications and Control within WSP, an engineering consultancy, Nike leads a team of telecommunications engineers on a variety of projects within the transport industry including railways and the highways projects in the UK, Australia, Middle East and Africa. She chairs AFBE-UK. She's a Trustee at the EngineeringUK and StemettesFutures.



### Kate Tomes

Kate has a Masters degree and background in Civil / Structural engineering, having previously worked in seismic assessments and strengthening designs in New Zealand. She is a Senior Consultant at Indicatara, a consultancy offering innovative approaches to Whole Life Value and Availability, Reliability & Maintainability. Kate specialises in Asset Management and works in a variety of sectors, primarily Defence.



### Andy Graham

Andy is the CTO of Amodo Design, a multidisciplinary engineering consultancy focused on projects that do good. Andy has extensive experience in leading technical teams to develop and deliver projects across a range of industries.

Andy is a Chartered Engineer, and in 2023 he was recognised with the accolade of Fellowship of the Institution of Mechanical Engineers, becoming the youngest fellow of any engineering council accredited institution.



### Laura Shrieves

Laura is the Director of Engineering at Thales, leading the digitalization of the UK Transport sector as part of the Ground Transportation Systems (GTS) division.

Laura ascended through roles of Head of Engineering and now into Engineering Director using all she has learnt to inspire and support all around her. She also serves as the Exec sponsor of the Women and Allies Network within Thales and is part of the RAEng's Inclusive Leadership Programme proving that her passion for continuous learning and supporting others always burns brightly.



### Mamta Singhal

Mamta has advanced degrees in product design engineering and business. Recognized for her leadership and diversity, she champions STEM, empowers women and minority communities, and has received accolades for her contributions. With 18 years of experience in international corporations like Hasbro and Mars, Mamta has been influential in engineering, innovation, and sustainability. She's an advocate for equality and women's rights in business, serves on advisory boards, and is dedicated to promoting STE and creative, sustainable engineering solutions.



### Paula Stevenson

Paula currently heads up the group-wide transformation programme at Prodrive, aimed at driving efficiencies across the business. She began her career in 1993 as an Engineer at Honda of the UK Manufacturing after graduating from the University of Birmingham with a Masters in Mechanical Engineering. She has worked across a range of different industry sectors, including automotive, luxury retail, FMCG, engineering and consulting, most notably for Aston Martin, Unipart and Cadbury Trebor Bassett. Her career has spanned engineering, supply chain and sales, all underpinned with leading transformative projects such as ERP implementations and distribution centre relocations. Paula is also actively involved in mentor programmes and STEM initiatives to encourage people to take up careers in science and engineering



### Zainab Adigun

Zainab studied BEng in Civil Engineering at Brunel University then a MSc Structural Engineering on a Women in Engineering full scholarship.

As social value champion and EDI team member for her organisation, she helps to define strategy and deliver on social value commitments. Zainab volunteers as a board member for the Association for Black and Ethnic Minority Engineers (AFBE) where she is the team leader for the Making Engineering Hot which works with young people from black and other ethnic minority groups to expose them to careers in engineering.



### Julie McManus

Julie has over 30 years' experience in the development and management of complex systems across the whole lifecycle. Julie's focus has been the telecoms, space and defence sectors and she is currently a Chief Systems Engineer at Leonardo Electronics. Julie is a Chartered Engineer and fellow of both the IET and WES.



# Enhanced by Engineering: The top 50 women in engineering – the full list for 2024

The Women's Engineering Society founded The Top 50 Women in Engineering Awards (WE50) in 2014 to showcase the diversity of women engineers making a difference to people's lives.

The awards are announced each year on 23 June which is International Women In Engineering Day (INWED) a campaign started by WES to raise the profile of Women Engineer's around the world.

Each year WES chooses a different theme for the WE50 and INWED and for 2024 the theme for the WE50 is **#EnhancedByEngineering**.

**Dr. Chika Judith Abolle – Okoyeagu**  
Head of Department, Robert Gordon University

**Carolyn Ainsworth**  
Deputy Director Engineering, National Cyber Security Centre (NCSC)

**Nike Amiaka**  
Technical Professional Leader – Safety (Consultant), Kellogg Brown & Root (KBR)

**Maira Bana**  
Computational Fluid Dynamics Manager, RED Engineering Design

**Elva Bannon**  
Research and Engineering Manager, Wave Energy Scotland (WES)

**Danielle**  
Software Engineer, GCHQ

**Professor Luiza C. Campos**  
Professor of Environmental Engineering, University College London (UCL)

**Dr Michele Cano**  
Head of Engineering and Physical Sciences, University of West of Scotland (UWS)

**Helen Davis**  
Engineering Manager and Lead Supervising Civil Engineer, Binnies

**Ciara Doherty**  
Project Manager, Babcock Rail

**Professor Judith Driscoll**  
Professor of Materials Science, University of Cambridge

**Ghada Elsheikh**  
Associate, HDR Inc.

**Kim Everitt**  
Transport Systems Engineer, Energy Systems Catapult

**Nabihah Ghufoor**  
Engineer, Arup

**Tina Glover**  
Technical Director, Project Centre

**Catherine Gruber**  
Principal Mechanical Engineer, Mott MacDonald

**Dr Abigail Hathway**  
Senior Lecturer, University of Sheffield

**Dr Emma Hellowell**  
Principal Engineer, Leap Environmental

**Dr Charlotte Higgins**  
Associate Director, Arup

**Harpreet Kaur Chahal**  
Project Manager, HDR Inc.

**Hiba Khan**  
Civil Engineer, Mott MacDonald

**Charlotte Kidd**  
Design and Development Engineer, Renishaw Neuro Solutions

**Dr Desen Kirlı**  
Elizabeth Georgeson Fellow, University of Edinburgh

**Alexandra Koutsouki**  
Senior Bridge Engineer, Arup

**Voon Lai**  
Senior Associate EICA Engineer, Mott MacDonald

**Amanda Lake**  
Head of Carbon and Circular Economy – Water Europe, Jacobs

**Marxileni Lapuz**  
Senior Sustainability Consultant, Black & White Engineering

**Huyen Le**  
Doctoral Researcher, Loughborough University

**Dr Cristina Steliana Mihailovici**  
Lecturer in Mechanical Engineering, Liverpool John Moores University International Study Centre

**Natalia Narożańska**  
Lead Simulation Engineer, Evolito

**Ada Nwadigo**  
Chief Executive Officer and Co-Founder, Jona Infrastructure Advisory and Eng Treprenuer

**Dr Paula Palade**  
AI Ethics Senior Technical Specialist, Jaguar Land Rover

**Misha Patel**  
DPhil Student, University of Oxford

**Muneebah Quyyam**  
Senior Engineer, AtkinsRéalis

**Sanaa Rashid**  
Space Systems Engineer, Astroscale

**Helen Rowe**  
Structures and Tunnels Asset Manager, Kent County Council

**Barbara Sacha**  
Partner, Cundall

**Deeksha Sampath**  
Technology Transfer Engineer, Warwick Manufacturing Group

**Rachel Sandham**  
Associate Director, Arup

**Dr Ekaterina Sergeeva**  
Functional Safety Manager, Battery System Engineering Product Advisor, Accelera by Cummins

**Victoria Sharpe**  
Managing Director, Exstent

**Amy Shaw**  
Fens Flood Risk Manager, Environment Agency

**Dr Shini Somara**  
Fluid Dynamicist and Broadcaster, eSTEAMd Media

**Jacqueline Chinwe Stephen**  
Future Energy Leader, World Energy Council

**Melanie Thrush**  
Principal Geoenvironmental Engineer, Arup

**Katie Tidd**  
Materials Engineer in Engineering Analysis, Evolito

**Dr Rebecca Wade**  
Senior Lecturer in Environmental Science, Abertay University

**Emily Walport**  
Materials Engineer, Arup

**Claire Watson**  
Water Utilities Delivery Director, Binnies

**Seren White**  
Survivability Engineer, Defence Equipment and Support

# THANK YOU SPONSORS

Thank you to the generous sponsors supporting International Women in Engineering Day 2024



## CELEBRATING INWED

A brief history of International Women in Engineering Day (INWED)

INWED is an annual event that celebrates the achievements of women in engineering and promotes gender diversity in the field. The brainchild of Dawn Bonfield MBE, the event was first celebrated on 23 June 2014 in order to mark the 95th anniversary of the Women's Engineering Society. It started as a national campaign in the UK, but by 2017 it had grown considerably and was being celebrated around the world so it NWED became INWED.

Although INWED has only been around since 2014 its roots date back to 1919, following the end of the First World War. During the conflict, many

women embraced engineering roles and were determined to continue their careers in the field as the world returned to normality and so the Women's Engineering Society was formed. The society was founded by a group of trailblazing women dedicated to empowering women in engineering; Lady Katharine Parsons, Rachel Parsons, Janetta Mary Ormsby, Margaret Rowbotham, Margaret Moir and Laura Ann Wilson. Since then, the Women's Engineering Society has played a vital role in promoting gender equality in the field while inspiring young women to pursue careers in engineering and INWED plays a crucial role in that.

Each year we adopt a difference theme for the event, which is also the focus of the Top 50 Women in Engineering awards. Past themes have included 'Shape The World' and 'Engineering Heroes' all of which emphasise collaboration and provide a focus for activities that are organised around the work providing platforms for networking, professional development and sharing success stories.

International Women in Engineering Day remains a vital initiative, promoting gender diversity and equality in engineering, and celebrating the remarkable achievements of women in the field.



## Women in RACHP

The Institute of Refrigeration (IOR) celebrated INWED day by supporting and attending an event organised by the IOR's Women in RACHP at Carter Thermal Industries in Birmingham. The day was packed with opportunities to learn more about the engineering principles behind the design of refrigerated cabinets and cold stores.



But that's not all – it gave the 16 delegates attending a fantastic chance to develop their network and meet up with people in the industry working in different areas including supporting

roles, engineering, and academia. We are already looking forward to the event we'll organise for the 2025 edition of INWED. Check [ior.org.uk/events](http://ior.org.uk/events) for any announcements!

## Inspiring change on the front line this INWED

Lindsey Tien-Rhimes, co-chair of Inspire

Network Rail and Inspire - its employee network for women and gender equality - put the spotlight on women in front line roles as they celebrated International Women in Engineering Day.

Engineers and front line staff are vital to Network Rail but women are still under-represented. Currently only 4.8% of our front line workers are women, but Inspire - a voluntary group that's worked hard to improve working life for its members for 10 years - hopes to inspire more women to explore exciting careers on the railway.

That's why the network used this year's INWED celebrations as a chance to launch a renewed effort to reach women in front line roles - and encourage them to join Inspire and share their experiences, challenges and opportunities with the passionate team behind it.

At Inspire, we understand that there'll be many people who may not have heard about us and how we can help, or who may not feel comfortable raising queries or concerns with someone they don't know. That's why we've centred our campaign on those who can influence change from the top - and the managing staff who routinely work with or close to front line colleagues.

Inspire created information packs about the group for directors, infrastructure maintenance engineers

(IMEs) and infrastructure maintenance delivery managers (IMDMs) and area service managers in the hope they'd help Inspire spread the word of the important work it does among front line colleagues.

Issues front line women face can range from suitable personal protective equipment to improved welfare facilities - and Inspire can champion their needs to help give them the equity they need to thrive at work.

As part of this campaign we've invited colleagues across the business to join us for an evening session so front line staff on the night shift can enjoy a rare opportunity to take part in an online event and hear about how we can support them. They'll meet with colleagues including Suzanne Frazer, one of the railway's only female mobile operations managers (MOMs), and be able to speak to the Inspire leadership team. The feedback for the event and the demand has been so great that we've already arranged a follow-up daytime event to reach more people. We hope events like these will lead to more front line women among our membership and more direct communications lines with our most difficult to reach colleagues.


Meanwhile, North West and Central Inspire presented a week of online sessions featuring inspirational female engineers from across the region. Members got the chance to hear from

some amazing women about how they got into their careers, the most interesting things they've worked on and their advice for others considering future careers and more.

Our team in Manchester also ran a Menopause Meetup open to everyone, whether they were experiencing symptoms or supporting someone else.

The activity came as Network Rail made The Times Top 50 Employers for Gender Equality for a fourth year in a row. The achievement followed years of hard work by Inspire, Network Rail's Equity, Diversity and Inclusion team and more to help make the railway a better and more inclusive place to work.

Business in the Community (BITC) - the network for responsible business, said: "Network Rail achieved its highest score to date, demonstrating its commitment as an employer willing to lead in transforming not just policies and structures, but also the culture of its workplace. The appearance on the list is a testament to the organisation's dedication to creating meaningful change."

But there's plenty more to do - and if you think you can help by collaborating with the Inspire team, please contact us at [inspire@networkrail.co.uk](mailto:inspire@networkrail.co.uk). 



# A BLUE PLAQUE TO COMMEMORATE VERENA HOLMES

To celebrate INWED 2024 our Heritage Manager, Helen Close and past president Dawn Bonfield were invited to take part in proceedings at Highworth Grammar School for the naming of a new building for the maths department, and unveiling a Blue Plaque at Highworth House, now known as Gower House, which was Verena Holmes birthplace, in Ashford in Kent.

Verena Holmes was born at Highworth House, Ashford, Kent in 1889 to Florence Mary Holmes (née Syme) (d. 1927), and Edmond Gore Alexander Holmes, chief inspector of elementary schools for England. She was one of three children. She graduated from Loughborough University in 1922, at the age of 33 with an BSc in Engineering. Verena was a multi-field inventor, the first woman member elected to the Institution of Mechanical Engineers (1924) and the Institution of Locomotive Engineers (1931), and



was a strong supporter of women in engineering. She was one of the early members of WES and was the first practising engineer to serve as president of the society when she was elected in 1931.

On unveiling the Blue Plaque Helen Close said “Verena was a remarkable

woman and believed in the education, training and potential of girls and women, and when the pathways weren’t there for them, she laid the foundations for them.

She would be happy, I’m sure, that her family home is now a school, helping to educate new generations.”

▲ Helen Close, WES Heritage Manager and Head Teacher of Highworth Grammar School, Duncan Beer



Dawn Bonfield, MBE, former WES president and founder of International Women In Engineering Day, addresses students and guests about the life and inspiration of Verena Holmes

**“Verena was a remarkable woman and believed in the education, training and potential of girls and women, and when the pathways weren’t there for them, she laid the foundations for them.”**



Helen Close, Anne Nortcliffe, of Canterbury Christ Church University and Dawn Bonfield at the Verena Holmes Building

The new Verena Holmes building at Highworth Grammar School. Images courtesy of John Lynch/Highworth Grammar School



Royal Academy  
of Engineering

| Ingenious



# Watts in a Home – Electric Dreams 2024

1. Are you interested in developing your skills and engaging with the public?
2. Are you enthusiastic about electricity and energy solutions?
3. Are you within travelling distance of either Bristol, Belfast, Cardiff, Glasgow, Milton Keynes, or Newcastle?
4. Are you a student, apprentice, a returner, or an engineer just wanting to do something a bit different?

## Then we want to hear from you. What's it all about?

WES is celebrating the 100th anniversary of the formation of the Electrical Association for Women and the part women played in rolling out electricity as a domestic commodity in homes across Britain. We have been successful getting funding from the Royal Academy of Engineering for an exciting project called Watts in a Home - Electric Dreams 2024.

We are looking for a team of 24 women engineers to work in cohorts of 4-6 to develop their skills and take part in public engagement activities at major visitor attractions across the UK which include Techniquest (Cardiff), the Glasgow Science Centre and the Discovery Museum (Newcastle) and yet to be confirmed - Bletchley Park, M-Shed (Bristol) and W5 (Belfast).

## What will it involve from each engineer?

1. Attending confidence building and public engagement skills workshops (in person)
2. Identifying "electricity-themed" hands on activities (online discussion group)
3. Helping to develop a pop-up exhibition (online discussion group)

4. Completing evaluation on how you feel about taking part before and after the project
5. Rehearsing for the short interactive theatre performance (in person)
6. Attending the one-day event at the selected venue nearest to you and facilitating the activities and performing the theatrical piece on that day (In person)
7. Taking part in our end of project celebratory event
8. Reasonable travel expenses will be paid, and taking part in the Royal Academy of Engineering's evaluation and assessment attracts a payment too.

If you would like to get involved, please register your interest by 31st August 2024 by contacting [Helen.Close@wes.org.uk](mailto:Helen.Close@wes.org.uk)

# Dorothy Hatfield as remembered by Sue Bird



I first came across Dorothy Hatfield back in the 1980s when I joined the WES Council. She had been Secretary and Treasurer of WES, and at that point was on the 4-year lead up to President.

She was born in 1940 in Surrey, and attended a girls grammar school before joining Vickers

Armstrong Aircraft Limited, an aircraft manufacturer, at Brooklands in Weybridge as an engineering apprentice – the only woman there and where she met her husband, Neil. Our paths sort of crossed at Brooklands where I worked as an acoustics engineer about 10 years after she left, we both had fond memories of Brooklands.

The apprenticeship included both practical work and several academic awards, culminating in a BSc at the

end of the 6-year apprenticeship. She carried on working at Vickers after her apprenticeship ended, but left work when expecting her first child. Two other children followed, and she was away from steady work for an 8-year career break (although no-one called them this at the time) but she carried out various types of work during that time where possible. During the working life which followed she worked in various capacities and at various employers, largely working with aircraft simulators, as a technical author, a sales engineer, heading up the 'Science and Engineering' division of a software house, contract pricing, and Contracts Manager. She was Chief Exec of the Daphne Jackson Trust for 18 months.

Dorothy joined the WES London Branch in 1962 meeting up with 'some extremely scary ladies' but enjoyed the society, and over the years she undertook many of WES's important roles. She was WES President between

1989 and 1991 and so was involved in ICWES9. She was instrumental in the formation and running of the Finniston Awards in the early 1990s which awarded financial help to female engineering students, something she particularly valued. I followed her as President, finding that the WES affairs were left in a good and tidy order – she was always very organised.

As well as her work for WES she was a Guider, and also on the Board of Crawley College. She suffered from Parkinson's Disease later in life, but she never stopped WES activities. To celebrate WES's centenary in 2019, along with the Brooklands Museum, she and I organised activity days in engineering for young schoolgirls at the museum using WES members as presenters to demonstrate their careers. The last time we met was for her 80th birthday party. She was in good form, as ever!

Our condolences go to Neil and family.



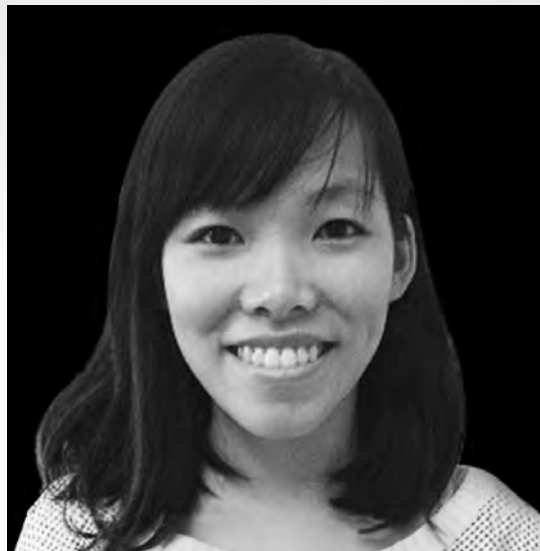


# Female Engineers' Journeys to Success

Gender diversity remains a crucial issue within the global engineering industry. To combat this, organisations around the world are striving to create equal opportunities and establish inclusive environments in which all team members thrive.

One such company is MEP design consultancy, Black & White (B&W) Engineering. Here, Associate Director, Kaki Liu, and Senior Sustainability Consultant, Marxileni Lapuz, share their career paths in engineering, the challenges and rewards of working in the industry and their advice for aspiring female engineers.

***“While the gender ratio is improving, it is essential to continue promoting STEM among young women and providing support for those returning to work after maternity leave.”***



**Kaki Liu, Data Centre Associate Director**

“My interest in engineering began when I discovered my love of mathematics and physics. Throughout my school years, the idea of solving complex problems and creating tangible solutions hugely interested me and led me to pursue a degree in Mechanical Engineering at Imperial College London. The decision to specialise in this area was driven by its versatility and the exciting prospects it offered.

“Attending an all-girls school meant I was encouraged to pursue STEM subjects without bias, and this passion

was solidified during my time at Imperial College. After completing my degree, I joined AECOM as a graduate engineer, where I gained extensive training in project management, negotiation skills and other critical areas. This early career phase was crucial in building a strong foundation of knowledge and exposing me to vital practical experience.

“During my time at AECOM, I progressed from graduate engineer to senior engineer and gained significant project responsibilities. One of my most notable projects was the Northern Estate Programme, part of the UK Parliamentary Estate, where I served as the lead mechanical engineer. This involved managing a team, conducting site inspections and ensuring project milestones were met - it was an incredible experience.

“In my role at B&W Engineering, I am an Associate Director focusing on data centre projects. This involves leading mechanical engineering efforts for key clients, and I am responsible for project deliverables, client management and technical support. One of the most rewarding aspects of my job is knowing that our work has a significant impact on the environment as surplus heat from data centres contributes to local district heating networks - providing heating to thousands of homes.

***“At B&W, we strive to treat everyone equally and fairly, ensuring that all employees have the same opportunities to succeed.”***

“I am fortunate enough to say that throughout my career, I have not encountered any significant obstacles due to my gender. This is something I am hugely grateful for, as I know not all women can say the same. The field of engineering is grounded in facts and principles, making it an environment where technical skills and knowledge usually take precedence. However, unconscious bias exists, and I believe it is crucial to address and overcome this by maintaining professionalism and promoting inclusivity.

“One of the key ways to support others in our field is by developing a culture of collaboration. I have been privileged enough to work with many talented individuals and believe it is our responsibility to mentor the next generation by offering guidance, sharing knowledge, and providing opportunities for growth and development. By doing so, we not only help others advance in their careers but also strengthen the industry as a whole.

“The presence of women in engineering has increased significantly since I began my career in 2008. While the gender ratio is improving, it is essential to continue promoting STEM among young women and providing support for those returning to work after maternity leave. The fast-paced nature of the data centre design industry can make it challenging to catch up after a break, making additional training and support crucial.

“In my experience, technical abilities are not determined by gender. Both male and female engineers bring valuable skills and perspectives to the field. It is essential to focus on individual capabilities rather than gender-based distinctions.

“One of the greatest strengths of engineering is its diversity of thought. Engineers, regardless of gender, contribute unique ideas that drive innovation. In my team, I have witnessed firsthand how a variety of perspectives lead to more creative and effective problem-

solving. By embracing these unique insights, we can efficiently tackle complex challenges and develop groundbreaking technologies.

“Fostering an inclusive environment where all engineers feel valued and respected is crucial for maximising collective potential. This involves actively challenging stereotypes and biases that can hinder collaboration and progress. For instance, promoting team-building activities and open dialogue about diversity can help break down barriers and build mutual understanding. Encouraging an inclusive culture ensures that all engineers have the opportunity to contribute fully and achieve their best work.

“Furthermore, mentorship and support networks play a vital role in empowering engineers of all genders. Providing access to mentors who can offer advice helps individuals navigate their careers and overcome obstacles, which is something I have benefitted from greatly. Building relationships with experienced professionals can offer new perspectives and opportunities for growth and I believe it is our responsibility to pay this forward by supporting the next generation.

“To young women considering a career in engineering, I cannot emphasise enough that technical proficiency is key. Gender should never be taken into consideration. We are fortunate to live in a world where society is increasingly recognising and valuing diversity in the workplace. It is important to be aware of unconscious bias but also to remain focused on demonstrating your expertise and professionalism.

“At B&W, we strive to treat everyone equally and fairly, ensuring that all employees have the same opportunities to succeed. Engineering is a rewarding and impactful sector and I encourage aspiring female engineers to pursue their passion with confidence. Together, we can continue to break barriers and drive innovation in the engineering industry.”



**Marxileni Lapuz, Senior Sustainability Consultant**

“I didn’t consider a career in engineering until a high school teacher picked up on my love for maths. They suggested I explore the STEM industry and I am so glad that I did. Completing my Mechanical Engineering degree was the best decision I could have made - it has presented me with the opportunity to work at numerous multi-national engineering firms and I have honestly never looked back.

“Despite the many incredible experiences my 18-year career has brought, entering a male-dominated industry has presented a fair share of challenges. When working with teams in the Middle East, for example, my gender meant that I was regularly overlooked and excluded from technical conversations, with my opinions treated as less valuable than those of my male counterparts. ▶

***“I am incredibly proud of the career my hard work has built and I view my achievements as a testament to the passion and dedication I have for my work.”***

“Although I was responsible for project calculations and felt confident that I had useful insight to share, it felt demoralising to have my abilities dismissed by my colleagues. But I didn’t let this stop me - I channelled my determination into my tasks, delivering the highest quality of work possible. In time, my superiors recognised my abilities and assigned me greater responsibilities and more challenging projects. Ultimately, I got my seat in the meeting room.

“I am pleased to say that I have not experienced this bias in many of my working environments. In my current role as a Senior Sustainability Consultant at B&W, I work in a supportive and inclusive environment, collaborating with an incredible team of engineers who are deeply invested in each other’s success.

“One of the aspects I value most about my current position is the company’s commitment to continuous learning and professional development. B&W not only encourages but actively supports its employees in pursuing further education and certifications. This investment in our growth fosters a culture where everyone is motivated to excel and innovate. By staying at the forefront of industry developments, we can collectively contribute to more sustainable and effective solutions for our clients.

“Furthermore, our team dynamic is strengthened by a shared passion for sustainability and a genuine respect for diverse perspectives. We regularly engage in open discussions where everyone’s input is valued. This collaborative approach not only enhances our projects but also ensures that we feel a sense of belonging and purpose. It is through this inclusive environment that we can challenge conventional thinking and drive meaningful change in our field.

“I am also proud to be part of an organisation that actively promotes diversity and inclusion through various initiatives and policies. Whether it’s through mentorship programmes, diversity training or company-wide events that celebrate different cultures and backgrounds, B&W is dedicated to creating a workplace where everyone can thrive.

This commitment to inclusivity not only benefits us as employees but also enhances our ability to effectively serve a diverse range of clients.


“To anyone who observes unconscious bias in their workplace, I would say that challenging this behaviour is critical. This involves actively recognising and addressing instances where bias may affect decision-making processes or interactions. It’s important to create an environment where everyone feels comfortable speaking up about their experiences and where such discussions are encouraged. Open communication is essential for identifying and rectifying biases that might otherwise go unnoticed.

“Supporting diversity and inclusion initiatives within the workplace is also essential. This can be achieved by advocating for policies that promote equality, participating in training programmes designed to raise awareness about unconscious bias, and ensuring diverse representation in leadership positions. By doing so, we create a more equitable environment where all individuals, regardless of their gender, feel valued and respected.

“Reflecting on my experiences as a female engineer, I would like to tell my younger self to be less self-critical. I am incredibly proud of the career my hard work has built and I view my achievements as a testament to the passion and dedication I have

for my work. Celebrating successes is incredibly important, and something we should all do more.

“From a career perspective, I would tell myself that technical knowledge is only half of what makes a good engineer - the rest is being able to effectively communicate this insight to others. Having excellent speaking and writing skills is crucial, and I would encourage my teenage self to read lots and write more.

“The greatest thing my career has taught me is that engineering is for everyone. In recent years, we have made great progress towards challenging stereotypes and improving the diversity of the STEM industry. I am grateful to organisations such as the Women’s Engineering Society, which encourages women to trust in their abilities and pursue their passions. Together, I feel confident that we can give the engineering sector the female representation it deserves.” 

***“I am grateful to organisations such as the Women’s Engineering Society, which encourages women to trust in their abilities and pursue their passions.”***








# THE WOMEN IN ENERGY GLOBAL STUDY // 2024

Delivering insights on how to retain female talent in a challenging world >>

NES Fircroft are delighted to present the 2024 edition of the Women in Energy Global Study, a critical guide for business leaders, managers, recruiters and D&I professionals to what women want, need and can offer in the global energy workplace.

Our report dives into the data to reveal the nature and aspirations of the female energy workforce. It explores the kinds of jobs women are doing and the level of seniority they are reaching, the career issues they face, what motivates them to contribute their skills to the energy transition and what they need to truly thrive.

This year the survey also tracked attitudes to:

-  The work-life interface and flexible working
-  What women want from their employer to help them thrive
-  Company attitudes and commitments to diversity, equity and inclusion
-  Skills and strengths for the energy transition
-  Job mobility, transferable skills and the evolution of the sector



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