

Career Development & Gender Balance in e-infrastructures

GÉANT's approach

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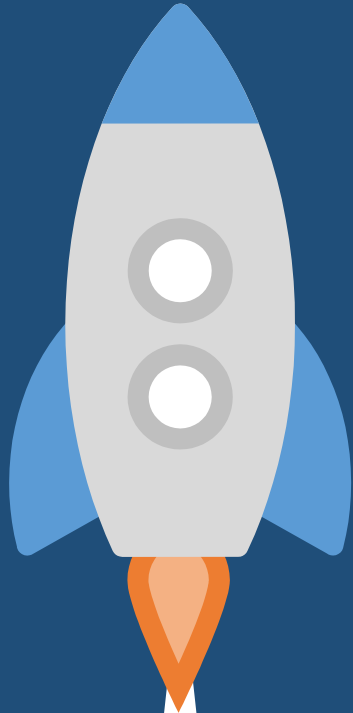
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Purpose: create career opportunities and gender equality

Explain GÉANT's approach to improving career development and gender balance

Propose actions to:

- Increase career development opportunities
- Improve gender balance within e-infrastructures



Part 1: Career Development

Challenge: Fewer Promotion Opportunities

“Vertical” progression is the assumed norm

In reality, **opportunities are fewer** with every promotion – and **more competition**

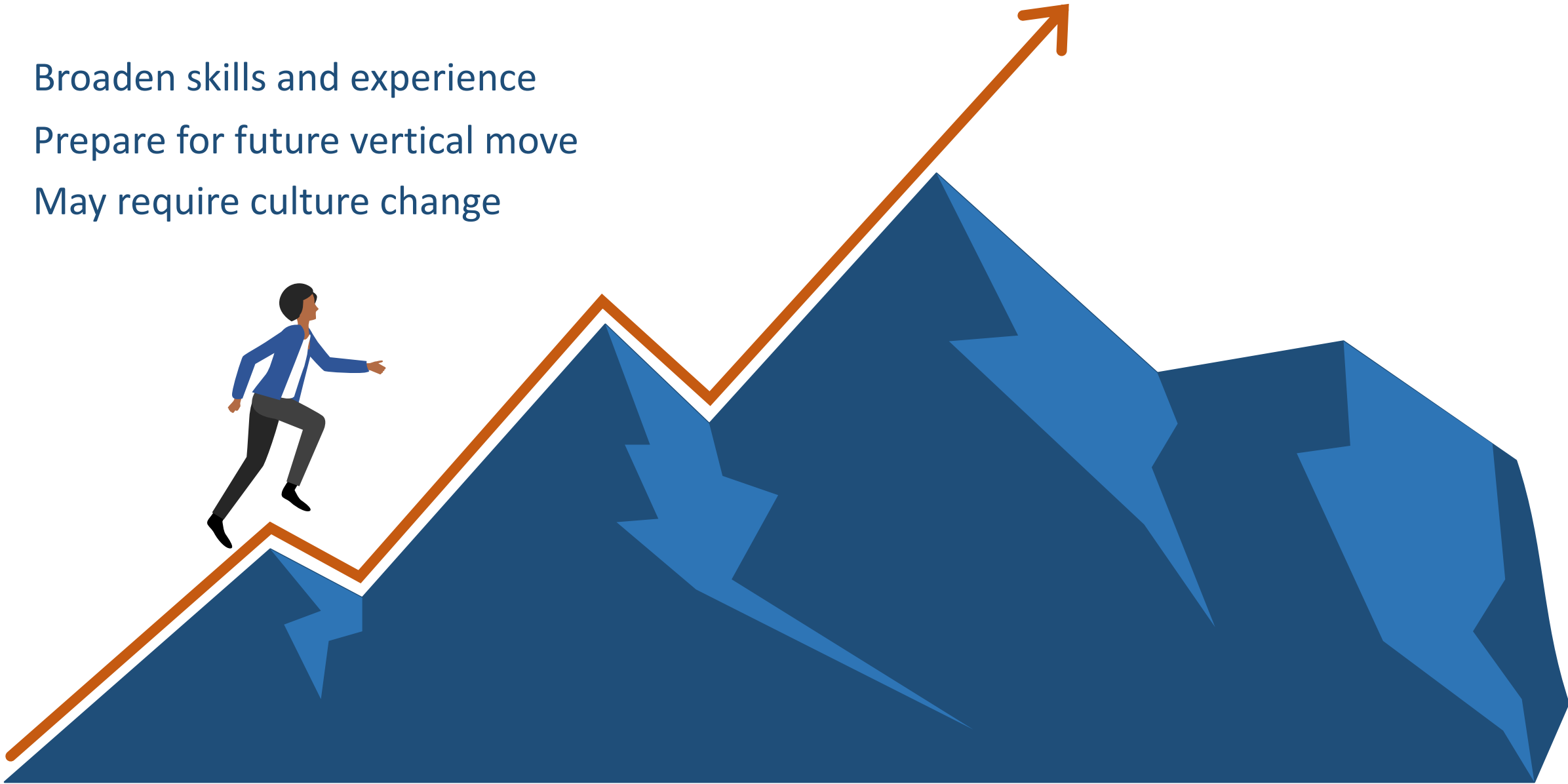


Encourage Horizontal Career Development

Broaden skills and experience

Prepare for future vertical move

May require culture change



Develop Future Talent

GÉANT develops future talent through its:

- Future Talent Programme
- Trust & Identity Mentoring (TIM)
- Emerging NRENS Programme
- Internships



Enable Career Development Through Learning

- Develop “Soft Skills” – needed for management
- Secondment or temporary assignments – broaden experience
- Learning – builds talent “pipeline”

Learning increases motivation and helps retain talent

Part 2: Women in e-Infrastructure



Gender diverse organisations:

- 1) Are **more productive**
- 2) Boost **innovation** and **creative problem solving**
- 3) **Attract and retain talent** – address skills deficit
- 4) **Align with end users**
and regulation



Women in GÉANT Community

- GÉANT employees: 40% women
- GN4-3 Work Package Leaders 50% women
 - BUT only 10 of 44 (23%) Task Leaders are women
 - GN4-3N Work Package Leaders all men
- GÉANT Executive Team = 25% women
 - GÉANT Board currently 3 of 9
- Only 3 NRENs led by women: IUCC, JISC, SURF

GÉANT's Approach to Gender Equality

- Gender-neutral recruitment adverts
- Equal Pay review
- Equality Policy
- Mentoring and buddying schemes
- Seek equal representation e.g. TNC 2015 women speakers invited
- *Women in STEM* campaign planned for 2022

**WOMEN & GIRLS
IN STEM DAY**



Proposed Actions to Improve Gender Balance

Flexible working - great enabler for women

Unconscious bias training annually

Set Targets – create focus

Reverse Mentoring – junior women mentor senior men

We have made progress...



...but more is needed

Thank you

Any questions?

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