Career Development & Gender Balance in e-infrastructures

GÉANT’s approach

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www.geant.org
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
Proposed Actions to Improve Gender Balance

Flexible working - great enabler for women

Set Targets – create focus

Unconscious bias training annually

Reverse Mentoring – junior women mentor senior men
We have made progress...

...but more is needed
Thank you

Any questions?