Career Development & Gender Balance in e-infrastructures
GÉANT’s approach

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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
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: Gender Balance
Gender diverse organisations:

1) Are **more productive**

2) **Attract and retain talent** – address skills deficit

3) Boost **innovation** and **creative problem solving**

4) Align with end users and regulation
Gender Balance 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 Balance

- 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
- 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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