



20 Rising Stars of the UK Rail Industry 2017



A report by Women in Rail



Introduction

In April this year, Women in Rail set out to find the 20 rising stars of the UK railway sector.

We wanted to celebrate women in the UK railway sector who are in the early stages (the first years in the aggregate) of their career in rail but who have already made an impact on their peers, colleagues and customers by demonstrating outstanding technical abilities, personal values and pro-active thinking.

We received the profiles of 122 women from across the rail industry, each one having an amazing story to tell and reminding us of what a fantastic sector we work in.

It was truly inspirational reading about the achievements, innovations and dedication of these rising stars and selecting the 20 winners was an extremely difficult task.

Highlighting the tremendous young female role models that are part of our industry and showcasing the influence they have on our day-to-day lives is key to changing the perceptions of rail and helping the sector to attract bright, new talent.

We do hope that the stories of our top 20 will delight you, just as they did us. Please share them far and wide with friends and colleagues as they demonstrate the fantastic, varied and exceptional opportunities a career in rail can offer women and young girls in the UK.

A handwritten signature in black ink, appearing to be 'Adeline Ginn', with a long horizontal line extending to the right.

Adeline Ginn

Founder of Women in Rail

The winners...

Name	Job Title	Company
Ambre Pastor	Field engineer	Alstom TSO Costain - TSO
Ana Walpole	Senior Structural Rail Engineer	AECOM
Anni Feng	Digital Consultant	Arup
Ansuya Oogur-Ramhota	Senior Consultant	Arup
Catherine Lough	Assistant Project Manager - Infrastructure	Colas Rail
Emma Clarke	Assistant Civil Engineer	Atkins
Gabi Mason	Commercial Manager	Bombardier Transportation
He-in Cheong	Senior Engineer	Arup
Lauren Jones	Scheme Project Manager	Network Rail
Katrina McVitie	Train Presentation Manager	Merseyrail
Lucky Sahota	Project Manager	Carillion
Lucy Diaper	Geotechnical Engineer	Geotechnics Limited
Maxine Prydderch	Design Engineer (Civils)	Network Rail
Rebecca Taylor	Sustainability Manager	Alstom Transport
Rhianne Evans	Innovation Research & Development Lead	Virgin Trains East Coast
Rossana Gosende	Field Engineer	Alstom TSO Costain - Costain
Rupa Nazran	Electrical Apprentice	BMSL
Sara Martinez	E&P Engineer (CRE)	Colas Rail
Sarah Clayton	PCU Construction Manager	London Underground
Vicky Reveley	Conductor Team Manager	Arriva Rail North (Northern)

Ambre Pastor

Field Manager, ATC - TSO



Ambre is Field Manager at TSO (NGE), currently working on the Crossrail project as part of the Alstom TSO Costain joint venture (ATC JV). Starting as a design engineer, she moved to construction coordinator and joined the Floating Track Slabs work in 2016. As a field manager, she managed a team of 100 people and now, deputy construction manager, she is responsible for a team of 250 people. She is one of the few women on the Crossrail project to manage such a large team. She has been described by her peers as a pleasure to work with, hard working and a strong leader, highly respected by all supervisors and general foremen who report to her. She is said to have created a very good atmosphere in her team, leading them to overcome many challenges and obstacles and completing two big milestones 4 weeks ahead of programme in 2016 when everyone thought this was almost impossible to achieve.

Please tell us about your background...

I am originally from France where I studied engineering construction and transport, especially groundworks and dam construction, as part of my degree. I wanted to specialise in rail engineering but this course did not exist in my French school so I moved to England, Loughborough University, to do the last semester of my degree learning about rail construction and how to perform in a leadership role. It was the best choice I ever made and I have never looked back!

What has been your career journey so far?

I joined TSO in 2014 in my third year and, as part of my final internship, was transferred to the Crossrail Project as Railhead design engineer. My role was to analyse the interface between different systems such as track, plants, overhead electric lines, propose adapted designs and carry out technical and final analyses of the various design solutions proposed. Crossrail was the biggest project in Europe and I felt very proud to be able to be a part of it. Upon completion of my internship, I was assigned the position of construction engineer/handover manager and was put in charge of the handover of the civil engineering works to what is called "system wide". I was responsible for managing the interfaces within the ATC JV team, external stakeholders, the client and the other contractors to ensure the carrying out of the works was coordinated. This involved checking that the civil works completed by the previous contractors met the contractual requirements and coordinating the remaining works between the upcoming contractors. I joined the Floating Track Slab team as Field manager in 2016 and moved to Deputy Construction Manager in 2017.

Please describe your current role...

As Deputy Construction Manager, my role is to support the Construction Manager leading the team in charge of installing the track into the tunnel following the handover from the tunnelling team. It involves planning and coordinating the different teams on site, helped by all the site engineers, so as to meet our targets in time and safely. I have to make sure the equipment is installed in conformity with the basic designs and installation procedures, organise key activities in a consistent way and coordinate the various teams, engineering, design, procurement and the interfacing contractors and ensure compliance with health and safety procedures.

What attracted you to the Crossrail project?

I love the challenges. The Crossrail project, and the railway industry generally, is like a puzzle where many parts have to come together in an orderly, structured and timely manner. Once completed, it will improve the daily life of thousands of Londoners. The logistics are crucial as one has to find ways to complete substantial work in a short period of time whilst having restricted access to the site as other contractors are completing their own work according to their own schedule. We all operate as one team, passionate about completing the project in time and to perfection.

What in rail are you passionate about?

My job, as it allows me to challenge myself technically and personally. My team, as my teammates motivate me to do my best. My managers, because they are exemplary leaders: they take the time to understand and adapt themselves to the needs and personalities of each team members. This is how they get the best of us. I learn from this!

What aspects of the job do you find the most challenging?

Managing the team and keep all individuals working together in the face of unforeseen events whilst at the same time having the strength and courage to do what is right. The demobilisation phase is a case in point. I have to carefully manage the departures of some members of the team, assess the work that still remains to be done by the reduced team and plan the next steps whilst answering questions from the team about their future. I had to take a step back in order to assess it, reflect on it and take the more appropriate decision for the project and for the team.

What do you like the most about your job and/or the rail industry?

The diversity! Being a key member of a team comprising individuals from different genders, nationalities (English, French, Romanian, Portuguese, etc), ages (from 18 to 60 years old), professional and personal backgrounds and experiences, all working together towards a common goal. It is rewarding when I manage to overcome the challenges and know that everyone in the whole team is proud of what we have achieved and is an integral part of the overall success of the project.

What do you think the rail industry could do to attract more women into the sector?

Rail remains today an industry with a small percentage of women but we have made huge progress since the time women were banned from working in the tunnel because of superstition! We should emphasise the nature of the work we do, help people understand what our jobs consist of. Rail is an innovating and challenging industry which connects people both geographically and on a personal level. It is also the path for an international career. You will never get bored!

What would be your advice to young women entering the industry?

First, you have to enjoy yourself in the job you are doing. This is most important as you will pass this feeling to your team. Be transparent, collaborative and caring: these are, in my opinion, keys to obtain the trust, support and commitment from your team. You have to give as much as you are expecting from others and the rest will follow.

Do you have a role model?

I would say my previous managers as they all led in different ways but adopted a caring type of management which created a trusting atmosphere within a team. If I refer to famous people, I would say a mix between Rosa Parks (activist in the Civil Rights Movement in the US) and Marie Curie (two-time Nobel Prize winner whose work led to the discovery of radioactivity).

Ana Walpole

Senior Structural Rail Engineer, AECOM



Ana is a structural engineer working for AECOM on the Wessex Capacity Alliance, carrying out major packages of structural design and assessment of Waterloo Station. Ana is described by peers as having excellent technical engineering ability allied with strong leadership and communication skills, qualities admired by both clients and colleagues. She is said to have been instrumental in leading the design of several major engineering projects, taking a leading role, mentoring engineers and facilitating production of high quality feasibility and option selection reports. She is known to be passionate about promoting the industry, mentoring placement students and giving interactive workshops and presentations about careers in engineering and rail.

Please tell us a little bit about yourself...

I work as a structural engineer with AECOM. I started work in the structures team and, after 18 months, transferred to rail. I use maths and science to design bridges and structures. I mostly work in a design office but often go out on site to gather information about the location or to look at something I designed being constructed. I have been working in rail for 3.5 years.

Please also tell us about your background...

My Dad is an engineer and I always liked maths and science at school. When in 6th Form, I got an engineering scholarship which got me into civil engineering. If it wasn't for my Dad, I would have never thought about engineering! After school, I went on to study engineering at Durham University. I did a general course, mechanical, electrical, electronic and civil engineering and then specialised in civil engineering in my 3rd and 4th years. I have never looked back, I love being an engineer! As for rail, since I was very young my dad took me to lots of steam engines and railways so rail has been something I have been interested in for as long as I can remember.

What in rail are you passionate about?

I am a structural engineer so my day to day role involves mostly problem solving and finding solutions to problems. This is what I am passionate about. I like being given a problem and having to work through it, discussing things with different people and then working out a solution. I get a lot of energy from the team around me. I work with amazing people right now!

What aspects of the job do you find the most challenging and rewarding?

My biggest success to date has been my work at Waterloo Station in London. I designed a number of different parts of that scheme and seeing them constructed and now being used by the general public is immensely rewarding. The great thing about engineering is that you can see your designs built – it is hugely satisfying to see something you came up with and designed being constructed and used by people! I would say the most challenging part of my job arises when I have to solve complex technical problems, answer queries or make decisions under pressure.

What do you like the most about your job?

My work is very tangible – I design things and see them built. I can see the impact of my work every day. Almost everybody travels by rail at some point so it is a big responsibility to get it right. Also, rail engineering is such a huge subject, I will never know everything which means I will never get bored! I also enjoy working as part of a large, caring and supportive team.

Where do you see yourself in 5 to 10 years' time?

I would like to be managing project teams and leading on challenging projects in rail, possibly large projects such as HS2 and Crossrail 2 but also smaller projects where there are opportunities to play a bigger part, be part of a smaller team but have a closer relationship with the client. In the past, I have found that hugely rewarding too!

What message would you give to young girls to attract them to an engineering career?

Don't be put off if someone tells you "they can't see you being an engineer". If it is something you want to do, then go for it. Rail is a great industry to work in: it is very diverse - there are so many different disciplines, teams and people needed to make it successful and you can also have an international career which is a very attractive proposition. I was told by people when I was a teenager that they didn't "see me being an engineer" because they didn't understand what engineering consists of. Engineering is about using maths and science to solve real world problems but it is also about working in teams, communicating with people. You can also, as your career progresses, help make a difference to younger engineers by becoming a role model or mentor.

What do you think the rail industry could do to support and attract more women within the sector?

Continue with initiatives such as mentoring. Improve the image of rail, particularly for civil engineering. Ensure that when the industry manages to attract female talent, it retains it.

What would be your advice to young women entering the industry?

Ask as many questions as you can. Don't let yourself be put off if you encounter a setback. I almost quit engineering in my first week of University but then I finished top of my year. Support one another (men and women) share your experience, share your knowledge and be yourself.

How do you go about using your influence to drive change for gender equality in the rail industry?

When I have a conversation about women in engineering, the point I make is that without women, the industry is missing almost half its talent. I have spoken to young girls in my previous schools. I target 16 year olds because this is when your future is being decided: you need to take physics to be an engineer. I have given presentations, run interactive exercises, work experience and summer placement students' programmes and I mentor young engineers. I have received amazing feedback. I find that hugely rewarding.

Do you have a role model?

Possibly J K Rowling! One of my favourite quotes at the moment is by her: "It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all – in which case, you fail by default."

What are your interests outside of rail?

Tennis, parkrun, walking in the lake district, the peak district, arts and craft. Being with friends and family. I think it's very important to have a life outside of work. You can really only do your best at work when you're happy and well rested.

Anni Feng

Digital Consultant

Arup



Anni is a Digital Consultant at Arup, currently on assignment in Canada, designing the Intrusion Detection and Access Control System for the Edmonton Valley Line Light Rail Transit Project. She works with contractors and multi-disciplinary experts as the main point of contact for all design coordination on design packages. She is described by peers as hard-working, happy and having strong values. She is said to be an active volunteer, teaching schoolchildren how to code using BBCmicro:bit, organising lectures aiming to inspire, inform and influence the global engineering community and running events targeted at students and young professionals to inspire the next generation of engineers.

Please tell us a little bit about yourself...

I did a 3-week work experience in an engineering firm when I was at secondary school. It was such an eye-opening experience – I learned about highways, bridges, drainage, traffic calming measures and met some fantastic engineers who inspired me to pursue a career in this field. I went on to study Computer and Communication Systems Engineering at university and joined Arup after my graduation. My first major project was Bank Station Systems Integration and Upgrade. I worked there as a communication systems designer at the Concept Design stage. I learned about the different station alarm systems and what operators do on a daily basis to maintain a safe station. While we were working in a co-located office at 55 Broadway, I had a lot of direct interactions with the clients and met many people outside of the project. Everyone I met at London Underground was so passionate and proud of what they do – it was very inspiring. At the Detailed Design and Build stage of the project, I was seconded to London Underground as their Assistant Project Engineer. I was there for about 2.5 years. It was fascinating to see the project from both sides of the fence! It was a really complex project, not only from systems design's perspective, but also from operational and maintenance perspective. There were multiple projects happening at Bank station at around the same time, so coordination with a long list of stakeholders was part of the "typical" day. I am currently on an assignment in Arup's Toronto office working on the new Light Rail Transit Line in Edmonton, Canada.

What in rail are you passionate about?

As engineers, we always look for meaning in the work we do. Rail touches so many people's lives on a daily basis. I am really passionate about the difference we can make to improve the quality of life for potentially millions of people: the passengers, the operators, local businesses and of course, the rail enthusiasts who just love to take pictures of the trains and stations! When someone comments on how easy it is to use the new system or on how it makes their commute faster and therefore enables them to spend more time with family and friends, it makes all the hard work worthwhile.

What aspects of the job do you find the most challenging and rewarding?

The biggest challenge on a project is trying to get the operators to articulate their concept of operations and its variances under different scenarios. Our role is to guide them to the best system for them given the constraints. Operators sometimes know very clearly what they do *not* want out of a system, but not necessarily what they *do* want and it is important to take the time to really understand the user needs and requirements and the reason why a system or a functionality has been asked for, in order to make recommendations. It is particularly rewarding to see the faces of enlightenment when the operators realise the potential of the new systems and how their operations can be more efficient and streamlined.

Where do you see yourself in 5 to 10 years' time?

I would still like to be involved in the rail industry! I want to learn more about the railway and expand my experience. Gaining knowledge from other sectors would also be very helpful to identify the technological innovations that can potentially be transferred to rail. I think there is a lot of potential for horizontal innovation. For instance, virtual reality from the gaming industry has been used in railway performance simulation for some time, what other technologies could we transfer or adapt to respond to the challenges in the rail industry? Similarly, what innovations have we got that can help others? I think this is an area that is worth exploring.

What has been your colleagues' reaction to you being voted one of the 20 rising stars of rail?

Very positive! I have received many lovely messages from colleagues saying how proud they were and many young female engineers have approached me and asked about my projects and experiences. I do hope that I have convinced them it is fun to work in rail!

What do you think the rail industry could improve to support and attract more women within the sector?

The rail industry is becoming more and more innovative and dynamic - consider driverless trains, inspection and maintenance robotic crew, just to name a few. With so much current focus on the total integrated journey, artificial intelligence and robust communication network are at the core of what it takes to make that happens seamlessly – from presenting passengers with the information they need when they need it, to using data analytics to enable better decision making. We are also seeing advances in 3D printing, alternative energy sources and in materials science for smart window glazing, not to mention the efforts in making Hyperloop a reality! All of these are happening right now and have something to do with rail. So I think there are two messages that we need to share in order to attract talents: first, there are many different ways (some are less obvious than others) to join and contribute to the rail industry and there really is something for everyone; second, it is an innovative and dynamic industry, we will be doing exciting things in the future but we are also doing them right at this moment.

What would be your advice to young women entering the industry?

Enjoy it, get stuck in and encourage others to do the same! It is a very exciting industry to be a part of right now – we have got Crossrail and HS2 in the UK for example and there is so much work ahead of us, which means a lot of room for innovative thinking.

What are your interests outside of rail?

I am interested in architecture, music and dance. I also volunteer a lot – it is a great way to meet new people and learn new things. I recently helped out in one of the coding workshops aimed at school children. The kids' enthusiasm and eagerness to learn were really inspiring and of course, they are also very good at asking tough questions!

Ansuya Oogur Ramhota

Senior Consultant, ARUP



Ansuya is a Senior Consultant in Arup's Digital practice. She has theoretical and design experience on multiple Railway Operational Telecommunications, Station Information and Surveillance Systems. She currently leads and manages the production of various deliverables on key projects such as the Severn Tunnel, Intercity Express Project, Metropolitan Line Extension and MetroWest Phase 1. She is described by her peers as passionate, professional, consistently delivering high quality work on-time and budget. She actively participates in internal Arup initiatives (such as Digital Women), STEM events in schools and provides advice, support and mentoring to a number of her junior colleagues.

Please tell us a little bit about yourself...

I am originally from Mauritius and have been in the UK for about 6 years now. I joined ARUP in late 2011 as a graduate where I was introduced to the concept of railway telecoms. I have been promoted over the years and am now a senior consultant. I currently lead and manage the production of various deliverables including design reports, technical notes, surveys, strategy documents, drawings and schematics on different ICT and railway telecommunication systems. I am involved on a wide range of multi-disciplinary projects across various sectors including railways, sports, commercial, healthcare and government. My work includes research, design and advice on various telecom technologies and systems. I love it!

How did you get into rail and engineering?

My parents have always been very encouraging in science subjects, essentially because I was good at them. Physics, biology and chemistry were always my favourite subjects at school. This is how I got into engineering. My teachers were also very supportive and I received career guidance based on my skills. Engineering was what I wanted to do and be in telecommunications. I did my first degree in Electrical and Electronic Engineering, then a Masters in Mobile, Wireless and Broadband Communications before joining ARUP as a graduate consultant. Railway Telecommunications was a fairly new topic then and I wanted to know more so I joined IRSE which led to my interest in the railways. Rail was unknown to me when I was growing up. There is no rail industry in Mauritius. I discovered the sector whilst at ARUP. I was fascinated by this unique field which requires a very specific skills set. I believe that it is an interesting time to be involved in the rail industry with so many changes occurring specifically in the sphere of digital railway.

What do you love about your job?

I like the engineering field as a whole. I love working as a consultant. It challenges me to remain constantly up-to-date with new technologies. I am always learning. It is hugely interesting and rewarding.

What would you say is your biggest success to date?

Being nominated as one of the 20 Rising Stars of rail! It is rewarding to be recognized as an expert in one's field. The team I work in has been very supportive and ARUP is very excited about me being a winner.

Where do you see your career in the next 5 to 10 years?

I want to continue to learn. My focus at the moment is on wireless communications. I want to strengthen my knowledge and expertise in this field. There are many projects out there where improvements are needed, such as the provision of mobile services on trains. I want to be part of the team that makes it happen.

What do you think the rail industry should do to get more girls into rail?

The rail industry needs to promote itself better with the younger generation. Young girls need to be made aware of the wide range of careers the industry has to offer and this should start from an early age. Rail should also encourage apprenticeship, offer summer placements in rail companies and advertise site visits to trigger the interest of young girls and encourage them to learn more about the sector. Secondments are also very important. As part of the ARUP graduate scheme, I was seconded in HS2 as the assistant Control, Command and Signalling (CCS) System Engineer. I was exposed to the bigger rail picture, that of a modern railway. The secondment contributed towards making me realise the breadth of opportunities and learning potential that a modern digital railway will offer. Mentoring is also key. ARUP has an internal mentoring program which is very successful. On my first day as a graduate, I was assigned a mentor for guidance and career development. One of my career goals is to qualify as a chartered engineer and Arup has offered me a great platform to develop my skills set. Hopefully, I will be qualified by the end of this year. ARUP also offers training courses, take part in career fairs and organises engineering awareness week workshops. I am involved in all these initiatives. During career fairs, I have talked to ARUP students about engineering, what my personal experience has been as a woman engineer and what the career prospects are. I have also prepared and presented at various workshops. I have been the 'buddy' to summer students and some have now come back as graduates!

What advice would you give to a young graduate who just entered the industry?

Young women should be encouraged to join networks and professional bodies such as the IET and IRSE. Networking enables you to meet fellow professionals and learn more about the industry.

Do you have a role model?

My role models are more experienced people in ARUP, my mentor for instance. She really impresses me. She is a high achiever, dedicated to others and also balancing her day job with her family life. She is an inspiration to me.

What do you do to relax when you are not working?

My hobbies are travelling but even when I travel, I tend to visit project sites if possible – I can't help it! When I went back to Mauritius to visit my family recently, I went to visit the 'Mauritius Commercial Bank' which is one of Arup's award-winning project. What can I say? I am passionate about technology and engineering!

Cate Lough

Assistant Project Manager – Infrastructure, Colas Rail



Catherine joined Colas Rail graduate scheme in 2015. She is described by her peers as inspirational in her desire to make a real difference, helping develop a number of time, money and safety initiatives including a 4D Planning Tool with Salford University and an Optioneering Tool with Southbank University. She is currently being shortlisted for a Safety Challenge award for a remote temperature monitoring device and has won the company-wide Graduate Safety Challenge for her introduction of Re-useable Dust Masks. On site, Cate is Duty Manager, the most senior management position, responsible for safe and on-time delivery of crucial renewal works. She volunteers to mentor new employees and regularly promotes the rail industry at Rail Industry Careers and Women in Engineering events with a view to inspire the next generation.

Please tell us about your background...

I grew up in Canterbury and went to a state grammar school. At the time, I didn't know what I wanted to do so I took a diverse range of subjects at AS level, from maths and physics to Spanish and English literature. Luckily, the school had a significant amount of extra-curricular activities which enabled me to gain a broader understanding of the various career options available to me. This inspired me to take a more STEM focused route.

What has been your career journey so far?

I graduated in 2014 from Durham University with a Masters in Physics and initially started working in the oil and gas industry. I had been in my role for about 1 year when oil and gas started going through a down turn. However, I had already decided that I wanted to do something more project focused with an outside of office element. I didn't want to be office bound. I thought the engineering industry would be a good choice. I successfully applied for the Colas Rail future leaders' programme which comprises 3 rotations. My first rotation in Switches and Crossings Track renewals was a great introduction to the industry as I was given a fair bit of responsibility. My second rotation was in plain line, which deals with straight track rather than complex junction renewals. It is easy to assume that this type of work is less complicated, however, it is a relentlessly challenging and dynamic environment. My third rotation is working at Euston station as part of the electrification team. This project is part of the enabling works required at Euston ahead of the HS2 construction works. This rotation has been the most complex and enjoyable.

Please tell us about your current role...

I work as the project lead for track, drainage and overhead lines as part of the enabling works for HS2. This is about moving the existing infrastructure out of the way to make way for the new one that HS2 will build. The project is currently in the development stage for phase 2 of the enabling works. I work alongside another Project Manager, experienced CREs (certified engineers) and construction staff in order to develop the long-term planning for the works, facilitate the required surveys and provide constructability input for the design. I report into the Production Manager, alongside my peer project manager, the support functions and currently have 2 people reporting to me.

What in rail are you passionate about?

Rail is an interesting industry. It has shaped our country and continues to do so as it not just a transport network but has huge social aspects associated with it, which means a lot to me. It is also a really rewarding place to work: for instance, when working on weekends it can be a high-pressure and challenging environment as we have to ensure that the lines are handed back on time to prevent any disruption to passengers. Coming from a sporting background I have experienced different levels of pressure and have been able to apply my coping strategies to working in the railway.

What has been your biggest success to date?

One experience stands out for me personally. We were working on site on a Saturday and were taking out a level crossing to facilitate the track renewal. As a result, approximately 100 houses were inaccessible to vehicles. Special provision had been made for emergency vehicles and disabled residents. We had done as much as we could to notify residents well in advance but we were aware that, inevitably, some people would have missed the notices. On the Saturday morning, when people woke up and realised the impact our weekend work would have on them, some became really agitated and I had to deal with the situation and reassure them. Knowing the construction programme and timetable on site allowed to facilitate members of the public moving their cars to the other side of the level crossing. A few weeks later, we received a handwritten letter from a member of the public thanking me for the way I had handled the situation.

What do you think the rail industry could improve to support and/or attract more women to the sector?

Rail is engineering dominated and the uptake for women is not high. For me the key is to continue to engage with schools to promote STEM at schools, focus on women and ensure we have a presence at career fairs to raise awareness of the careers that the rail industry has to offer.

What message would you have to encourage girls to join the industry?

Rail is an exciting, dynamic and challenging industry with a great social aspect as railway projects have such a positive impact on the country socially. It is a constantly changing and developing environment, both in terms of the variety of projects and the technology. I am constantly learning new things and I think that will continue throughout my career. You also get the chance to work with experienced staff who are really happy to share knowledge and experience.

How will you reach out to young girls to encourage them into the railway?

I buddy two graduates and support them through the start of their career and have attended career fairs. I am also looking to get more involved with STEM days at schools and in the work of Women in Rail.

Do you have a role model?

Within rail, not one person - there are many role models around me in senior roles with qualities that I would hope to emulate. Outside of rail, I would say Katherine Grainger. She set herself a goal, winning the Olympic gold medal and she achieved it. Olympic rowing is a tough sport and her success is phenomenal.

What are your interests outside of rail?

I did a lot of sport at school and university, and on a few occasions was lucky enough to represent GB. I ran the Edinburgh marathon last year and have entered the London marathon next year. More recently, I have taken up Ceroc dancing - a partner dancing akin to modern jive, which I discovered via my mum and have recently decided to return to rowing to improve my fitness.

Emma Clarke

Assistant Civil Engineer, Atkins



Emma initially joined Atkins as a summer student, returning three years later as a graduate. Emma is described by her peers as very hard working, an excellent communicator, approachable and capable of building strong relationships with both colleagues and senior staff, in addition to having a strong record of technical excellence, engineering management and project management. Her professionalism and proactive approach to integrating the work of different disciplines has received exemplary feedback, with the project she was managing winning 'Outstanding Team of the Year' at Atkins' Rail Awards. Emma volunteers for many STEM events in schools/universities, mentors work experience students and sixth formers and most recently inspired younger children to opt for a career in rail at Atkins's 2017 "Bring Your Daughter To Work Day".

What has been your career journey so far?

I studied civil and structural engineering at Masters level at the University of Leeds. I was encouraged to look into this field by my mum. I was not sure what I wanted to do at school but, based on my favourite subjects at A-Level, my mum suggested I go into engineering. I joined Atkins as a summer student after my third year at university. I spent 12 weeks there and really enjoyed it. I went back to university for my final year and was invited back to join Atkins at the end of that year. The culture of Atkins is really nice: the people you meet, the rail industry and the clients. I joined as a graduate and am now an assistant civil engineer. I love it!

Please describe your current role...

I am based in York. My role is very varied which is fascinating. I undertake optioneering exercises (for example, we are planning to install a second track on a one-track route where there is a 3 arch underbridge, my role is to come up with options for doing so). I have to come up with ideas of where platforms should be built (including what needs to be removed, how to ensure accessibility and generally the location and infrastructure of the platform). I undertake calculations for underbridge assessments (to check the capacity and strength of the structure if there is a planned increase in line speed, the number of trains or track requirements, to make sure the bridge can support the increased loadings). I have been a Project Manager for a structures review project and have dealt with clients, budgets and delegation. These experiences have taught me how to approach project work and the importance of regular updates and delivering on time. I have also been an assistant to a few senior members of staff in Atkins, which has given me the opportunity to understand things from a business perspective. This includes how knowledge is shared, what other teams are working on and how we can develop as a group. In addition, I have had a lot of exposure to different clients which has improved my confidence, collaboration and communication skills. I am learning so much it is really motivating!

Why the railway industry?

After my first year at university, I did a placement in another sector but I did not enjoy it at all! Once I had experienced it at Atkins and understood how fascinating the rail sector is, I could not think of another industry to work in! I find it fascinating how everything works and links together. I really enjoy the problem-solving aspect of the interface between the various disciplines, the infrastructure, the roads, the public and how they integrate with civil engineering. It is like a giant puzzle where all the pieces come together through team work. It is a truly amazing industry to work in.

What motivates you to put forward your greatest effort?

If I put my name to something, I want it to be the best it can be. I like to please people and I love to pass on my skills and knowledge to others. I love to invite people to look at things which integrate with each other in an unusual or new way. It makes me feel good to know I have contributed to rail projects and played a part in improving the rail infrastructure. I love making a difference, professionally and personally.

What aspects of the job do you find the most challenging and rewarding?

Every new task I am given is challenging because I want to do my best and if I haven't done it before, it is always a little bit daunting, but I always find a solution and later wonder what I was worried about in the first place! My job can be exceptionally rewarding and a good example of this was acting as Project Manager for a structures review project. We worked hard as a team. The project was completed successfully, which was great, but what was truly rewarding was seeing the project nominated for an internal Atkins award – it was really amazing to get acknowledgement for our hard work as a team.

What do you like the most about your job?

The variety of the work I do. No day is the same. And neither are the people. We all work as a team. The rail industry is a close network – you bump into the same people on different projects and everyone is always very helpful, which makes it easier to collaborate and get the job done well. There is also a good support network. I am currently working towards my Chartership accreditation with the Institution of Civil Engineers (ICE), which I am planning to achieve within the next five years. Atkins is really supportive.

What do you think the rail industry could improve to support and attract more women within the rail sector?

There are quite a lot of good initiatives already in place: Women in Rail, Women in Engineering, Rail Week and they should continue. There is however still a lack of awareness and many misconceptions about what it means to be an engineer in rail: you must have a mathematical background, of course, yet it is also really important to have creativity. Targeting Sixth Formers is a great way to raise awareness of rail. The 20 Rising Stars Survey is a very positive initiative which hopefully will raise awareness of the support currently available to women entering the rail industry.

How can you use your influence to drive change for gender equality in the rail industry?

I give presentations in schools and talk about engineering to help the younger generation understand what it is all about and how fascinating it is. I feel it is important to show my face because I'm female. I also took part in Women in Engineering day and ran a Lego challenge, targeting 16 year olds. It was a nice challenge to build a tower for the lowest 'cost' and at the end we had discussions in smaller all-female groups, which encouraged the students to ask questions. I have undertaken mock interviews and been a 'CEO' for a group of students for Industry Day, which was really fun. I enjoyed sharing my experiences with them while helping with the task. Formal presentations to large audiences are difficult to get interaction but the smaller group work gets much better involvement. I try to be visible in the company as well. I was involved in the Bring Your Daughter To Work initiative, helping to run a workshop for the daughters of employees in the office. We asked young girls to draw an engineer and it was interesting as often they drew their dad!

Gabi Mason

Commercial Manager, Bombardier Transportation



Gabi is Commercial Manager at Bombardier Transportation. She is described by peers as consistently exceeding expectations, impressing them by her work ethics and her ability to focus on enhancing the competitiveness of the business whilst positively influencing those around her. On a more personal level, Gabi has impressed peers with her empathy and commitment to support her colleagues whether in personal or work situations. She recently embarked on raising £1000 for Saying Goodbye, a miscarriage and baby loss charity and has shown resolve to retain talent within the rail industry, supporting the development of colleagues and helping them in their career enhancement.

Please tell us a little bit about your background...

I was born in Brighton but lived in America and Australia for 5 years. I did my secondary education and degree in the UK. Living in different countries and moving around has enabled me to be comfortable with change and to embrace the requirement to get involved.

What has been your career journey so far?

I did a degree in Pharmaceutical Chemistry. However, I didn't want to do anything with chemistry, so went into technical pre-sales and worked in a small company. From there, I pursued the commercial route for about 4 years. Bombardier was my first role in the rail industry but not my first one in a male dominated industry, so it wasn't that challenging! I started working on Technical Support Spares Supply Agreements (TSSSA) for Electrostar trains. I did this for 2.5 years and last month was promoted to the General Manager's position on the South Western Railway contract. I am accountable for the Wimbledon site depot, responsible for Health and Safety, contractors, Profit and Loss of the TSSSA and ensuring the project delivers its obligations.

What factors did you consider when joining the railway industry?

I wanted something new and something a little bit more interesting to do. And as I've always had a technical mind, the engineering aspect of rail was attractive to me. In my last job, all the contracts were standard whereas in rail, the projects are all different. So, the ever-changing dimensions keeps me interested. Technology wise, I think the rail industry is a bit behind compared to other industries but we're moving in the right direction. The multidisciplinary aspect of rail keeps me interested. It's important not to be bored at work. I love being challenged. Each project throws up an operational or commercial challenge, which keeps you on your toes but I particularly like the engineering challenges, even though I'm not an engineer!

What motivates you to put forward your greatest effort?

Getting recognition as my career goal is ultimately to be running the business. I think some women don't push for the recognition in the hope they will get it anyway, whereas men tend to be more forthcoming about what they have achieved and why they should get recognition for it. I want to be the best at what I do and that's what drives me. I want to be known to be doing a good job.

What aspects of your role do you find the most challenging and rewarding?

With respect to challenging, being promoted to the General Manager's position on the South Western Railway contract. I took a career focussed move forward into a more challenging role. It was a big risk, including that of potentially upsetting a line manager as I felt I was leaving him in the lurch. But actually, he was really supportive and continues to be. I really had to think about it and take a lot of time to make my decision. As for rewarding, I recently extended a TSSSA with GTR to include additional fleets that Bombardier had sold them without a service contract. It took us 1.5 years to achieve and it absolutely consumed me. One of the hardest projects I have done to date but it gave me the most rewarding feeling and it was a huge relief once completed! One of the most stressful few weeks of my life but the reward was so worth it. I took it from start to conclusion and that is very fulfilling.

What do you need to do to get your dream job?

I need operational experience, Profit and Loss responsibility and taking a position abroad at some point by means of an international assignment or secondment for example.

Where do you see yourself in 5 to 10 years' time?

I think I would like to be head of something globally in Bombardier or the rail industry. I am passionate about rail and I want to operate at a senior level.

What do you think the rail industry could improve to support and attract more women within the sector?

Rail needs to make the roles and opportunities more visible to women at universities. The same applies to apprenticeships. Attracting women when they're already in work is difficult if they're not in a male dominated environment. Women need to know that, if they want something that's challenging, then rail is a great industry to get into, an industry where you can progress your career quite quickly. The rail industry involves so many projects and that aspect of the sector will never go away, so there's always going to be an opportunity.

What would be your advice to young women entering the industry?

Male or female, just keep pushing yourself forward and if you're in a company like Bombardier, which is huge, put yourself forward for projects and seize the opportunities that present themselves, even if you've never done them before. And join Women in Rail because it will give you networking opportunities and access to many different resources.

How have you used your influence to drive change for gender equality in the rail industry?

I organised fundraising for the charity "Saying Goodbye" which supports people through various periods of grief relating to miscarriage through to death in early years. The topic is not gender related as it affects both men and women. I support Women in Rail and talk about the group's initiatives and I also call people out on gender equality if I see something that needs to be addressed. I think you have to be prepared to call it out or nothing will change.

Do you have a role model?

Sheryl Sandberg (Facebook COO). I feel like she's really going out there and telling women as it is. Encouraging them to get a mentor. Everything she says I can relate to.

He-in Cheong

Senior Engineer, ARUP



He-in Cheong is Senior Engineer at ARUP specialised in tunnel ventilation systems. She is currently based in Sydney, working on projects in Australia and Singapore. Before that, He-in worked as a secondee with Crossrail for Canary Wharf Station where she was involved in the carrying out of a thorough review of the MEP materials installed throughout the station. She is described by her peers as incredibly dedicated with a genuine passion and enthusiasm for her work, having significant experience both in engineering theory and practice and a broad technical base. Her strengths are said to be her ability to build strong relationship with her colleagues, integrity, attention to detail, a positive approach and the courage to escalate difficult issues in order to “do the right thing”. She takes a strong interest in wider engagement with the industry and whilst in the UK encouraged her team to attend industry lectures, worked as a STEMNET ambassador and as mentor for a Network Rail Sustainability Manager.

What has been your career journey so far?

I graduated from Imperial College London in 2012 having studied Mechanical Engineering. I started my career in the Automotive sector but quickly realised I wanted to work on infrastructure so I moved into Highway Intelligent Transport System. There, I discovered that my passion lies in finding sustainable transport that efficiently connects cities and people. This led me to ARUP where I am now a Senior Engineer working on Tunnel Ventilation Systems. I originally worked on different aspects of Mechanical and Electrical systems in tunnels and underground stations. My specialisation now lies in technical design services of tunnel mechanical, electrical and ventilation systems. I am currently based in Sydney working on projects in Australia and in Singapore.

What in rail are you passionate about?

I am passionate about delivering passenger comfort and safety with the help of tunnel ventilation systems. Railways to me is a transportation mode for everybody. Cars are restrictive, either you have to drive yourself or have to rely on someone who can. Trains are a transportation that everyone could use, or should be able to use, even if you have reduced mobility.

What motivates you to put forward your greatest effort?

When seeing the benefits of certain infrastructure systems, I want to be a part of the team that delivers them. For example, I saw Crossrail as a solution to congestion, a connection between people and the opportunity to offer more freedom to travel and I wanted to work on it.

What aspects of the job do you find the most challenging/rewarding?

Working on Crossrail, a £15-billion project, was very rewarding and definitely represents some of the proudest moments of my life. It was surreal at times to be part of the contribution, effort and hard work that went to ensure a safe railway system could be delivered to connect people east and west of London and to London. I worked as a tunnel ventilation engineer and then as a materials compliance engineer. I felt that I had made a significant contribution and had a deep sense of pride and satisfaction. There were some technical challenges but they were enjoyable and that’s how I grew. Especially in London, space is a premium and the challenges of fitting a safe system into the available space was very interesting and satisfying when it all came together.

What do you like the most about your job?

The rail industry is very versatile and I enjoy the teamwork with different disciplines to deliver systems engineering solutions.

Where do you see yourself in 5 to 10 years' time?

I would like to become a technical expert in tunnel ventilation systems and write and present papers. I co-wrote a paper for a conference in France in the coming months on Rail Tunnel Ventilation. Ultimately my goal is to be known and recognised as an expert in the technical field of tunnel ventilation. I would also like to work in different countries. I want to learn how different countries use different standards and guidelines, good industry practices and strategies for a safe railway system. I can hopefully use all this information to enhance my career and bring different ideas to the global rail industry.

What do you think the rail industry could improve to support and attract more women within the sector?

We need to start early and go to schools to make sure that students are aware of the wide range of career option our sector can offer and make it common for women to join the rail industry. Companies also need good parental leave processes to encourage women to stay in the rail industry. A few women I spoke to want children but feel that their qualities or commitment to the industry may be misjudged once they plan to have children.

What message would you have to encourage girls to join the industry?

It is perfectly okay to do maths and physics and, if they like the subjects, they should go for it! Maths and physics requires logical thinking and are not gender specific. Engineering is a subject for everyone and can be enjoyed by everyone. Objective views are required and engineering is all about passion. Some men's ideas of comfort and some women's ideas of comfort are different, so if we want a railway system for everyone we also need input from all genders to put an equalising view on it. The Rail industry is one of the best industries to work in. If you are passionate about sustainability, by being in the rail industry, you can directly contribute to sustainable design.

How have you used your influence to drive change for gender equality in the rail industry?

I go to schools 3 to 5 times per year for full-day activities to promote engineering as well as the rail industry. I feel that students need to see Senior Engineers and not just graduates though so that the students get a view of a possible career progression in the engineering industry.

Do you have a role model?

Anyone who is passionate about their work is an inspiration. For example, in London, one of our Director's PA is really good at her job, she goes above and beyond and knows and cares a lot about the engineering world and she is one of the biggest inspirations. I feel that everyone contributes to the industry if they are in it, no matter what function they perform. For me, there is nothing more inspiring than watching someone enjoy their work and excel in it to help the society.

What are your interests/hobbies outside of rail?

I play football and enjoy cycling. I also perform stand-up comedy at open mic nights. This is another field that could have more female participants, but it is an area that inspires confidence.

Katrina McVitie

Train Presentation Manager, MerseyRail, NW



Katrina is Train Presentation Manager for MerseyRail. She is described by her peers as having a natural way of managing people, creating a healthy and supportive working environment for her team and being able to have difficult conversations whilst also recognising where rewards are due. She has helped coach some of the other members of the supervisory/management team within Engineering and, in the last 18 months, has secured better accommodation for staff (which has contributed to higher engagement levels), introduced a local reward and recognition scheme and is currently reviewing the way in which the On-board Cleaners clean the train to enhance customer service. Her work has secured a reduction in sickness absence levels, an increase in engagement score and consistency higher CURSOR scores for the team.

Please tell us about your background...

I started as a prison custodial officer, transporting prisoners from A to B. However, there was little room for career development and I wanted a job where I could progress and climb up the ranks. A friend recommended a Revenue Protection Officer role in the railway industry. I was interested as it would allow me to use lots of transferrable skills. I am afraid, working in the rail sector was not initially the key driver, it was more career development opportunities. My initial perception of the industry was that it was male dominated but then, so were the prisons! That being said, that perception was squashed quickly after I joined the sector. My role was initially focused on operations but I got a chance to step up to Station Manager. I learned new skills and knowledge and moved from managing people to being a leader. I was part of the station management team on the Underground which is really fast paced. I was looking for a management position and a permanent role so I applied to be Assistant Train Presentation Manager and was successful. There was less direct customer interface but the role was more technical, more engineering focussed which was very interesting. I am now Train Presentation Manager for MerseyRail. I am responsible for the whole cleaning department, the teams on board and also the teams that clean the trains during the night. We are accountable to Mersey Travel and are inspected regularly so our job is very important.

What do you like about the railway industry?

I am passionate about collaborative working and helping others. This is what drives me. I therefore find the railway sector suits me well. It is a very welcoming industry. It has a great family feel to it. Everyone is very supportive of each other.

What has been your greatest successes and challenges to date?

The last 2 years have been the most challenging: learning new skills, getting to grip with the technical aspects of the job. As I don't have engineering experience, I have had to use collaborative working to help develop myself whether that has been out on the front line or out with peers. That was very rewarding and a success to me.

Where do you see yourself in 5 to 10 years' time?

I want to develop personally. The opportunities are endless in the railway sector and this is what I like most about the job and the industry. I have moved around a lot already and have experienced different functions. I have learned to be open minded. For example, I applied for this engineering position when I am not a qualified engineer. I also want to pass on my knowledge to others. I have come so far already in the last 2 years and I am still not sure where it will all take me. I love the industry and would love also to inspire others to become leaders. In terms of the future too, I don't necessarily need or want more qualifications but there is lots of training that I could give which would help others as I can bring my own skills and experience to each role.

Being a winner of the 20 rising stars hopefully sends a powerful message about women in rail, how do you think it will be interpreted by colleagues?

I have received a lot of positive feedback. This has been a massive recognition within the business and it has been a huge compliment to be nominated by my peers. It is a rewarding personal achievement and I am very grateful. This award has given me a huge boost in what has been a challenging year and I want to also extend my congratulations to all the other winners and nominees. It is just fantastic to see others succeed. I have spoken to my line manager and functional director and they are both really happy for me and say I deserve it. I have told a few other colleagues and when they found out, they have also been generally supportive. Hopefully, for others, seeing me win will give them the confidence they need to push themselves forward and achieve more!

What would be your advice to young women entering the industry?

Don't be influenced by the old stereotypes of rail! When I first started, I assumed it would be a very male dominated industry but it is not and I have not had any negative experience or comments from male colleagues since I have joined the sector. There are, for example, 2 strong and capable women in MerseyRail director team which is great. The key is don't let anyone discourage you from joining the railway: there are great male and female role models out there and you can get a fantastic career in the industry. The rail industry needs to keep on devising or supporting initiatives to raise awareness of what it can offer: a close-knit community, full of passionate and supportive people and great career opportunities!

What message would you have to encourage girls to join the industry?

I am the only female manager in engineering but I was selected because I was seen as the best for the job, not because I was female. It is important to be true to yourself. Don't change for any role, continue to be positive and use your network of both men and women to help whenever it is needed.

Do you have a role model?

To be honest, it is something I have never been asked before. However, I have been privileged to work beside a number of motivational people. My mum has been a great role model for me: she is both strong and also successful in her own right and it makes such a difference to see someone like her succeed.

What are your interests outside of rail?

I have always kept work and personal life separate and a strong work life balance is really important to me. My friends and family are my priority outside of work and I also enjoy activities such as bike rides, home cooking with the kids, dog walks – anything to keep me healthy and happy. Health and wellbeing is so important and it has such a positive impact back at work too.

Lauren Jones

Scheme Project Manager, Network Rail, NW



Lauren is Scheme Project Manager at Network Rail. She is described by her peers as confident yet personable, able to grasp complex engineering problems across all disciplines, stepping up to the challenge and leading from the front to find a solution such as delivering over £0.5 million of efficiencies on Blackburn Depot, a project that is being delivered on time in a high-pressured environment. Lauren is said to have formed very strong relationships with the project team, contractors and the client. Lauren loves being involved in team engagement and charity work, including a row, cycle and run around the world challenge raising money (target £2000) for 'Nightsafe' - a local charity who support adolescences between the ages of 16 to 24 who have found themselves homeless. She also runs the annual 'Great British Bake Off', organising a programme wide baking competition which has raised over £400 for McMillan Cancer Support.

Tell us a little bit about yourself....

I always knew from a young age that I would have a vocational career in engineering, as my father and brother are both chartered engineers. After graduating from Newcastle University with a MEng (Hons) in Civil & Structural Engineering, I joined AECOM's rail engineering team as a Graduate Engineer. Over the 4 years at AECOM, I progressed as an Engineer & Project Manager gaining varied and broad experience of both light and heavy rail projects. Following the successful delivery of a gauging project for Network Rail as AECOM's Design Project Manager. Network Rail presented me with the opportunity to join the team as a Scheme Project Manager, at which point the opportunity to gain client side and sponsor experience was too good to turn down. I am currently responsible for the delivery of 2 new light maintenance depots for Train Operating Company, Northern Rail. The £28m Blackburn King Street Depot and £44m Wigan Springs Branch Depot, duties include project & construction management, programme management, commercial reporting, safety leadership culture and stakeholder management. I joined the industry by complete chance, in my final year at university I was searching for the perfect graduate scheme when I attended a graduate assessment day when a passionate director sold me a dream about working for the rail industry. Looking back I am so glad for that chance encounter as there is so much committed investment with the likes of CrossRail, HS2 and the Northern Powerhouse that I could have a sustainable career for life.

What in rail are you passionate about?

I am passionate about making a positive impact – building new infrastructure and improving the quality of life of all those it impacts from the end user through to the guys on site building it. On that subject, the philosophy that safety starts with the individual and everybody has the right to go home safe everyday resonates with one of my core beliefs. I am a self-motivated person and take pride in what I do and that is the only satisfaction I seek. Every day is a challenge working for Network Rail, as you never know what problem is going to come across your desk and that element of variation keeps me interested. The rewarding side is seeing the finished product once all the challenges have been resolved.

Where do you see yourself in 5 to 10 years' time?

In 5 to 10 years' time, I hope to be a chartered engineer managing the largest and most complex projects in the UK.

Being a winner of the 20 rising stars hopefully sends a powerful message about women in rail, how do you think it will be interpreted by colleagues?

My colleagues have always been very supportive which is why I have been lucky enough to be nominated in the first place. They promote a culture where we celebrate individual success as a collective as any success reflects positivity on the wider team. Where it not for my colleagues I would not be in this very fortunate position and I am very grateful and thankful for their continued support and friendship.

What would you say to a young woman considering a career in rail?

Women need to appreciate that the rail industry is actually a viable career, there are still too many unconscious bias which direct women away from a career in infrastructure when the reality could not be further from the truth. Do not let yourself be put off by the stereotype that it is a male dominated industry – as it isn't. My advice would be to enjoy the process, don't let anyone stand in your way and if you truly want something to go for it.

What do you think the rail industry could improve to support and attract more women within the rail industry?

The rail industry needs to actively promote itself as being the place to be where you can have a viable career, whatever your circumstances. Network Rail has lots of women and encourages flexibility and positive ways to juggle work and home life: you are absolutely able to do both. In terms of what it could do to improve, it is really important to get into schools and communicate from an early age what the rail industry requires in order to acquire the correct qualifications.

How will you use your influence to drive change for gender equality in the rail industry?

Doing a good job, moving through the ranks and showing others what is possible whilst earning the respect of your peers.

Do you have a role model?

It's difficult to answer that question as so many different people have had a positive impact in shaping my life and career. However if I had to single anyone out I would probably choose my dad, a chartered civil engineer who taught me the value of independence, working hard and taking pride in what you do.

What are your interests outside of rail?

Within work, I like all aspects of community engagement. With the Blackburn Depot project, I have held sessions with local schools on rail safety, project progress and careers. I have also been involved with a local Blackburn Charity called, 'Nightsafe' who support adolescences between the ages of 16 to 24 who have found themselves homeless. Outside of work, I love yoga, dog walking and travel – specifically visiting new places and experiencing different cultures, as an example I travelled around SE Asia for 4 months and last Christmas I spent 1 month in a motorhome touring New Zealand.

Lucky Sahota

Project Manager, Carillion



Lucky has been newly appointed as the Project Manager for Carillion's Enhanced Station Works on Crossrail West, previously she was part of a multi-discipline project, enabling the operation of new intercity express trains. She played a vital role in the planning and delivery of the project, from the early contractor involvement phase, through to the sidings being commissioned in January 2017. Lucky strives to develop her project management skills through various CPD training, having recently achieved an HNC in Railway Engineering. She is also currently studying for a master's degree in Railway Systems Engineering and Integration. Lucky has been an active figure within Carillion's Support Network for Operational Women in Engineering, promoting the subject of women in engineering to girls in education. Lucky has been nominated for a Values Award by her colleagues, recognising her positive attitude, and pro-active approach to upholding Carillion values in the workplace.

Tell us a little bit about yourself...

I have worked in projects for around 4 years. I started as a building surveyor after completing my degree in Building Construction, doing traditional civil project managing work. The recession hit and work became scarce and it was at that point I moved into rail. I joined Carillion in payroll and resource roles for 6-9 months to get a foot in the door before moving into project management. My first project was working in the track team as an assistant project manager on the Reading Area Station Redevelopment which was the first part of the Crossrail programme. I spent 2 years there and undertook weekend and blockade engineering works before moving onto the West Ealing Sidings project (an HS2 enabling project). This was a multi-discipline project which has given me fantastic but steep learning opportunities as I was involved in both design and build stages. It was great working on a staged completion project to get it over the line on time. I've recently moved into the Crossrail stations team and we are in the midst of tendering for work.

What in rail are you passionate about?

I love the possession-driven environment and timescales-driven work. The railway industry is very technical – it is all about knowing the standards. There are standards for every discipline and also for construction and maintenance! I don't need to be an engineer but I do need a great appreciation of what these standards are. For me, my biggest success has been meeting every challenge I have been faced with and never succumbing to the intense time pressures or failing to solve problems that arise throughout the life of a project. It is because of this that I have been able to work on projects in Reading, Oxford and West Ealing, as well as my new role on the Crossrail project. Gaining experience in a variety of locations has been a vital factor in ensuring my ability to achieve success and equally my successes have afforded me the opportunity to work on several projects within my first few years with Carillion.

What aspects of the job do you find the most challenging and rewarding?

I like the different types of people and the variety of the work. It isn't just about sitting in meetings, I get to go out on site, manage suppliers, manage staff, promoting and developing them. It is really rewarding! I am still studying. Last year I completed an HNC in Rail Engineering and I am part way through my Masters in Rail Systems Engineering and Integration. Self-improvement is really important to me and rail is constantly evolving industry. There are always new standards coming out that need to be understood, primarily for safety reasons but also to help improve the way we work, introducing value

engineering where possible. To be successful in an operational role in the rail industry you need to be up for the vocational challenge!

What has been your colleagues' response to you being a winner of the 20 rising stars?

Carillion has SNOWE (Support Network for Operational Women in Engineering) whose main aim is to support and mentor the women in Carillion's rail business. All of us, including my Director, Wayne Brigden, have been tracking the progress of the nomination. SNOWE shared the good news of my win within Carillion and within hours I had received emails from various people across the business, passing on their congratulations!

What do you think the rail industry could improve to support and attract more women within the rail industry?

Construction was never promoted to me as a child nor presented as an option at school (I went to a girls' school). Construction and rail are not solely industries with jobs involving manual labour. There are lots of other roles available, such as resource managers, design, and commercial roles. They need to be more accessible to all and advertised within the local community. A photo of a man in his orange gear isn't representative of the industry as a whole, there's much more to it than that. GCSE or A Levels is too late to begin informing girls about this industry. It needs to be when they are around 7-9 years old or even earlier. It is critical to promote STEM at this age. I recently went to 2 girls' schools with other female engineers and the level of knowledge about the industry and engineering in both schools were poles apart. We need to promote not just apprenticeships, but also that rail is not all physically demanding work taking place outside!

How does rail compare to the construction industry where you started in terms of diversity?

Gender equality is an ongoing issue and I continue to see examples of it. Often I attend construction meetings where I am the only woman in a room. I certainly don't believe I am treated any differently, but at the beginning of my career, I did notice the odd raised eyebrow from time to time from male colleagues I had never met before. This attitude may also be because, amongst contractors, there are fewer women in operational roles notably this doesn't seem to be the case with Network Rail. It may also be because construction is perceived to require a 'macho' attitude, due to the aggressive work environment and individuals may feel that if a woman is present they can't be themselves in terms of language or behaviour. Regardless of the reasons why this is, I just ensure that I work to the best of my ability. Positive steps are being taken to resolve this, including the promotion of health and wellbeing, with a particular focus on de-stigmatising mental health.

Do you have a role model?

Phil Edwards. Phil was the Project Manager at the Reading station project. He has great leadership skills, great technical knowledge, he is respected by everyone, has great rapport with them all and in turn, everyone wants to work for him. Phil always believed in my ability and encouraged and supported the further educational training I have been undertaking whilst working at Carillion. I'd like to be able to emulate his achievements in the future by successfully delivering on projects.

What are your interests outside of rail?

Outside of work and studying, I don't have that much time left! I do enjoy travelling though and I try to have a couple of long haul holidays each year. In September I am off to Japan and will be climbing Mount Fuji. It'll be back to studying when I return though!

Lucy Diaper

Geotechnical Engineer, Geotechnics Limited



Lucy is Geotechnical Engineer at Geotechnics where she is at the forefront of vital improvements in railway infrastructure, working and leading investigations on a number of railway schemes such as the Bounds Green Depot and the North-West Electrification Project. She is described by her peers as resourceful with a can-do attitude that make her able to draw together stakeholder interests, understand the needs of the designers, overcome the access and logistical constraints and deliver the technical excellence in geotechnical information quality and data transfer that is needed, on time and on budget. Lucy is also committed to train and inspire other staff at Geotechnics where she is said to have demonstrated solid professional and leadership skills.

Tell us about yourself...

The college I went to wanted us to take 4 subjects. I knew the 3 I wanted to do but didn't know what to take as my 4th option. On leaving the department, I met a student in a hard hat who told me about geology. I took that option, studied it and loved it! It fits with what I enjoy most: being outdoors and interpreting nature. I took an Applied and Environmental Geology degree. It taught us about engineering and mining while considering the overall impact on the environment. I've been with Geotechnics for 3½ years. Geotechnics is one of the UK's largest independent site investigation companies covering the design, implementation, interpretation and evaluation of geotechnical and contaminated land site investigations. I started as a Site Engineer, giving me great scope to travel around. I am now more involved in the project management side of the business. I have since been promoted from a Graduate Engineer to an Engineer and enjoy the variety my career offers.

What brought you into the rail industry?

I started in rail when there was an opportunity to work on the North-West Electrification Project. I took a PTS course which allowed me to get involved in the project and I have since ran a wide variety of rail projects. The most recent project I have been involved in has been investigating the ground conditions for the design of track lowering around bridges to allow for the installation of overhead line equipment (OLE) as part of a major electrification project. This has included using various drilling rigs to investigate the ground conditions and existing trackbed, coring into bridges to investigate the internal structure and thickness as well as exposing bridge foundations to inform the design and determine the best techniques to lower the track. My dad has often said how jealous he is of my job. His job is monotonous. He does the same thing day in and day out. This is where I feel particularly lucky to be involved in the rail industry.

What in rail are you passionate about?

I like being outside, travel and being involved in large projects as part of a team of professional engineers. I am constantly learning new skills and I like the fact that I am never quite sure of what challenges the day might bring. In my role, there is so much variety – from night time closures, getting drilling rigs on and off track, supervising multiple crews and setting up and managing both large and small projects. I also really like the social aspect of the job. I work with a great group of people who have a wide range of knowledge allowing me to continually learn and grow as a valued member of the team. I also enjoy the teaching aspect of my role and would love to do more of this to help graduates start on their own career paths.

What aspects of the job do you find the most challenging and rewarding?

The most rewarding part of my job is when working on site at night. You can't just phone someone to ask for advice so you really have to trust your own skills and judgement to make the right decisions. I think I've learnt quickly from more experienced colleagues and I'm now able to make these decisions with confidence. The variety of sites and the unpredictable nature of ground investigations provides a great challenge. I have to adapt to whatever happens and any unexpected ground conditions encountered on site. In 2016 I was working on the ground investigation for the Midland Metro Tramline in Birmingham and I managed 2 phases of works. Both were delivered on time and resulted in repeat business from a valuable Client. Given that a lot of the work was done at night, we were well known to traffic wardens and even clubbers out and about at that time!

Where do you see yourself in 5 to 10 years' time?

I ultimately want to become a principal engineer which is achievable mainly through experience and running bigger, more complicated projects. In the shorter term, I am working on my continuous professional development with the aim of gaining Chartered Geologist status.

Being a winner of the 20 rising stars hopefully sends a powerful message about women in rail, how do you think it will be interpreted by colleagues?

Colleagues have been very happy for me and they all seem to believe this award is well deserved. I give 100% every day and try my hardest to succeed, it was a great feeling to be nominated for the award and know that my hard work isn't going un-noticed! It really makes me feel a real part of the team and that I have been recognised by them for my work.

What do you think the rail industry could improve, should start doing, stop doing or continue to do to support/attract more women within the rail industry?

On a less serious note, having more "women-shaped" PPE would be great! But on a more serious note, a key for attracting more women would be to communicate to the right people the variety of jobs that the sector has to offer. There are lots of other types of jobs needed to make the trains run, other than just the obvious drivers and it is so important to share that. Targeting colleges and universities may be too late so the earlier the better (everyone knows young children love trains) and getting parents knowledgeable about careers in rail is important so they can engage with and encourage their children. People just don't seem to realise the vast variety of careers available in the rail industry.

Have you/how have you used your influence to drive change for gender equality in the rail industry?

Being in my role and being female has never really bothered me. I may have got the occasional eye roll when I first got out of the van, but now that my colleagues and our drillers and subcontractors know me, they are all fully supportive and pleased when they know that I am involved in a project because I have proved myself to be a capable member of the team. In my role gender equality has not really been an issue. Within Geotechnics women make up a good proportion of our engineering team and a lot of our clients are also led by female engineers.

What are your interests outside of rail?

I love anything related to music and am now learning to play the keyboard. I have recently moved house and I am currently looking to find a local brass band that I can join as I also play the trumpet.

Maxine Prydderch

Design Engineer, Network Rail



Maxine is Design Engineer at Network Rail, leading a number of complex multidisciplinary projects as part of the internal design team throughout the UK. Maxine has been described by her peers as highly professional, knowledgeable, efficient, enthusiastic, friendly and a pleasure to work with, her commitment to engineering being inspiring. Maxine is said to be passionate about engineering, working extremely hard within and outside of work to promote and encourage more women and young children into engineering.

Please tell us about your background...

I went to an all-girls school from the age of 11 to 18 and then studied Civil Engineering BEng at Swansea University. It was very odd changing from being surrounded by all girls to working in an all-male environment! I got into engineering because I was good in math and science. There are no engineers in my family but I always enjoyed STEM subjects. I was lucky to meet a very competent career advisor at school who told me that, with my skills, I could be a doctor or a civil engineer. I looked into civil engineering and decided this was the discipline I wanted to explore.

What has been your career journey so far?

After completing my degree, I wanted a change - of university, town and course. My mum knew a lecturer at Cranfield University who advised me to continue with civil engineering but in a more specific field. I decided on an MSc in Coastal Engineering at Plymouth. After completing my MSc, I worked as a Graduate Engineer in a small, consulting rail office. I was in a team of 10 and I learnt a lot about the terminology used in rail and past and present construction practices. I then briefly worked in a large, consulting rail office before being offered an amazing opportunity to work in Qatar on a highways contract. Despite the change in sectors, I learnt a great deal of transferable skills, including how to cope in a completely different physical and social environment. It certainly was a learning curve! I now work for Network Rail within the Infrastructure Design Group, Buildings and Civils team. I earned my CEng MICE a year ago.

What in rail are you passionate about?

I am passionate about showing girls what I do and how interesting engineering is. I want to spark an interest in this discipline and encourage them to continue studying maths and science to AS / A level. They may not necessarily decide to become an engineer but these subjects are a good foundation to build the core skills required in the work place.

What aspects of the job do you find the most challenging and rewarding?

Redundancy was the most challenging. I have been made redundant twice now in a 5 year career. I did not expect it and it really shook me. When it happened the first time, I thought "why is this happening to me, I'm young, why so early on in my career?". It taught me to be prepared and always have a plan B. I am proud that I took the plunge and moved to Qatar. It was initially meant to be a secondment of 6 months, but I ended up being there 2.5 years! Qatar is a melting pot of culture. It has a population of about 10% Qataris and 90% foreign workers with different skill sets and expertise. It was challenging as I had to adapt to a different culture, language, way of working and climate.

What has been your biggest success to date and what contributed to that success?

I have two! Getting my CEng MICE. I've been working towards it since I left university, so it was 5 years of self-study, sweat, tears and report writing. It's been my goal for so long it was easy to keep focus and persevere. I was luckily under the mentorship of some very committed engineers who aided me on my journey. My other big success was when I was in Qatar, working in a team of about 60 people, 25% were women but only 2 were female engineers. Towards the end of my stay, contractors were coming to me directly and I heard the feedback "she knows her stuff" which gave me great satisfaction. Working in Qatar also taught me to look at things in a different way, from the point of view of a different culture. That was very enriching and will always stay with me.

What do you like the most about your job?

Every day is different and my job is all about problem solving which I enjoy. I often try to figure out the problems as well as the solutions with my clients. As a Network Rail employee, I'm in a very privileged position of working for the owner and infrastructure manager of the UK network. There is substantial knowledge held within Network Rail and people are happy to share and teach those who are willing to learn, which I always am.

Where do you see yourself in 5 and 10 years' time?

I see myself as Project Manager or Programme Manager but my 5-year career plan would be subject to change if the right role came along. I would also like to work internationally again. With my career choice I would be able to work anywhere in the world and that is really exciting.

What do you think the rail industry could improve to support and attract more women into the sector?

We need male allies. Gender equality is not purely a "women's issue" but is everyone's responsibility, requiring contribution and input from both genders. Rail needs to promote its female engineers at schools, STEM events and careers fairs.

What would be your advice to young women entering the industry?

Persevere. I've grown into the engineer I am today through the experiences I've been through, good and bad. Also, I don't have a set career plan. I will allow for deviations if the right opportunity comes along. Working in Qatar was not planned, but it was one of the best decisions of my career. Also, "feel the fear and do it anyway", "fake it until you make it", go for your dreams and what excites you and if you need a boost of confidence, find something to make you feel better.

How have you used your influence to drive change for gender equality in the rail industry?

When I worked in Qatar, I was the driving force for gender equality by simply being there. Often, I would attend meetings and be the only woman. I would make sure that I did what I said I would, made sure my voice was heard and soon built my reputation as a reliable female engineer.

What are your interests outside of rail?

I just bought a ground floor apartment, so I'm enjoying making a home for myself by painting, decorating and tiling everything in sight! I'm also getting into gardening and growing my own herbs and vegetables which helps with my love of cooking and all things food. I also love travelling. Since coming back from the Middle East, I have enjoyed getting to know the UK again and love a city break!

Rebecca Taylor

Sustainability Manager UK & Ireland, Alstom



Rebecca is Sustainability Manager at Alstom where she has developed a new sustainability strategy covering areas such as diversity, corporate social responsibility and environmental sustainability. She has also set up and leads Alstom's "Female Focus" group whose purpose is to make Alstom a more attractive place for female employees. She has helped coordinate the first successful UK application for a local investment project to be funded by the Alstom Foundation. In addition, Rebecca sits on Alstom's Health and Wellbeing Committee, is a STEM Ambassador and is involved in such forums as Engineering UK Midlands, WISE Midlands and various other Diversity Forums. Peers have commented that thanks to Rebecca's passion, enthusiasm and dedication, Alstom UK & Ireland has been recognised as having one of the best prepared sustainability strategies.

What has been your career journey so far?

I come from a working-class family in the West Midlands. I have always been very keen on sciences and maths and love learning and problem solving. Early jobs included weekend work in a pet shop and farm work and driving tractors! Having completed my Environmental Science Degree at the University of York, I joined a civil engineering company in 2010 as a Graduate Environmental Advisor. Working in an under resourced environmental team was a steep learning curve where I found working on a variety of environmental focuses very fulfilling. There were a couple of rail projects being conducted by the company so I gained my PTS and, by chance, attended an interview for a role in the rail industry. I joined Signalling Solutions Ltd (SSL) as Environmental Advisor and progressed to the role of Sustainability Manager for the company, which employed approximately 600 people. To excel in the new role, I completed the IEMA Diploma in Sustainable Business Practice thereby expanding my knowledge of strategy development and sustainability best practice. SSL was bought by its parent company, Alstom, in 2015. I became Sustainability Manager for Alstom UK & Ireland in May 2016. I am responsible for improving the sustainability performance of the company which employs approximately 2500 staff.

Please describe your role...

My role is to implement Alstom's global Sustainability & CSR Strategy at country level. This involves working with the senior management team to establish their buy-in, key priorities and understand how best to drive sustainable development within the organisation. I developed a UK&I Vision Statement, Sustainability Strategy and Sustainability Plan which identifies the annual targets required to meet the 2020 objectives. I chair regular Sustainability Steering Committee meetings where we monitor progress to ensure continual improvement. The Sustainability Strategy is broken down into corporate and local objectives so that employees can easily identify how they as an individual can contribute toward Alstom's sustainability agenda. Some of the areas of focus have been the introduction of a volunteering day, diversity and charitable fundraising.

What factors did you consider when joining the railway industry?

Having sampled a couple of rail projects when working for the civils company I only wanted to learn more. As an environmentalist I was intrigued by the management of a linear site with multiple interfaces to manage. I love working for Alstom and in the rail industry because it is an industry where you can make a difference. My experience to date has been overwhelmingly positive on how people approach change and the role I play in that.

What in rail are you passionate about?

In a general career sense, I am motivated by contributing toward tackling the challenges that are being faced by us all using unsustainable transport modes for work and in our personal lives and, on a day-to-day level, being part of a proactive team motivates me to put forward my greatest effort.

What aspects of the job do you find the most challenging and rewarding?

Seeing results: sometimes this can take many months but when a policy is approved and successfully implemented there is nothing more rewarding.

What has been your biggest success to date?

My biggest achievement to date is probably securing the first Alstom Foundation project in the UK for 2017. I collaborated with the Social Mobility Foundation (SMF) a charity which works to improve the career prospects of bright disadvantaged young people, to secure funding of £85k to open an SMF office in Liverpool. In 2016, on a scale of 1 (best) to 324 (worst), Liverpool ranked 256 in a report by the Social Mobility Commission on how good they were for social mobility so there is a huge opportunity for improvement. I am responsible for managing Alstom's involvement in the project.

Where do you see yourself in 5 to 10 years' time?

Hopefully not too dissimilar from where I am now, having successfully met 2020 objectives. I'd like to progress my career by pursuing a better understanding of change management and techniques for introducing change.

What do you think the rail industry could improve to support and attract more women?

Very difficult question. We have started a 'Voices of Alstom' diversity campaign to identify and break barriers to recruitment and retention of females, as the pilot focus group. This includes unconscious bias, sharing best practice, engaging with young females to promote STEM subjects and rail, and creating an internal group for women to network, learn about professional development options and get involved in diversity initiatives.

What message would you have to encourage girls to join the industry?

Rail needs girls. To progress transport solutions we need innovative, creative and talented individuals who will be given a challenging and fulfilling career changing the face of transport. A career in rail is an exciting place to be with the opportunity to be part of a bigger movement toward sustainable transport.

Do you have a role model?

My Nanny – she worked hard every day and invested a lot of time in me and my sisters to succeed in all we wanted to achieve. She was very formidable and made sure we understood the importance of education, as the war broke out not long before her 18th birthday she didn't get a chance to study at university until after she retired when she fulfilled her dream to get a degree after a successful career at the Atomic Energy Authority. She was the oldest person to graduate at that time.

Rhianne Evans

Innovation R&D Lead, Virgin Trains East Coast



Rhianne is Innovation Research & Development Lead at Virgin Trains East Coast. She is described by peers as friendly and approachable, often gently pushing others out of their comfort zone so they can reach their full potential, and working to drive innovation across the rail industry. She has spoken at events to advocate recruitment from more diverse backgrounds, and coached students to recognise their capabilities, value their contribution, and increase their self-confidence. Rhianne has been an active member of the International Council on Systems Engineering (INCOSE) and the High Speed Rail Industry Leaders Group. She won an INCOSE best paper award in 2014 and was selected to represent the UK rail industry during the 2016 Anglo/Japanese Rail Exchange Programme.

Please tell us a little bit about your background...

My parents were born in Cardiff but left when my Dad joined the British Army. As an 'Army child', I was born in Germany and moved home many times before we settled down in Richmond, North Yorkshire. I was lucky to spend my secondary education at Richmond School where I made best friends who are still in my life today. After finishing A Levels, I went to West Africa during my gap year, before venturing off to Paris for university.

What has been your career journey so far?

Like many people, I often say that I 'fell' into the rail industry. In 2011, I moved to Birmingham after studying and working in Paris for 6 years. Looking for a new challenge, I contacted the University of Birmingham rail research group (BCRRE) and was surprised to be offered the chance to start a PhD. Although it wasn't something I had considered before, I decided to embrace the opportunity, and I couldn't have imagined the doors that this would open for me. In 2013, wanting to gain some industry experience alongside my studies, I started working for Atkins Rail Solutions in London. Upon completing my PhD in 2015, I became a Research Fellow in Systems Engineering at BCRRE. This year, I excitedly took up a new role in the Virgin Trains East Coast (VTEC) Innovation team, which has been established to drive and support innovation in franchising. I search for innovative solutions to address some of our biggest challenges, secure funding, and support the delivery of the innovation in the business.

What in rail are you passionate about?

I love working in an industry that has such a wide-reaching impact – connecting people, creating opportunities, and making new experiences possible. I also find it really exciting that there are so many different career options within rail.

What aspects of the job do you find the most challenging and rewarding?

At various points in my career, I have found myself in a totally new working environment. Although it has been daunting to step outside of my comfort zone and to feel like I am starting again, the reward of discovering a fresh perspective and learning from different people is always worthwhile.

What has been your biggest success to date and what contributed to that success?

My biggest success has been organising the 2014 High Speed Rail conference at the University of Birmingham. It was initially intended to be a small academic celebration for the 50th anniversary of High Speed Rail, but it evolved into a 3-day event with prominent speakers and over 200 attendees. I organised the event with no prior experience or an established event team.

What do you like the most about your job?

The variety of activities that I am involved in makes my role really exciting. I have the opportunity to interact with a wide range of business areas and colleagues from different locations, making each week totally unique.

Where do you see yourself in 5 to 10 years' time?

It has never really been in my nature to strategically plan my life. I tend more to stay open-minded and seize unforeseeable opportunities. I also know that priorities change and my happiness will be influenced in different ways in future. There are some factors that I will always find important in a job, such as variety, freedom, responsibility, and a supportive team.

What do you think the rail industry could improve to support and attract more women into the sector?

It's great that there has been a drive in recent years to encourage more women into the rail industry, including the amazing work of Women in Rail, Young Rail Professionals and the National Skills Academy for Rail. But there is clearly still a long way to go. I think that there needs to be a sizeable shift in how we recruit people into the rail industry. By sticking to tradition, we risk missing a great opportunity to attract new and diverse perspectives.

What message would you have to encourage girls to join the industry?

This is such an exciting time to be working in rail - the potential to make an impact is huge. If you are curious, challenge tradition, and embrace change - the opportunities are endless!

How have you used your influence to drive change for gender equality in the rail industry?

I have spoken at events on skills shortages in rail and engineering, advocating a move away from traditional recruitment approaches and a change in the way that we attract people to rail. At VTEC, I am really pleased to be exploring innovative approaches in these areas.

Do you have a role model?

I don't have a famous role model, but I am hugely influenced by the people closest to me. My parents have inspired my love of travel and given me the ability to make a home anywhere. My free-spirited sister reminds me to make the most out of life. And I am lucky to have very strong women among my best friends, who I am continually learning from.

What are your interests outside of rail?

Outside of rail, I love music (festivals, listening, playing), travelling to new places, keeping healthy, catching up with friends, and trying new activities. My latest adventure was getting my motorbike license!

Rossana Gosende

OHLE Quality/Construction Engineer, Alstom TSO Costain - Costain



Rossana is Overhead Line Electrification Quality/Construction Engineer at Costain, currently working as part of the Alstom TSO Costain joint venture on the Crossrail project. She achieved a Double Degree in Civil Engineering at the University of Cordoba (Spain) and Central University of Venezuela before relocating to Spain and then the UK to work on prestigious rail Projects. Rosanna is described by her peers as intelligent, calm with a collaborative approach that binds the team and leads to a more productive and pleasant workplace. She is said to be combining an exceptional work ethic and technical knowledge with a cheerful character, leading her to perform quality work and help creating a good office environment.

Please tell us a little bit about your background...

I am originally from Venezuela. I was forced to leave my country in 2008 because the political situation had made staying there very unsafe. The UK was my best option as I strongly believed that improving my English would give me the best chance of a better future. I am delighted I made that decision. I have a double degree in Civil Engineering from the University of Cordoba (Spain) and Central University of Venezuela. I also have a Master Degree in Project, Construction and Maintenance of Railway Infrastructure and Installations from Structuralia-Polytechnic University of Catalonia.

What has been your career journey so far?

I'm a Civil Engineer. I came into engineering because math and physics were my favourite subjects at school. I was told to become a dentist by a career adviser but I was more interested in economics or engineering. I fell into rail by accident like many women in the sector. After I graduated, I was offered a job working on the first part of the Great Western Modernisation Programme, from Paddington to Swindon. I discovered rail and, most importantly, its people and as one says "Once a Railway man, always a Railway man". I loved this industry from the start and I decided to dedicate my career to delivering railway projects. Currently, I am part of the ATC team delivering the Crossrail project, from Plumstead to Westbourne Park. I specialise in Overhead Line Electrification (OLE). I am thoroughly enjoying it. I am completing my Masters in railway engineering. As an OLE engineer on the Crossrail project, my team is responsible for the electrification of the track. I am currently acting as an interface between the Quality, Construction, Design, Test & Commissioning and the client to ensure that the Overhead Equipment is delivered on time, at the required quality and with all the support documentation in place. I am the only female engineer on site. My hours are traditionally 8am to 5.30pm but often it is 8am to 8pm but I don't mind.

What in rail are you passionate about and what motivates you to put forward your greatest effort?

It's very challenging. Working as a team is fundamental to achieve the goal. You spend several hours working in the middle of nowhere with people who will end up becoming your railway family. At first I was a little reserved, intimidated but when you spend so much time with people, you get to know them and create a bond. I feel accepted and privileged. I am grateful to be given a chance of being part of such important projects. Sometimes, it can be demanding and exhausting but when I look around at the people who have been in this industry for ages, how they give their best to deliver the project, I feel I

cannot do less than that. When times are hard and I am in a stressful situation, I think about how lucky I am to be here in this country, that my life is so much better.

What aspects of the job do you find the most challenging and rewarding?

To plan and carry out the works during a possession (night work) is very challenging and rewarding, especially when you can report an “all done”. We often only have a few hours to complete the job and leave the work site safely in time for the morning trains to pass. This requires a very detailed planning and a high level of supervision.

What has been your biggest success to date?

A deadline was approaching on a long possession and our construction manager had to take leave. I found myself leading the planning and preparation, overseeing and coordinating a team of about 60 to 70 people. Many technical issues arose that weekend which made the possession even more challenging but we all pulled together. The team made a massive effort to deliver what was planned. It was very rewarding. The team work was the key of our success.

What do you like the most about your job?

I never get bored! My managers expect me to ensure a smooth communication between the departments and to address satisfactorily the issues that we may face. So in a big project like Crossrail, with many activities happening at the same time, I have a lot to do!

Where do you see yourself in 5 to 10 years' time?

I see myself as a Project Manager or Project Director. I would like to continue delivering ambitious projects in OLE. This is my passion.

What do you think the rail industry could improve to support and attract women?

I do support the idea of visiting schools to show the younger generation that being a woman in the railway is completely fine. New generations must come to find it normal to see a woman with her PPE on.

What message would you have to encourage girls to join the industry?

You never get bored in this industry. This is the place for people who like challenges, people who feel satisfaction of a well done job, especially after working hard. If you believe that you can do it, you will acquire the skills and knowledge to do it and have a rewarding career. Trust yourself!

Do you have a role model?

I feel a huge admiration for the young people around the world who fight for human rights. Working hard, with ethic and commitment, is my way to show respect and gratitude for their bravery.

What are your interests outside of rail?

Time with my family and friends is what I enjoy the most. My family is still in Venezuela and my friends are dispersed around the world so it is a real treat when they come to visit me in the UK. I also like going to restaurants and to the theatre. I enjoy listening to classical music and dancing. I also love travelling, especially to places with an exceptional natural beauty such as Croatia. I enjoy life.

Rupa Nazran

Electrical Apprentice, BMSL



Rupa is an Electrical Apprentice currently working for the CMS M&E team on the Crossrail project. She is described by her peers as determined, displaying exemplary behaviour on site and well respected within her team, with her positive “can do” attitude and professionalism being an inspiration to others. Rupa is said to be as good at her job as the qualified electricians within the team. Rupa was recently nominated for a Crossrail award and is known to be willing to assist fellow colleagues at all times, including supporting them with their studying for Level 2.

What has been your career journey so far?

I began my career as a model maker in a fabrication company working with models and special effects for commercials. I then studied electrical installation in college. I joined the rail industry partly by accident! The rail industry has been in the news quite a lot, especially with exciting projects like Crossrail. I researched the industry and there seemed to be lots of opportunities and a demand for skilled workers. It felt like it was an opportunity I couldn't miss. There's a wide variety of roles in rail and you can effectively build your own career. People are so helpful and are always willing to help you and offer you advice. In my current role, I install cable management systems. It's a highly demanding safety-critical job which involves spending long periods of time underground. It can be a very noisy environment. I love the job though, it's a very hands-on, practical role.

What in rail are you passionate about?

Learning. There is always the opportunity to develop and undertake further training. I feel that the skills I have and am developing are transferable. I really enjoy the technical and practical aspect of the role. The Health and Safety part of the job is so important. I deal with lots of different departments which is interesting. Everyone I meet is so willing to help.

What motivates you to put forward your greatest effort?

I feel like I've found my dream job, even when I have to get up in the dark to start my shift at 5am! I realise that I'm part of a really big project (Crossrail) and that makes me feel proud. People recognise the project because of the publicity it has had recently. I'm really proud to be part of the team which is making it happen. It is going to make a big difference to the way people travel. Traveling to work and back is a big part of people's lives and this project is going to improve the lives of so many people.

What aspects of the job do you find the most challenging and rewarding?

It can be very challenging balancing the requirement to deliver on time whilst maintaining the requirements of health and safety. It's so important that everyone gets home safely each day. Working and studying at the same time can be hard but it's also very rewarding. I enjoy being able to put my learning straight into practice and I love having such a hands-on role. Being part of the Crossrail team is amazing but it is sometimes challenging to adapt to the physical demands of the role.

What do you like the most about your job?

Being part of such a high-profile project which is going to have a positive impact on people's lives. I think it's great that these projects are receiving the publicity they are. The TV programmes which have been made about Crossrail mean that everyone knows the project I am working on!

What do you need to do to get your dream job?

I think you need to work hard and not be afraid. You have to speak up and share your ideas – even if you're wrong! It's good to be wrong, you learn more from your mistakes than anything else. And you need to remain positive.

Where do you see yourself in 5 and 10 years' time?

I would like to be fully qualified and find myself working on the next big rail project, leading a team.

Being a winner of the 20 rising stars hopefully sends a powerful message about women in rail, how do you think it will be interpreted by colleagues?

I am really proud to win this award. I think it's amazing that someone took the time to nominate me. I had no idea at all! Teamwork is everything to be honest and I wouldn't be able to do my job with the support and encouragement from those who I work with. I have some really great mentors and colleagues. I genuinely believe that a more diverse workforce leads to a healthier and happier team.

What do you think the rail industry could improve to support and attract more women within the sector?

The biggest barrier is quashing the stereotype that the rail industry is a man's world. Once you are in the rail industry you realise that it's not like that at all. We need to get into schools and colleges to talk to young girls about the variety of roles and massive opportunities that there are in the sector. We should also advertise in places where women and young girls are more likely to see the advert, perhaps a really glossy women's magazine. We should get Vogue to do a photoshoot with women to showcase the variety of roles available in the rail industry – how cool would that be?!

What would be your advice to encourage young girls into rail?

Go for it! Don't be bothered about what other people think, especially if they don't understand what you do. The only restriction is yourself. A lot of girls think that their only career choice is something which is office-based like HR, payroll etc but that is not the case. There are loads of opportunities out there: go for it!

Do you have a role model?

My family. My parents and my brothers are all really close. My parents have worked hard all of their lives. They have inspired myself and my brothers and have instilled a really good work ethic into us. I want them to be proud of me.

What are your interests outside of rail?

As my job is physically demanding it requires a reasonable level of fitness so I go to the gym quite a lot. I also of course really enjoy spending time with my friends and family.

Sarah Clayton

Construction Manager, London Underground



Sarah is currently Interim Senior Construction Manager within the Power and Cooling Upgrades section of TfL. Sarah's professionalism, technical abilities, problem solving acumen, pro-active approach and dedication is said to be exemplary. Her passion for her role, enthusiasm and leadership skills are described by peers as outstanding. She is said to be able to collaborate with people, at all levels, both in and out of the business and industry to best manage expectation, understand challenges and work together to successfully achieve shared outcomes. Outside of work, Sarah is a STEM Ambassador passionate about inspiring others, particularly young females, to undertake Engineering as a future career.

Tell us about yourself...

I am an enthusiastic Chartered civil engineer who is always looking to push myself by learning skills and gaining responsibility. I am a hard-working team player who has earned the respect and trust of my colleagues which has been particularly important in a construction environment. I am a passionate, ambitious individual who is able to communicate confidently and engage with people from a variety of different backgrounds and generations. These communication skills have been the core of my job as engagement is the key to a safe and productive work site. My approach is to get all those within my team to be proactive about taking responsibility for, and solving, problems in all areas. I currently work for London Underground with the Infrastructure Renewals section. This is project based work to ensure there is enough power for the new line upgrades. I have taken on increasing responsibility in a variety of multidisciplinary site based roles as this complements my skills and abilities as a generalist. I enjoy overseeing projects by communicating effectively and approaching the challenges head on.

What factors did you consider when joining the railway industry?

I enjoy the railway industry because my work directly impacts the public. It is a dynamic delivery-based environment with many constraints making it interesting and every project different.

What in rail are you passionate about and what motivates you to put forward your greatest effort?

I am passionate about making the public's journeys better: safer and quicker. I am a professional engineer who is practical, pragmatic and commercially efficient. My personal code as a professional engineer is that I want to learn as much as I can and do as much as I can to make a real difference to the communities where I practise my engineering. I am fortunate enough to have had opportunities to grasp and I see it as my responsibility to make the most of further opportunities as a person and as an engineer.

What aspects of the job do you find the most challenging and rewarding?

The most challenging aspects of my job can be made into the most rewarding when I manage to overcome them! More particularly, within London Underground there are so many operational constraints that even the simplest job has to be carefully planned and executed. The main challenge for London Underground is working with existing historical assets. This means that it is difficult and expensive to add more ventilation or install equipment within the network due to space and working hour restrictions. Additionally the dusty environment requires high levels of maintenance for any air handling equipment which is a considerable factor during the design phase and can considerably impact the whole life cost of a project.

What has been your biggest success to date?

A couple of years ago I was part of a team that installed a unique solution on the London Underground network. St Paul's is the first site where cooling has been provided directly to a platform. Our team were client, designer and principal contractor and it was the teamwork which lead to the successful delivery. The high power consumption and the significant space requirement for equipment create a technically challenging project to install.

Where do you see yourself in 5 to 10 years' time?

A confident leader who inspires and supports her team to successful delivery and a happy work-life balance for all.

What do you think the rail industry could improve to support and attract more women within the sector?

I don't think the problem is attracting women but keeping them within the workforce. As a female engineer and working parent, I have a good grasp of the variety of diversity and inclusion issues within the industry and have experienced first-hand some of the challenges. This is a greater problem than simply within the rail industry and is linked to a lack of flexible working. Also, we need more positive female role models in senior positions and I am of the controversial opinion that the only way to influence this quick enough is through positive discrimination.

What would be your advice to young women entering the industry?

My advice to young women is that there are many opportunities out there so grab them! I would encourage work experience within rail to help the younger generations become aware of the huge variety of job types available within the sector.

How will you use your success as a winner to promote rail to young girls and women?

I hope by going to work and doing my best every day I prove that women can do the job just as well as men and that a diverse workplace has benefits of a wealth of ideas.

Do you have a role model and, if so, who and why?

It is a cliché but my Mum. She took a long career break to bring me and my sister up but has fought her way back into Senior Management within the workforce. She is a strong feminist who has never shied away from being honest with us about the difficulties of balancing work and family life but she has succeeded at both!

What are your interests/hobbies outside of rail?

My daughter is 18 months old so all my spare time is spent entertaining her!

Sara Martinez

E&P Engineer (CRE), Colas Rail



Sara is an E&P Engineer Contractors Responsible Engineer (CRE) for DC Rail Electrification Construction with Colas Rail, responsible for Engineering Assurance for the S&C South Alliance – South East. Sara is also electrification CRE for the high-profile London Waterloo Upgrade programme, where she leads the track electrification works. Sara is described by her peers as a self-motivated, dedicated, professional with solid technical and management skills, a resourceful problem-solver and committed team player. She is said to work hard with the Design, Engineering and Construction Teams to constantly improve design constructability, which has enriched the quality of Engineering Assurance of Colas Rail Infrastructure delivery works. Sara is the Chair of the IET East London Network volunteer group which organises Technical Lectures to promote STEM knowledge within society.

What has been your career journey so far?

I joined Colas as a graduate on their two year programme, during which I rotated throughout various parts of the business. I started with the DLR maintenance team, which was a great team, looking after maintenance for substations and different electrical assets. Then I moved to the design team in Manchester where I was the assistant design engineer for electrical and progressed to design manager. During my placements at Manchester I learned that a good design requires a greater understanding of construction. I moved back to London to join the S&C South Alliance team and progressed to Contractors Responsible Engineer.

What made you want to join the rail industry?

I studied engineering at university and gained a Masters in Electrical Engineering. I chose the Colas graduate programme as it has a reputation for being a prestigious graduate scheme which offers fantastic support and the benefit of rotating through the different aspects of the business. I didn't join Colas particularly because it is part of rail. However, now that I'm in the industry, I realise it is complex and technically challenging, made up of lots of aspects – infrastructure, technology etc.

What is a typical day for you?

My days at work are never the same. I work in an office and onsite. When in the office, I participate in design reviews, design integration meetings and interface with other disciplines. When onsite my job is to ensure that the electrical installations are constructed in accordance with the design and meet the relevant Network Rail and Railway Group standards. My role as an engineer has a lot of Project Management aspect too: there is so much coordination and teamwork required to ensure that the railway we build in only a 52h period is safe for the travelling public. Sometimes we finish a project at 3am and at 6am trains will start using the infrastructure we have just built.

What is it like to be a woman in rail?

I'm surrounded by a great team of professionals – men and women. Onsite it is mainly men, but it really doesn't make a difference if you are male or female as long as you try your best.

What in rail are you passionate about?

There is a lot of complexity within the industry. You have to overcome technical, logistics and interface challenges. I am passionate about learning something new every day. Every project has its own challenges and it can be very hectic on site interfacing with all of the different disciplines to make the big system work. It's very rewarding making sure each project is safe and delivered to a great standard so that passengers have a better experience on their commute. It makes me really happy when I undertake the electrical testing of a brand new installation, just before the trains start running and it works perfectly first time!

What is your biggest success?

I hope that my biggest success is yet to come! The nature of my job is dealing with more than one project, and each one of them has its own challenges which you must overcome. Currently one of the biggest jobs I am looking after is the Waterloo Station Upgrade. We have already brought to service the five old Eurostar Platforms back as brand new, and undertaking major renewals to platforms 1 to 9 during the August 2017 blockade.

What do you like most about your job?

It is part of my role to engage with many people who are in different positions, grades and levels and from various companies and/or nationalities to ensure that the plan fits within the big picture. Everyone has their own plan but we have to make sure that the plan works for all. I love being able to be involved with many points of view while working together for the overall project success.

Where do you see yourself in 5 to 10 years' time?

In the short term I am working to achieve Chartered Engineer status and progress to become a Senior Engineer. I am interested in Operations Management. I think you have more opportunity to make a difference when you are in a managerial role. I plan to keep working hard and remain focused. I am passionate about what I do but I don't have a "master plan" as such!

How do you think this award will be interpreted by colleagues?

I think some of my male colleagues will be looking for their own award as they are just as deserving! I am very grateful that my colleagues took the time to nominate me and I am really proud to have been named as one of the 20 Rising Stars of rail.

What do you think the rail industry could improve to attract more women within the rail sector?

The rail industry has plenty of opportunities for everyone. I think that it is a wider cultural issue. The perception of engineering in general may not be attractive to young females. Academic disciplines of Science, technology, engineering and mathematics (STEM) should be promoted to students at a younger age to encourage them and equip them with the skills they need to undertake engineering careers in rail or other sectors.

What would your advice be to young women entering the industry?

Push the limits! You don't know what you are capable of until you try it. There are many brilliant women in the industry doing a great job and there are lots of career opportunities.

Do you have a role model?

I have been fortunate enough to have had some really great mentors so it would be hard to single just one of them out. I receive so much support from my colleagues that I have nothing but good stories to tell!

Vicky Reveley

Operations Manager, Arriva Rail North



Vicky joined the railway industry at 18 but took a career break to raise a family, returning to the sector 5 years ago. She currently is Conductor Team Manager at Arriva Rail North's Workington Depot. She is described by her peers as the driving force of the depot, a formidable leader, extremely innovative in her approach to her role and people management issues, having brought structure, support and focus to a small depot, which resulted in record levels of attendance, staff participation and station redevelopment work. Vicky is said to provide an environment for her team to flourish, from coaching and mentoring new entrants to supporting those who wish to progress into other roles within the business, a shining example of professionalism, hard work and commitment to her people and role.

Tell us about yourself?

I am married with three children who are 13, 11 and 9. In addition to my full-time career and family I also have a small-holding complete with sheep, pigs, chickens, cat and dogs which, although time-consuming, is an enjoyable haven! I joined the rail industry at 18 as a Stewardess with British Rail. I held a number of roles including Graduate Manager, Customer Service Manager and Catering Manager. I left the industry for 4 years due to family commitments. I worked at a college in Carlisle during this time as a lecturer. I re-joined the industry 5 years ago working for Northern as a Conductor, back on the front line of operations. I applied for the role of Operations Manager and got it! I truly believe that if you want something you have to put the effort in. I feel I have a lot of patience and I really enjoy helping others to be the best that they can be.

What does your role involve?

I manage an area as far North as Workington, Cumbria and as South as Blackpool, Lancashire with around 300 staff and provide the structure and strategy to help the business meet its objectives. I have to a good understanding of all train operations in my area. You have to be flexible in your approach – tonight for example I am working a train! This keeps me in touch with the front line and the core of our business activity.

What factors did you consider when joining the railway industry?

Initially I was probably a bit naive – I thought that a job in the railway was a job for life. When you get through the door you realise the range of jobs available – train operations, track, engineering, projects etc. We have a mixture of old infrastructure and new hi-tech railways so we need to be able to adapt and understand. I've always liked the railway environment – it's got a real communal spirit. Coming to the small depots is like coming home.

What in rail are you passionate about?

People, absolutely! My team, they are my pinnacle. I try my best to be supportive, challenging and encouraging. Front line customers are important to me and am equally as happy to put my uniform on and be on the front-line. I like to keep the wheels turning and provide my customers with a decent service. I like to drive efficiencies – you have to balance delivering a profit with delivering a service. If the business is not efficient then it is the customer that has financial and inconvenient detriment.

What aspects of the job do you find the most challenging and rewarding?

A lot of the challenges in the rail industry are inherited. The industry is heavily regulated both internally and externally. This is great, however this can bring challenges to the role. Trying to balance work with family demands can be challenging. Watching someone you have been involved in training, delivering with style, can be very rewarding. Helping people realise their full potential is something which I take great joy from. I love the autonomy which the job bring and I enjoy learning from experience.

What has been your biggest success to date?

Getting a place on a graduate scheme out of all of the people applied. I didn't have a degree at the time, but I had skills and training which could be applied. The introduction of the food offering on board Pendolinos, this was a challenging project which had to be delivered on time and on budget and it was a great success.

Where do you see yourself in 5/10 years' time, how would you like your career to progress? What do you need to do to get there?

I didn't have a plan when I rejoined the rail industry 5 years ago. It sometimes seems like the less career focused I am, the easier it has been to progress! Supporting my children is what drives me. Being happy in my job is the best thing. To keep moving forward you must evolve, you need to constantly upskill and continue to believe in yourself.

What do you think the rail industry could improve to support and attract more women?

Flexible working is good but can be limiting for the business. Giving women male-cut clothing and expecting them to perceive we are inclusive is not acceptable. I do believe we have front line equality with regards to pay grades, which is exactly how it should be. The industry is still predominately male dominated, but I definitely feel change is underway. There is a definite influx of senior Managers/Directors being female. I have never come across any limitations due to being a woman. I am a great believer that irrespective of your sex, the right person for the role (based on skill/attribute/experience) should be appointed.

What would be your advice to young women entering the industry?

Apply yourself, work hard, recognise that you are equal in every way. "Just do it!" You can learn from your mistakes.

Do you have a role model?

Definitely my parents. My Dad taught me to focus, knuckle-down and not to give up when things get tough. My Mum gave up her career so that she could give us the best chance in life and I'm really grateful to her for doing that. They have both had a massive impact on my approach and continue to do so.

What are your interests outside of rail?

Raising a family and the small-holding pretty much takes up all of my spare time! My life revolves around my children and husband – their interests are mine. I have always par taken in some type of study and am completing the 2nd year of an MBA. I try to make sure that I don't feel guilty about spending time with my family and having a different life outside that of my job role.

And the nominees were...

Name	Job Title	Company
Amber Robinson	Head of Customer Experience Strategy	Virgin Trains East Coast
Amy Harris	Works Delivery Manager (WDM)	Network Rail
Amy Linney	Project Management Assistant	Network Rail
Ana Bradley-Pastor	Project Manager	Network Rail
Aoife Considine	Project Engineer	London Underground
Ayesha Sheikh	Customer Experience Sales assistant	MTR Crossrail
Becky Lumlock	Route Managing Director	Network Rail
Bethan Kemp	EHS Manager	Alstom
Bianca Millar	Section Engineer	BAM Nuttall
Caitriona Gibson	Training & Competency Manager LNW North	Network Rail
Carol Deveney	Head of Sponsorship	Network Rail
Caroline Higgins	Infrastructure Maintenance Delivery Manager	Network Rail
Catherine Appleby	Rail Trade Adviser	Dep. for International Trade
Chanel Lau	Assistant Commercial Manager	TfL – London Underground
Charlotte Burnham	Project Commercial Manager	Bombardier Transportation
Cheryl O'Sullivan	Resource Manager	AECOM
Claire Beranek	Route Asset Manager (Signalling)	Network Rail Infrastructure
Claire Kearney	Senior Engineer	AECOM
Cristina Orgaz	Design Engineer	Tony Gee and Partners
Emily Shaw	Senior Project Manager	TSP Projects
Emma Love	Communications Manager	MTR Crossrail
Emma Procter	Legal Adviser	HS1 Limited
Evie Barratt	Graduate Engineering Geologist	Jacobs UK
Frances Johnson	Project Manager	Network Rail
Francesca Pedri	Planner	Angel Trains
Gemma Roberts	PC Integration Co-ordinator	Carillion
Georgina Chalmers	Communications Manager	Network Rail
Geraldine Pape	Mechanical Engineer	Costain
Helen Robinson	Senior Commercial Manager – TSGN & LSER	Department for Transport
Ingrid Harrison	Design Engineer	Network Rail
Isabelle Coombes	Rail Operations Consultant	North Star Consultancy
Jayne Gee	Legal Counsel	Network Rail
Jenny Nicholls	Customer Service & Information Controller	Virgin Trains East Coast
Jenny Preston	On Time Performance Advisor	Arriva Rail Northern
Jess Davies	HR Assistant	Unipart
Kaine Osakwe	Assistant Architect	Network Rail
Kara Bassett	Quantity Surveyor	Colas Rail - S&C South Alliance
Katherine Jawed	Assistant Geophysicist	AECOM
Katherine Stowe	Systems Engineer	Thales UK Transportation
Laura Cholerton	Temporary Team Leader	Bombardier Transportation
Levi Edwards	Project Support Administrator	Northern

Name	Job Title	Company
Louise Portelly	Environmental Policy Dev. & Gov. Advisor	HS2
Louise Shearer	Revenue Strategy Manager, Commercial	Arriva Rail North
Lucy Roberts	Senior Technical Officer	Network Rail
Maria Ivory	Scheme Project Manager	Network Rail
Maria Yurenok	Scheme Project Manager	Network Rail
Megan Ablott	Rail Signalling Apprentice	Carillion
Natasha Boreham	Category Buyer/Grad Rotation	Unipart
Neus Planells Ripoll	Design Engineer	Tony Gee and Partners
Noelle Besslich	European Affairs Specialist	Rail Delivery Group
Octavia Neeves	Environment Manager, GW & Crossrail region	Network Rail
Pamela McInroy	Health & Safety Specialist, Diversity & Inclusion	Crossrail
Phillipa Kiernan	Geotechnical Engineer	Jacobs
Rebecca Watson	Talent Partner	Virgin Trains East Coast
Sabrina Ihaddaden MIET	Signalling Project Engineer	Bombardier Transportation
Salma Suleyman	Canary Wharf Station Engineering Manager	Crossrail
Samantha Hernandez	Lead undertakings and assurances manager	HS2
Samantha Lovell	Planner	Angel Trains
Sammy Kirk	Electrical - Quality Control Manager	Alstom TSO Costain
Sophie Lupton	HR/Recruitment Administrator	Alstom TSO Costain - Alstom
Susan Jinks	Local Operations Manager	Network Rail
Valentina Oncescu	Project Manager	Network Rail
Verity Mills	Technical Officer	Network Rail
Veronica Dunn	HR Manager	Dellner
Vicky Mcmillan	Technical Clerk	Network Rail (Scotland)
Vicky Nichols	Customer Service assistant	Network Rail
Vivi Marinou	Lead Engineer	Network Rail
Vivienne Rowley	Team Leader	Arriva Rail North
Zoe Dobell	Project Engineer	London Underground



Contact us

Email: womeninrail@angeltrains.co.uk

Website: www.womeninrail.org

Number: 020 7592 0796

Twitter: @womeninrail

LinkedIn: <https://www.linkedin.com/groups/4403652>
