

APM Women in Project Management SIG
Supporting statement from the committee nominees 2022/23

First name:	Surname:	Brief overview of your background and experience in this SIG subject matter: (maximum 150 words)	What motivated you to put yourself forward for election to the APM Women in Project Management SIG committee? (maximum 150 words)	What qualities, skills and experience do you think you'll bring to the APM Women in Project Management SIG committee? (maximum 150 words)
Aimee	Avrill	Having worked my way up in Project Management over a 5 year period, I am currently in the position of Head of PMO for a Logistics Company in the South West of England. Prior to holding this role with a new employer, I chaired the Women's Network for Babcock International in Bristol. This is a subject I am truly passionate about and I would love to encourage and support other women either in or looking to enter the world of project management.	As mentioned above, I have experience of chairing a Women's Network for a large Engineering organisation in Bristol - something I found very rewarding. Often finding myself in a minority position, I have first hand experienced the benefits of a supportive network, something I would love to participate in with the APM.	I like to think that I could bring an open and honest view of life as a female in a senior management position within the project management profession. I can first hand relate to the challenges, frustrations and bias women face on a daily basis within the profession. I have a passion for equality and strongly believe that everyone, regardless of gender, sexuality, religion etc, should be treated the same.
Vanessa	Daque	For over 10 years I've been working with projects and it's my true passion. Now that I am living in London I would love to be part of a body where I can meet people who has dedicated their professional lives as a PM and absolutely love the role.	I want to meet and keep the community strong for women in PM	I have set up events in the best, and enjoy the idea to have a community working towards more equality.
Sara	Hajikazemi	I am currently an associate professor in project management at University of the West of Scotland. I have over 10 years of experience in research, teaching and consultancy in the field of project management. One of my main	My research interests and my personal experience with the challenges women experience working in project-based professions.	A rich network of project professionals in UK, Europe and overseas Knowledge in the area of women in project based organisations

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		research interests is the role of women in project management. I have been a member of the WiPM SIG since 2020 and would love to continue supporting this SIG as a means to empower women in this field of project management.		
Rachel	Jackson	I started working in the construction industry in the late 1990's. As a woman I have witnessed the industry change significantly in its approach to gender and diversity over the last twenty plus years. My background is planning and project controls within project management, in sectors which are dominated by male colleagues especially at the more senior level. I have had the good fortune to experience considerable support in my career from encouraging colleagues, however I have also felt there have been occasions when I have been held back as a result of my gender. As a woman who has remained in construction despite the environment not always being welcoming, I believe I am my resilience and experience are ideal for this SIG.	The motivation to take on this role was a based upon recent experience conducting numerous interviews for job candidates and the company graduate scheme. That opportunity gave me a direct appreciation for the skills gap on the horizon within project management. In addition, the sectors I have experience in there remains a lack of diversity within the profession. By working towards making project management a more appealing profession to a diverse range of people, there is an opportunity to plug the skills gap and build for the future. In turn this will enable me to connect with others in the community beyond my company and sector, providing me and contributing to, the bigger picture of project management. On a personal note, I am enthusiastic about demonstrating gratitude for the opportunities which have brought me to this point in my career and inspiring others to as well.	Perseverance is one of my qualities, I work hard to finish what I start. It is essential when working in a volunteer capacity whilst striving to deliver my job. I am a curious person, keen to discover and explore different approaches and to work with a variety of people. The primary focus during my career has been planning and project controls. I have continually worked to implement best practise, review, and improve using digital advancements, a collaborative approach and leadership skills. I adapt a growth mindset in life, continually working to develop myself and my skills to benefit the profession within and outside of my current organisation. I have over twenty years working in the project management profession in a variety of sectors: rail, nuclear, defence and aviation. I recently achieved APM Chartership demonstrating technical knowledge, ethical behaviour and

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				professional practise attained over the course of my career.
Irene	Maposa	As the co-Secretary of Women in Project Management, I have supported the committee in raising awareness, celebrating diversity, creating opportunities and supporting APM networks and driving positive change within the profession	I am passionate about project management and I feel I can contribute and make a positive impact. In the past, I have supported the committee as co-Secretary.	Event Management Social Media Secretarial and Administrative support
Caroline	Ojo	I am an experienced project manager, gained experience in different environments. Even though a lot has changed for women, I still believe women are still being marginalised and would like to see change in other areas. I see APM WiPM as good channel to promote the importance of inclusivity.	Opportunity to share experience, collaborate and give back to a professional body such as APM that has helped to shape my Project Management	A good listener, good leadership skills, Am able to drive strategies, am able to collaborate with other professionals.
Sarah	Outterson	I have worked in Project Management for coming up two years and I have been part of the Women in Project Management SIG for 8 of those months. I work for an engineering company and recently achieved my APM PMQ. Prior to this, I studied International Relations at university. I have always had a passion for equality, diversity and inclusion and I have been pro-active in my current job to raise awareness of ED&I issues as well as advocating for Women in STEM.	I was elected on the WiPM SIG for the first-time, last year and I have really enjoyed this term with the committee. My main reason for putting myself forward last year was my passion for advocating and promoting gender diversity at work, and I believe project management can be a leading discipline in this agenda. I am still passionate about this subject and would like to be re-elected to continue working towards this. I believe I still have many ideas and thoughts about what the committee could be involved with and where we could take it over the next year. Most	I am passionate team-player who can bring a year's prior experience of the committee to the next term, and group. During my last term I led a sub-group on Education where we aimed to raise awareness of the project profession within schools and universities. I also took part in the social media group where I supported with the online presence of the committee through social media and LinkedIn posts. This has given me good exposure and experience of what the SIG can do, and I can bring this experience next

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			<p>importantly I have seen what great work the committee achieved last year, and I would like to part of the committee again to continue this work and continue to put ED&I towards the top of the agenda within projects, programmes and portfolios, and I believe this committee is a great forum to advocate for this.</p>	<p>year too. I have been a member of the APM since October 2020 so I have good working knowledge of how they operate and the different avenues and channels for which the SIG can work in and explore. I enjoy working with others, and I have a pro-active attitude which means I can get stuck in and start helping to make an impact with the SIG from the start.</p>
Kirstin	Polson	<p>I've been a women in Project Management since 2018 and have recently joined the Dounreay Women's Network Committee as the Events Lead. I have attended women in leadership training that focuses on building confidence and authenticity in leading in male dominated industries. I pay this forward through coaching other women in the business. I have managed a range of nuclear operations projects from fuel transports to construction of decommissioning enabling works.</p>	<p>In the nuclear industry there is an average of 20% female employees and the number decreases the more senior you go in the organisation so it's a passion of mine to encourage women into both nuclear and senior roles. The Nuclear Sector Deal published on 28 June 2018 has a commitment to achieve 40% women in nuclear by 2030 and if we look at the current % growth since 2018 this target won't be met unless we take positive action for change.</p>	<p>I have 14 years nuclear experience which just over 4 years is in project management so I have a good insight into the need for gender balance and some of the challenges in raising the profile of women in the workplace. I am a dedicated team player that will give my full commitment to activities that I sign myself up to. My particular strengths are in planning and stakeholder management so I am always keen to plan and promote the committees / groups I represent positively in any forum possible.</p>