



ATTRACTING AND DEVELOPING TALENT

Good Energy ensures their junior female staff have development plans and role opportunities that maximise their potential



"Good Energy is a really good community. We all come from different areas but we are all looking to make a real impact and change, and we all care about what we do."

Holly Nolan,
Product Owner
& Business Analyst

DEVELOPMENT PLANS, SHOWCASING SUCCESS - AND A CODE CLUB!

Whilst Good Energy is a model of gender balance at the top, with women making up over 40% of the Board and Executive teams, the company is conscious of having lower levels of women in middle management. This is especially the case in traditional areas of under-representation, such as finance, technology, engineering and technical sales.

But the company has taken steps to address this. Having identified key female talent in junior roles, Good Energy is currently focused on ensuring they have development plans and role opportunities that maximise their potential.

Within the Technology function Good Energy has also been showcasing women whose careers have been enhanced at the company.

One of those to have benefited from their approach, support and training is Holly Nolan. Since joining in 2012 to work with customers applying for the Feed-In Tariff, Holly has progressed through team leadership level to move into a completely new role in IT. She now gets to collaborate across the company, from executive stakeholders to those working directly with customers. The Good Energy Team was delighted when she was recently a finalist in the UK's Women in Technology awards 2019.

Good Energy runs a Code Club which has been a useful way of encouraging new talent into IT, particularly women. And it doesn't stop within the company - externally Good Energy partners with the STEMettes charity to encourage girls in local schools into STEM careers.





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