



SPOTLIGHTING GOOD PRACTICE

From mentee to mentor

Ellie Lawton, Civil Engineer - SSE Renewables' Offshore Civil Team

My journey as a mentor began with being mentored myself. As a Civil Engineer in SSE Renewables' Offshore Civil Engineering Team, my development started during the company's graduate programme. While working on the Arklow Bank Wind Park off the east coast of Ireland, my manager encouraged me to shadow colleagues, join meetings, and take ownership of specific project packages. That trust helped me greatly and I was able to test my skills in a live environment and see the real impact of my work.

Now that I've completed the graduate scheme, I have enjoyed stepping into the role of mentor myself. Recently, I hosted a summer intern, guiding them through new challenges and supporting their development. They gained valuable insight and confidence, and I learned more about my own leadership style.

My story reflects how SSE's commitment to inclusion is about creating a continuous cycle of growth and support. It was incredibly rewarding to support someone else's development and see them step out of their comfort zone to take on new challenges.

I've seen firsthand how SSE Renewables continues to prove that progress isn't just measured in megawatts, it's also reflected in the confidence, capability, and collaboration of the people powering the transition.

