



nationalgrid

## ATTRACTING AND DEVELOPING TALENT

### A MENU OF TALENT INITIATIVES

Attracting and developing diverse talent is a major area of focus for National Grid, which plots out various initiatives alongside the employee journey.

#### Attracting talent:

- ✓ External career site to reinforce ambitions and commitment to an inclusive environment
- ✓ Developing hiring managers and candidate guidance on cultural differences
- ✓ Piloting blind CVs (July/August 2020)
- ✓ Diverse shortlists for senior leader roles
- ✓ Considering alternative interview formats
- ✓ BAME recruitment workstream
- ✓ Events and initiatives to encourage STEM for young people

#### Developing talent:

- ✓ Reverse mentoring programme – all UK executive and most senior leaders are currently in live reverse mentoring relationships
- ✓ Dedicated annual programme for individuals from BAME backgrounds, resulting in a rise in applications for promotion across ethnic minorities.
- ✓ Cross Organisational Mentoring Programme by 'Business in the Community' for individuals from BAME backgrounds.

The story of rising star Senamiso Mathobela, Delivery Manager, shows how National Grid's initiatives support and grow gender and ethnically diverse talent.

Growing up in Zimbabwe and witnessing how vital electricity was to daily life, Senamiso was inspired to choose a career in the energy sector. Fast forward to now and she's been selected as one of the Women's Engineering Society's Top 50 Women Engineers 2020.



*"I worked as a maintenance engineer at a power station and then in power system control at the National Control Centre in Zimbabwe. I started to imagine myself operating a bigger, more challenging system and so I began to read up on systems in Europe online.*

*I saw an advert for power system engineers on the National Grid website and applied, not having much hope of a positive response. To my surprise my application was successful and, after a long interview process, in 2009 I moved to the UK to work for National Grid. Eleven years on, I'm Delivery Manager for our National Control Centre in Warwick.*

*It's been a real battle over the years to grow confidence to speak up and put myself forward. I've made use of support networks around me and working for National Grid has helped me to develop both personally and professionally.*

*I've had opportunities to work across different departments and I also got sponsorship to complete my masters degree in Power Systems Engineering at Bath University in 2016 – an invaluable boost to my career. I'm currently working towards becoming a Chartered Engineer.*

*I was also proud when I achieved authorisation as a Control Engineer and became the first ever female Control Engineer in the Transmission National Control Centre. It meant a lot, as it was the culmination of several years of hard work while juggling parental duties with two young children.*

*I hope this inspires a little girl somewhere to believe in themselves and chase their dreams."*

**Senamiso Mathobela, Delivery Manager**



**Top 50 Women Engineers 2020**

Women's Engineering Society

**nationalgrid**

[info@powerfulwomen.org.uk](mailto:info@powerfulwomen.org.uk) | [www.powerfulwomen.org.uk](http://www.powerfulwomen.org.uk) | [@\\_PfWomen](https://twitter.com/PfWomen)