



LEADERSHIP AND TARGETS



FEMALE PROGRESSION AT SCOTTISHPOWER

As part of a commitment to tackling gender imbalance, ScottishPower has seen year on year progression in female representation at middle and senior management levels with women now making up 24% and 33% of senior and middle management populations respectively. Here are some of their female leaders.

SENIOR MANAGEMENT



24%

MIDDLE MANAGEMENT



33%



"I've been fortunate to work with great people who have inspired me to push myself. One of the greatest privileges you can have is to be able to provide others with opportunities. Encouraging diversity and inclusion will stand us in good stead for future challenges"

Caryn Jack,
Head of Asset Management,
ScottishPower Renewables



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Caryn took up her role in Renewables following a 14-year career within SP Energy Networks, the electricity networks arm of ScottishPower.

Her previous roles demanded 24/7 availability in line with the nature of the network, which she took on following maternity leave. No stranger to sleepless nights, Caryn was able to meet the demands of the role through flexible working and support from her partner who also works with ScottishPower.

As a senior leader, Caryn acts as a role model, supporting her team to apply for new positions, reviewing CVs and offering mock interviews to boost confidence levels.



Claire Skelton
Head of Customer Experience and
Policy for the Smart programme, Retail

Claire joined ScottishPower 20 years ago as a graduate and has had a wide range of exciting roles. She now heads up customer experience and policy for the Smart programme within ScottishPower Retail, responsible for customer and channel strategies as the business meets its obligation to install a smart meter with all customers by June 2021.

Through her career Claire has been included on ScottishPower's 'high potential' list, which identifies future talent to receive continued professional development into senior roles. As a result, Claire has taken part in training initiatives such as the Energising Leadership and the Leading in the Age of Disruption programmes.



Marissa McCarroll
Head of Processing Systems Centre of Excellence,
SP Energy Networks

Marissa benefited from training and development opportunities from the start of her 26-year career - she joined straight from school and received support to take HNC and HND studies and professional accountancy qualifications.

Moving through the ranks, the HR team provided a range of leadership courses to maximise her potential as a leader and help her jump from the finance team to her current role in information systems and strategy.

Marissa was encouraged to apply for her new role as part of a long-term plan for the business to proactively encourage more female applicants into senior roles.