



VISIBLE SENIOR FEMALE ROLE MODELS

nationalgrid

DAWN CHILDS - CHANGE DIRECTOR



Building a diverse workforce and creating an inclusive workplace are vitally important to achieving National Grid's purpose, vision and values.

The company has recently turned its dedicated programmes to accelerate women into a bitesize virtual offering which is even more flexible - and forced flexible working during Covid-19 has proven that people can work in different patterns and connect in more creative ways. As the world of work continues to change, National Grid will build on lessons learnt to ensure it keeps moving forward.

For Dawn Childs the title of Change Director is particularly apt, as she's been driving change for women in engineering throughout her career; from becoming the first woman Senior Engineering Officer in several roles in the RAF, to being appointed as the first female Head of Engineering at an international airport.

"I spent 23 years in the RAF and was the first woman to hold several positions, including Senior Engineering Officer on 216 Squadron and the first female Officer Commanding Engineering Wing at RAF Waddington.

When I heard about the opportunity to become Change Director for National Grid, I thought it was too good a challenge to turn down. The opportunity to work in a sector that I'd not previously experienced and one that's right at the centre of helping to tackle climate change was really exciting to me.

I think it's hugely important to have a mixture of people – genders, ethnicity, educational backgrounds – at all levels of the business, to ensure that you get a balanced view to inform any decisions that are made. And this applies just as much to senior positions, where there should be a better mix of men and women. This is particularly important in engineering, where women still only make up around 12% of all engineers in the UK.

What girls and young women might not realise is the huge diversity of roles on offer – I know I didn't when I started out. I'd encourage any young woman who wants to make a difference to look at the energy sector, as it's experiencing really exciting transformation as we work towards Net Zero. Just ask questions and come and find out what we do. And if they want to become an engineer that's even better (but then I'm biased)."