

smart

VOL. 5 ISSUE 1 - SPRING 2010

woman

the magazine for
female students

FLORENCE & THE MACHINE

NEWLY CROWNED BRIT AWARD
WINNERS

CAREERS:
ENGINEERING
ACCOUNTANCY

THE BIG BANG EDITION



The Big Bang

UK Young Scientists & Engineers Fair

WOMEN OF ACHIEVEMENT

THE UKRC CELEBRATES 6 MORE
EXCEPTIONAL WOMEN

WOMEN IN ENGINEERING

CAREERS AND COURSES IN THE
ENGINEERING INDUSTRY

smart woman
published
in association
with



uk resource
centre for women
in science, engineering
& technology

Creative portraits of women in science and engineering

The international reputation of Imperial College London relies on the people who make up its diverse and high achieving community. We believe that to be successful we have to attract and retain the best staff and the best students. It is well recognised that in order to bring out the full potential of staff and students, it is important to provide a welcoming, safe, and motivating learning and teaching environment, where all contributions are equally valued.

Imperial has well established equality networks who advise and influence good practice, specifically in the areas of race, sexual orientation, disability and gender.

100 Women – 100 Visions' is a portrait series of one hundred women scientists and engineers at Imperial College London. Launched in support of International Women's Day 2009, the pictures celebrate the increasingly important role played by women in all academic disciplines across the College, and the sense of change taking place in this historically male-dominated sector. The student society WSET (Women in Science, Engineering & Technology), who received internal funding to commission the series from award-winning photographer Jackie King, decided to use creative arts to capture a snapshot of this growing community of inspiring and diverse individuals ranging from undergraduates to professors. Creativity is of course also central in science and engineering, a reminder that these disciplines are about more than numbers and formulas.



Photo © Jackie King

Senior Lecturer – Statistics, Department of Mathematics:

"I am fascinated by the theory behind probability based decision making, from whether to raise in poker to my own research interests in time series analysis. I enjoy the challenge of life as a modern day academic statistician, juggling the responsibilities of research, teaching and administration."

The portraits are on display in **London's City Hall 15th Feb - 19th Mar 2010**, and can be viewed online

(www.imperialcollegeunion.org/100women100visions)

alongside resources for schools.

HELLO & WELCOME

SMAART WOMAN

Vol. 5 - No. 1

Published by Smaart Publishing:

Editor: **Ann-Marie Stacey**
 Production Manager: **Dean Jacobs**
 Web Manager: **Daniel Mendez**
 Web Consultant: **John Brown**
 Finance: **Niall Healy**

Publishers:
Mark Flack
Shelley Williams

Sales:
Nari Patel
Arthur Crudup
Debbie Brettell
Michael Aldridge
Shazzad Saeed

© Copyright: The editorial features and articles contained in this publication are the sole copyright of Smaart Publishing Ltd, and may not be copied, electronically stored or reproduced without permission, except by schools, colleges and careers services for the purpose of individual careers advice. SP disclaims any responsibility for any opinions expressed, which are those of the author(s). All materials are received with gratitude and in good faith, but entirely at the risk of the supplier. SP is not responsible for any subsequent loss, damage or failure to return such materials, whether by ourselves or our agents



Smaart Publishing Ltd

Marlborough House, 159 High Street,
 Wealdstone, Middx HA3 5DX.
 Tel: 020 8427 6336 Fax: 020 8861 4456
 e-mail: info@smaartpublishing.co.uk
 web: www.smaartpublishing.co.uk

Welcome to Smaart Woman, the magazine for female students, published by Smaart Publishing in association with The UK RESOURCE CENTRE FOR WOMEN IN SET (UKRC).

Celebrating its 5th anniversary this year, the UKRC's Women of Outstanding Achievement Photographic Exhibition profiles pioneering women in science, engineering and technology (SET) as role models in a sector in which females are often highly under-represented. This year's Women of Outstanding Achievement profiles start on page 7.

Women into science, engineering and construction WISE have very kindly allowed us to use some of their Inspirational Women profiles and we hope you find them as inspiring as we do. You will find more information and help on www.wisecampaign.org.uk

The WISE Campaign is 25 this year. Founded in 1984 by Baroness Platt of Writtle, WISE has been successfully challenging and changing traditional views of women in STEM for the last quarter of a century and is busier and more active than ever.

Things are changing - today 13% of engineering undergraduates are women, compared to only 4% twenty years ago. But there is still much to do to encourage more, of the huge pool of talented young girls to pursue STEM education and careers, and to address the gender imbalance in classrooms and workplaces.

The UKRC website: www.setwomenresource.org.uk is full of useful information, it provides a helpline number for specific enquiries **01274 436485** and can signpost to other organisations and relevant agencies, helping to put you in touch with networks, courses and help available in your area. There is a wealth of support available to help you succeed in a scientific career.

If there is something you'd like to see in future issues or indeed if you'd like to submit an article to us please email am.stacey@smaartpublishing.co.uk with Smaart Woman in the subject line or visit our website www.smaartwoman.com. We will try to include anything that is relevant and interesting to young women today.

Ann-Marie Stacey
 Editor

CONTENTS

THE UK RESOURCE CENTRE'S WOMEN OF OUTSTANDING ACHIEVEMENT MEET THESE EXCEPTIONAL LADIES	6
THE BIG BANG 2010 THE SCIENCE FAIR FOR YOUNG PEOPLE VISITS MANCHESTER	11
PROFILE: JACQUI DORAN A CYTOPATHOLOGIST FROM THE NHS	12
WOMEN INTO SCIENCE ENGINEERING AND CONSTRUCTION (WISE) 3 INSPIRATIONAL WOMEN	14
PRODUCT MANAGEMENT SIOBHÁN MURPHY TELLS US ABOUT THE ART OF PRODUCT MANAGEMENT	17
PROFILE: CHRISTINE INFORMATION INSURANCE CONSULTANT FROM GCHQ	18
ENGINEERING IN THE RAF INCLUDING A PROFILE FROM FLIGHT LIEUTENANT KIRSTY MOORE	20
AIRCRAFT TECHNICIAN PROFILE FROM THE RAF FLIGHT SERGEANT KAREN PINNION	22
WOMEN IN ACCOUNTANCY DO YOU WANT TO BE A SUCCESSFUL WOMAN IN BUSINESS?	24
WOMAN IN BUSINESS HAVE YOU GOT WHAT IT TAKES TO BEAT THE COMPETITION?	26
TURNING THE TABLES HOW TO SWITCH THE SPOTLIGHT AT AN INTERVIEW	27
JTL OPENS THE DOOR FOR CAREERS IN THE BUILDING SERVICES ENGINEERING SECTOR	29
WOMEN IN CONSTRUCTION BUILDING THE 2012 OLYMPICS FOR BRITAIN	30
STUDENT CARER WE TALK TO TAMMY BAILEY	32
INTERNSHIPS WITH MOUNTBATTEN INSTITUTE	34
"JOHNNY DEPP CAME UP AND CHATTED TO ME" JUST ONE OF THE BONUS' OF FILM EXTRA WORK	38
FLORENCE AND THE MACHINE BRIT AWARDS WINNERS	40

School of Computing Science

World-class courses World-class careers

We have an international reputation for both teaching and specialised research.

We are also among the top computing science departments in the UK for learning resources and providing an intellectually-stimulating curriculum which is research-led and up-to-date.

Choose from a range of BSc Honours degrees which cater for a diversity of skills and interests:

- **Computing Science**
 - with Networked Systems and Internet Technologies
 - with Games and Virtual Environments
 - with Software Engineering
- **Information Systems**
 - with Marketing
 - with Business Studies
 - with Management

You also have the opportunity during your studies to take an industrial placement year.

From in-depth immersion in today's latest technologies, to how these technologies can be used to get a job done, we have a degree that is suited to you, and that will be attractive to prospective employers.

Our students go on to find employment in challenging and fulfilling careers all over the globe.

Computing science? Information systems? Software engineering? There's a world of opportunities just waiting for you to explore.



For more information, take a look at

<http://study.cs.ncl.ac.uk/>

OUTSTANDING WOMEN

By THE UKRC

Celebrating its 5th anniversary this year, the UKRC's Women of Outstanding Achievement Photographic Exhibition profiles pioneering women in science, engineering and technology (SET) as role models in a sector in which females are often highly under-represented. This year's Women of Outstanding Achievement are:



**Professor Dame
Julia Stretton Higgins**

Professor Dame Julia Stretton Higgins, former Principal of the Faculty of Engineering at Imperial College London and Fellow of the Royal Academy of Engineering and Fellow of the Royal Society

Julia has had an exceptional career, with outstanding contributions to both engineering and science. Through her pioneering research Julia has become a world leader in the field of polymer science and technology and is a source of great inspiration and motivation for many of the students she has taught.

From an early age Julia often posed the question 'why does that happen?' in relation to her school work. Her curious mind led her to be encouraged by a female physics teacher to take up physics as a career and satisfy her inquisitive nature.

After completing her Doctorate, Professor Higgins spent two years teaching before moving back into research via posts in Manchester and Strasbourg. This led to a

number of prestigious posts including a lectureship at Imperial College London, becoming a Reader in 1985, a Professor in 1989 and Dean of the Faculty in Engineering and Physical Sciences and finally, Principal of the Faculty of Engineering. Her roles have contributed to the success of her own department and to one of the leading Engineering Faculties in the world. For her contributions to science, she was appointed Dame Commander of the Order of the British Empire in 2000.

Julia has published over 200 articles and has been awarded 15 Honorary Doctorates in Science and Engineering. She has also been appointed a Foreign Associate of the US National Academy of Engineering. Julia also recognises the large number of PhD students (Post Doctoral and Research Fellows) that stay in touch with her, long after they have passed through her labs, as a major achievement in her career. Having acted as an informal mentor to them, the fact that many have gone onto become successful within their own fields is a great source of pride.



Dr Jackie Hunter

Jackie Hunter, Senior Vice President and Head, Science Environment Development, GlaxoSmithKline, has an outstanding record of innovation in pharmaceutical research after deciding early on in her career that her work would focus directly on human health.

Throughout her career, Jackie always championed new approaches such as being the first in the industry to implement new screening technologies like the Morris Water Maze, or successfully testing a new therapy for Alzheimer's disease.

Jackie joined the pharmaceutical industry following the completion of Wellcome post-doctoral fellowship at St George's Hospital. Whilst working at Astra, in 1987 Jackie was involved in setting up new unit at the Institute of Neurology. She then went on to work at SmithKline and French where she was involved in the development of ropinirole, the first dopamine agonist for Parkinson's disease.

Over the next few years, Jackie became a department head and worked on a variety of groundbreaking research projects which included working on a novel migraine therapy, establishing a molecular neurology group that was the first to use Taqman PCR technology in drug discovery and developing cognitive enhancing agents.

Jackie has also made significant contributions to preclinical stroke research and has lectured on stroke research at conferences and courses in Europe and the USA.

When Glaxo and Smithkline Beecham merged, Jackie became Vice President of Biology and shortly afterwards, Senior Vice-President and Head of the Neurology and Gastrointestinal Centre of Excellence for Drug Development (CEDD). During her leadership, Jackie created a department that not only delivered excellent science but also potential new medicines.

Jackie is a champion of change – both within her company and through her membership of Boards and panels for both academia and industry. As a key member of the EPPIA Research Directors group, she was an early advocate of the Innovative Medicines Initiative (IMI). This is the largest public-private partnership in biomedicine in the world and heralded a new era in the way pharmaceutical companies work with each other and academia and biotechnology in a unified way.

Throughout her career, Jackie has always tried to share her knowledge, passion and enthusiasm for science by supervising or helping students and mentoring colleagues. She has also given many talks to the general public including senior school members, newspapers and has also lectured at universities and evening classes.



Professor Amanda Fisher

Professor Amanda Fisher is the Director of Medical Research Council's Clinical Sciences Centre at Hammersmith Hospital, which forms part of the postgraduate medical school of Imperial College London. She is also Professor and head of the division of clinical sciences at Imperial College.

Amanda obtained her PhD in myeloid differentiation at the University of Birmingham and was awarded the Lady Tata Memorial Fellowship to study retroviral biology at the National Institutes of Health. A number of posts followed and Amanda became Director of the MRC CSC at Imperial College London in August 2008 where she leads a distinguished group of distinguished and committed scientists to take forward innovative and exciting research programmes.

She has also served on a number of influential committees, including the EMBO Science and Society Panel and German Federal Ministry of Education and Research Stem cell Review Panel.

Amanda is committed to developing imaginative ways to promote science in the public arena, crucial for inspiring the next generation of scientists, building confidence and interest in science and providing tools for informed public debate. One of the most innovative projects she has been involved in Fabric of Life: Nobel; textiles where Research Fellows from central St Martin's College of Art and Design were paired with five Nobel prize-winning scientists and commissioned to generate new textiles that visualised scientific discoveries and its impact on how we live. The project will culminate in a unique exhibition of the designs in custom built greenhouses in St James Park, during London Design Festival.

Amanda has also helped set up Scopic, an arts project designed to inspire school children with the beauty and wonder of science. She provides inspiration on a daily basis to both women and men by demonstrating

that a scientific career can include a leading role in developing new ways to communicate science as well as participation in the Arts and a family life.



Dr Sarah Baillie

Sarah Baillie, Senior Lecturer at the Royal Veterinary College

As the inventor of one of the most significant devices in veterinary education in the last 50 years, Dr Sarah Baillie is forward thinking, innovative, and a true inspiration to colleagues, peers and students alike. Following a 20 year career as a practising vet, Sarah re-trained in computing science and worked towards addressing an industry-wide challenge in the veterinary sector with the invention of the Haptic Cow.

Sarah made the decision to re-train in computer sciences following an injury that made it difficult to continue with the physical demands of life as a practising vet. She has always been interested in IT as part of a generation where it wasn't part of her education, and she recognised that IT was beginning to have an increasingly important part to play in both education and in the veterinary industry. It was whilst studying that Sarah developed the idea of the Haptic Cow to help overcome the challenge of teaching students how to carry out internal examinations on cows and ensure that they do it correctly. The Haptic Cow is now seen as one of the most innovative developments in veterinary education in the last 50 years, as it allows students to feel virtual models of the cow's reproductive tract as the properties of the virtual

objects can be adjusted to produce difference effects. Teachers are able to follow the internal examination on a computer monitor and the simulator 'moos' if students apply excessive force!

By 2005, Sarah was able to showcase the first models of the Haptic Cow at the Science Museum and it has since been a finalist in The Engineer Innovation Awards (2007). The device is now used in 4 of the 7 veterinary schools across the UK.

In her current role as Senior Lecturer at the Royal Veterinary College, University of London, Sarah is now working on additional haptic products and has produced a Haptic Horse which allows students to palpate a horse abdomen and examine complex cases such as twisted gut. She is also in the process of developing a variety of haptic computer games which are also used in outreach to schools.

In 2009, Sarah was named as 'Most Innovative Teacher of the Year' at the prestigious Times Higher Education Awards.



Professor Helen Atkinson

Professor Helen Atkinson, Professor of Engineering and Head of Mechanics of Materials Research Group at the University of Leicester, Fellow of the Royal Academy of Engineering, Fellow of the Institute of Materials, Minerals and Mining and Fellow of the Institute of Mechanical Engineering.

After graduating from Girton College Cambridge with a first class degree in Metallurgy and Materials

Science, Helen Atkinson started her career at Harwell for the UK Atomic Energy Authority. She has since progressed to establish an outstanding record of achievement in industrially relevant research in the area of metals technology and manufacture and currently heads the Mechanics of Materials Research Group at the University of Leicester.

The first of her family to go to University, Helen developed an interest in science from an early age finding the structure of materials 'beautiful and exciting'.

Whilst at Harwell she gained her PhD on the transmission electron microscopy of grain growth in oxide scales from Imperial College of Science and Technology and subsequently moved to Sheffield University where she established a leading reputation in the area of semi-solid processing. At the same time Helen started to work part time, in order for her to combine her professional life and growing family commitments, as the mother of three children. She credits her then head of department Professor Mike Sellars, and subsequently Professor John Sharp, with the foresight to allow her to combine both her roles and go on to become a Reader at the University. Her husband's new role as Archdeacon of Leicester dictated that the family move to Leicester, where Helen was appointed Chair in Metals Processing at the University of Leicester in 2002.

Helen has served on a variety of national bodies including the Government's implementation group for the strategy on women in SET (2004-2007) and was involved in the creation of the UKRC. She has proved to be a true inspiration and role model to her students in the UK and overseas, in particular women, who have themselves gone on to achieve first class careers.



Doctor Helen Mason

Doctor Helen Mason holds an academic post in the Department of Applied Mathematics (DAMTP) and Theoretical Physics, University of Cambridge and currently leads the Sun-trek project (www.suntrek.org) about the Sun and its effect on the Earth. She is also the Senior Tutor at her college St Edmunds.

Helen is a solar physicist who has made outstanding contributions to communication in SET, in discovery in her field and in leadership and inspiration to others. She studied maths and physics at Queen Mary College, London and then went on to gain a PhD from University College London in Solar Physics and Atomic Physics. She first became interested in her field at school and her father, an engineer, encouraged her to take up the subjects she enjoyed.

She has led and contributed to many very successful science communication activities including talks to schools and amateur astronomy groups, participation in many outreach projects, including public lectures and 'motivate' video at the DAMTP, and most recently giving science presentations to audiences at summer music festivals including Glastonbury. Dr Mason has also written popular articles, contributed to several radio programmes and featured in several television programmes.

Her leadership of the Sun-trek project has been instrumental in its huge success. Its resources have been requested by many schools in the UK and worldwide. Dr Mason is strongly committed to overseas work and worked around the world on projects relating to the Sun.

She is internationally recognised as a researcher in atomic astrophysics and has made important discoveries regarding the solar transition region and corona. Dr Mason's work has been a key component of the science resulting from international solar satellite missions over the last 30 years including NASA Skylab and Solar Maximum, the NASA/ESA Solar Heliospheric and currently, the Japanese Hinode satellite.

Helen enjoys staying in contact with her students and is proud of her work as a Tutor at St Edmunds. Four years ago she took up the role of Senior Tutor and is now responsible for the welfare of 350 students, providing pastoral, financial and academic support.



Wolfson School of Mechanical & Manufacturing Engineering

High quality degree programmes make the Wolfson School of Mechanical & Manufacturing Engineering one of the most popular places to study engineering in the UK.

Young women are a really important element of our student groups, with currently over 100 female students registered on our undergraduate and postgraduate degrees.

We provide a rich learning environment, friendly atmosphere, engineering challenges, technical support, industrial input and relevance, great career prospects, and a campus lifestyle second to none.

- **Engineering Management**
- **Innovative Manufacturing Engineering**
- **Manufacturing Engineering**
- **Mechanical Engineering**
- **Product Design Engineering**
- **Sports Technology**

Come and have a look at:
www.lboro.ac.uk/departments/mm



Harriet Jevon

Third Year undergraduate student,
Product Design Engineering (MEng)
degree programme.

I love how contemporary design is easily accessible and can be incorporated into practical life at an affordable cost.

I chose to study Graphic Products at GCSE and then Design & Technology (Product Design) at A-Level along with Mathematics and History which provided me with problem solving, organisational and independent research skills, all of which have been invaluable on my Degree Programme.

I applied to six universities to study Product Design in one form or another, and chose Loughborough University because it combined elements of design, manufacture and engineering science.

A really important element has been the opportunity to go into industry and learn how my degree programme works in the real world. I have worked for Kraft Foods Ltd in Banbury in their Packaging Development (Manufacturing) Department, which led to a year of enjoyable challenges.

I have now returned to university life to complete the third and fourth years of the MEng degree programme before hopefully taking the leap into a career based around Product Design and Project Management.

BIG BANG



The Big Bang Science Fair visits Manchester on 11th March 2010, hosting a series of events for young people to excite, educate and enthuse them about opportunities in science, engineering and technology (SET). Event's such as these are a great way for students to experience some of the exciting careers available to across the SET sectors.

Despite an increase in more women studying SET subjects, there still remains a significant under-representation of females in the SET workforce and it is estimated that of the 600,000 women with SET qualifications, only 25% are currently working in the field. While some young women may be put off by the prospect of working in what is still a largely male dominated environment, others may be attracted to alternative career paths where they may have stronger female role models. Girls in particular, often don't see the potential for using their creative skills and what is often an exciting and fast paced working environment.

The UK Resource Centre for Women in Science, Engineering and Technology works to attract females entering the SET industries and implement policies such as flexible working to retain them and give them equal opportunities to progress. Regional science fairs such as the Big Bang help to showcase the way the sectors are gradually moving towards gender equality and offer advice and guidance on the opportunities out there to the young women of today.

OUT SOON!
GET SMART NATIONAL 9.1
SMART GRADUATE 7.1
SMART YOUNG ENGINEER 4.1



**FIND ALL OUR MAGAZINES
REPLICATED ONLINE AT:
WWW.SMARTMAGS.COM**



nationalgrid
The power of action.

Believe: Achieve

We have a range of Graduate opportunities and engineering & technical development programmes. Find out more and apply online:

www.nationalgrid.com/freshtalent

Now recruiting.



JACQUI DORAN

CYTOPATHOLOGY

Jacqui Doran's lab based job in the NHS has encouraged her to travel to Guyana and given her a passionate interest in women's health. She started her career as a part time auxiliary nurse but spotted an advert for a full time job in cervical cytology. This service checks the cervical smears taken from women through the national cervical screening programme. Having always enjoyed science at school, she applied and has since become totally hooked. The laboratory in Edinburgh where she first worked processes 70,000 cervical smears a year taken from women in Edinburgh and the Lothian's area. Around one in ten of these will have an abnormality. Jacqui knew that if the most severe grade of abnormality was missed, it could inevitably progress to cervical cancer without treatment. All work is double-checked and misses are rare but it was still a huge responsibility. 'I sometimes woke up in the night thinking, 'Did I miss something'.'

She did an Honours degree funded by the NHS and during her last year began to look at the global impact of cervical cancer. She became a volunteer for Remote Area Medical, a charity offering free healthcare to those needing it. She is the surgical team leader for RAM's women's health team and travels to Guyana in South America twice a year.

"The women do everything, farm, cook, look after the children and if they are taken away by cancer, the whole family collapses"

Jacqui Doran, Royal Infirmary of Edinburgh NHS Lothian

RAM travel into the mountain, savannah and jungle villages to identify women at risk of developing cervical cancer and carry out lifesaving hysterectomies on women with disease. 'The typical women we see are in their thirties with five or six children. The women do everything, farm, cook, look after the children and if they are taken away by cancer, the whole family collapses'. Jacqui has developed a passionate interest in global women's health and inequalities and this work has given her 'the big picture' as far as cervical cancer is concerned. She has now left screening to work in the HPV reference laboratory in Edinburgh. HPV is the virus that causes cervical cancer and several different types infect the cervix. Future healthcare will increasingly involve the detection and typing of HPV. A career in research now beckons for Jacqui.

Extraordinary NHS Scientists Making Life Happen

The 50,000 strong healthcare science workforce of the NHS and its related bodies, the Health Protection Agency and NHS Blood and Transplant, represent the largest group of scientists in a single employment sector in the UK.

Their vast scientific knowledge and skill base stretches across some 45 scientific specialisms encompassing biology, genetics, physiology, physics and bioengineering. This knowledge lies at the foundation of the profession's crucial and often unique role in:

- *providing complex and specialist diagnostic services, analysis and clinical interpretation*
- *offering direct therapeutic service provision and support*
- *introducing technological and scientific advances into healthcare, and undertaking research, development and innovation*
- *providing performance and quality assurance, risk management and clinical safety design and management*
- *teaching, training and providing a specialist consultancy and clinical advice service to other clinicians with respect to all of the key functions above.*

The healthcare science workforce plays a critical part in delivering healthcare. More than 80% of all diagnoses are reached with a contribution from healthcare scientists.

Careers information can be found at
www.nhscareers.nhs.uk
or contact ***www.nwhcs.nhs.uk***

WOMEN INTO SCIENCE ENGINEERING AND CONSTRUCTION (WISE)

The WISE vision is to have ...Most young women understanding science, engineering and mathematics, and many choosing it as a career.

The WISE campaign collaborates with industry and education to encourage UK girls of school age to value

and pursue STEM or construction related courses in school or college, and to move on into related careers.

Smaart Woman has taken a look around the wise website www.wisecampaign.org.uk which encourages and stimulates young women into thinking about STEM careers. We are very grateful to wise, Victoria, Amruta and Kathryn for allowing us to use their profiles.

VICTORIA TURNER MANAGEMENT TRAINEE CURRENT POSITION ON SITE: ASSISTANT SITE MANAGER.

Did you always want to be in the profession you are in?

My dad was a site manager when i was little and i absolutely loved his job. I always tried to go to work with him as much as i could. He later went back to general builder and i laboured for him and a few other sites during which time i learnt to plaster, tile and fit kitchens among varius other trades. From this i decided to pursue a career in house renovation and interior design but whilst continuing working with dad i grew more and more interested in the building industry.

What subjects did you study at school?

At school i studied Science, Maths, English, English Literature, Art and design, Textiles, German, Geography, RE, PHSE and PE. I then studied for a national diploma in 3D design at Writtle college where i gained a place at Kingston University to study Construction Management.

Do you have any specific role models/ mentors that influenced you into what you are doing now?

My dad has been a heavy influence in my career choice and a terrific role model. He's always extremely helpful with uni work and i still love going to work with him because i learn so much. I also work very closely with the three site managers on the site, two of which i have been working with for over a



year. They are all so different but we make a great team and i learn so much from them.

What difficulties have you encountered along the way that you had to overcome?

The major difficulty for me was actually getting a job in the industry. I came out of uni with fantastic grades and lots of experience yet struggled to even get an interview with any of the major contractors. I managed to eventually get a few positions including Willmott Dixons, RG Group and MACE but i chose United House as i felt i could fit well into the company and thoroughly enjoyed the whole interviewing process.

Do you find it difficult being mainly in a 'male dominated' job environment?

Some parts of my job can be difficult as it can sometimes feel very intimidating when you have to deal with men on site all of the time. It can also be very helpful to get a females perspective on things and i feel i bring a great deal to the team.

How do you see your work affecting other people's lives?

The job i am working on with United House is a residential

care home and I am extremely proud of what we have turned out. I know that we are giving our clients a building built to very high standard and the finish is terrific. Construction is a major part of people's lives and therefore everything that we build is going to have a heavy impact on the people around us.

AMRUTA CHANDORKAR

Hi Amruta, did you always want to be in the profession you are in?

When growing up, education was a major factor in my life. Construction is not the first thing I imagined myself doing. Coming from an Indian family picking a degree in medicine or engineering is a norm and highly praised by other members of the family.

What subjects did you study at school?

At school I studied English, Mathematics, Science, Geography, Textiles, German, ICT, RE. I left after my first year of sixth form. This allowed me to go to college where I studied and AVCE in ICT and AS Mathematics and Physics.

Do you have any specific role models/ mentors that influenced you into what you are doing now?

No, I didn't have specific role models which influenced me into what I am doing. I went through my first 2 years of University picking things up.

Now that I have gone through a year's placement I have seen many faces, and I do look around and think to myself how I want to be just as good or better.

What difficulties have you encountered along the way that you had to overcome?

The major difficulty for me was actually settling into the industry. It was a huge shock. I didn't have any experience when I started, I was hoping what I learnt so far at University would help. Once I settled in everything was great, I never looked back.

Do you find it difficult being mainly in a 'male dominated' job environment?

Did you ever imagine you'd be doing this job early on in your school years?

This job is one that is not really promoted as a 'dream career' particularly to women but I think it should be. There is absolutely no reason why a woman can't do this job just as good as men if not better!



For me it was, but then you have to be strong minded. However, at times it can be very intimidating and at other times I don't even realize that I'm the only woman around the meeting table!

How do you see your work affecting other people's lives?

Construction is all about team work. You have to make sure that you meet deadlines so that the progress doesn't fall behind. There will be times when other colleagues need help with their work and your input will make a huge difference to the production level.

The construction/civils industry on the whole is here to build or improve buildings, bridges and other services which affect our day to day life. Being a part of such an industry is amazing.

Did you ever imagine you'd be doing this job early on in your school years?

I didn't to be honest. I would love to tell other girls and young women what the construction industry has to offer. It's so different and I am very proud to make a difference in such a male dominated industry. I look forward to see more women picking a profession in construction or engineering.

INSPIRATIONAL WOMEN

KATHRYN MULLINS

We quizzed Kathryn regarding her job as Design Engineer at a reputable firm: Komatsu UK

Here's what we discovered...

A Design Engineer at 26 years old. Wow! How did you even begin your career?

After completing my GCSE's I joined the sixth form and studied A-Levels in Maths, Technology and Physics. In September 2000 I went to Loughborough University and studied a degree in Manufacturing Engineering and Management.

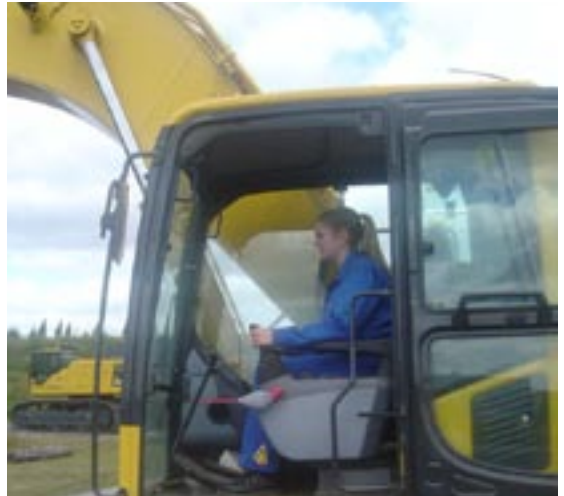
How did you get into working with Komatsu UK?

As part of my degree I spent a year working at Komatsu in the Design department. During my placement I was given a real project to work on alongside Engineers which allowed me to gain an insight into working as a Design Engineer.

Komatsu then offered me sponsorship for the final year of my degree and offered me a job on the Graduate Training Scheme providing I completed my degree to a certain level. In June 2005 I graduated with a BEng Honours Degree in 'Manufacturing Engineering and Management' and a 'Diploma in Industry Studies' for the time I spent working at Komatsu. I then joined their graduate training scheme.

Have you been able to travel with your work?

I have regular contact with people from different Komatsu plants across the world. I have also had the opportunity to travel to Austria and Italy with work. The trip to Austria was to visit a customer job site and the visit to Italy was to the Komatsu factory to provide support for a machine build which my team designed. I enjoy working as a Design Engineer because every day is different and challenging in a different way.



Can you describe a typical day..in a nutshell?

A working day starts at 8am and finishes at 4.45pm with half an hour for lunch at 12.30. I start the day by checking my e-mails. I then check my diary for meetings and the list of jobs I have to do. Once a project has been set, and jobs allocated within the team, it is up to me to manage my own time to meet deadlines and keep to schedules.

I usually spend some time during the day using 2D CAD and 3D ProEngineer packages to produce models and drawings. I use excel to produce test requests, spreadsheets and calculations. I sometimes work in the test centre for part of the day, providing support to the Test Engineers for our machine testing. Each day's work varies depending on the project schedule.

What different areas have you worked in that have helped you get where you are today?

I spent 3 years working in different departments gaining an insight into the company. I spent time working in Purchasing, Logistics, Quality, Service, Test centre and Design departments. In July 2008 I completed the Graduate Training Scheme and was promoted to Design Engineer. I am currently working as part of a small team within the Design Department, working on a consigned development project with Komatsu Italy. I have enjoyed the variety of work I have been involved in and the different challenges each job brings.

PRODUCT MANAGEMENT

The Art of Project Management by Siobhán Murphy. Got a major project around the corner? Not sure how to tackle it? Siobhán Murphy is a qualified Project Manager with Network Rail. Here are her top business tips on how to manage the most mammoth of tasks.

It was once said that 'the world responds to action and not much else.' In order to successfully deliver business needs in the complex and competitive modern world it is crucial to have a flexible and responsive business strategy and system in place with which to manage projects. Like any human undertaking, be it a business venture or otherwise, projects require effective management, a project being the creation/improvement of something, essentially turning inputs into outputs

through a series of tasks and activities. A fitting method of managing such a process is through applying the discipline of project management. Project management entails a process consisting of a series of actions that can be followed which help address important fundamental questions prior to getting started on any major works. By planning, organizing, managing and integrating resources, project management ultimately establishes structure and focus within a project environment in which specific project goals and objectives can then be delivered within common project constraints, often referred to as the 'Project Management Triangle,' traditionally comprised of three key factors – time, cost and quality.

Involving various tools and techniques, project management helps maximize performance whilst ensuring optimum results when delivering projects. When aiming to

achieve project deliverables it is essential for a project to have an appropriate leader, a committed team, a viable action plan and, most importantly, the ability to change and adapt since the environment in which projects emerge is in a constant state of flux where flexibility is often a critical success factor.

Whilst various approaches to project management exist, the most straightforward and well known is the traditional approach comprised of five key stages, outlined below.

1. Initiation

Establish a vision/definition for the project by determining the nature and scope of the project in the context of the business environment, achieved by bringing together the core team members and those with close interests in the project known as the stakeholders.

2. Planning/design

Develop a plan of when works will be completed and carry out design works so that the final product satisfies the requirements of the client/stakeholders.

3. Execution

Deliver the works in line with the project requirements and vision within the constraints of time, cost and quality – this



requires effective management and coordination of both people and resources.

4. Monitoring/controlling

Assess how the project fairs against the project objectives and targets – specifically those that make up the aforementioned 'Project Management Triangle.' Progress reports and milestones assist with measuring progress in order to overcome any potential problems/threats.

5. Close-out

Finalize all activities to formally close the project after the client is happy with the final deliverable and accepts it.

Employing project management and its relative tools and techniques as outlined above can increase the chances of bringing about significant noticeable effects such as completing projects on time, within budget and to the desired quality. Additionally, utilizing project management can bring wider project benefits such as more effective management methods, greater involvement of the client and/or stakeholders, better development of the team, more effective communication and the ability to learn from mistakes made, which is particularly useful for future projects.

NAME: CHRISTINE

JOB TITLE:

INFORMATION ASSURANCE CONSULTANT

So, what does a typical day at GCHQ look like?

"Here comes the first cliché, there really isn't a typical day. Especially for me. I work a four day compressed working week. That means that the first day back after involves a lot of catching up! I normally wake myself up with a nice cuppa while I catch up with my manager about the week ahead. This morning, I spent a few hours redrafting a document I had submitted that needed to be with a customer by midday. No sooner had I hit the 'send' button than I overheard a conversation (I'm always doing that, open plan offices, great for an earwigger like me). I couldn't help but join in and add my thoughts. We have lots of informal chats like that. It's great for knowledge sharing. Tomorrow I'm doing a presentation to a government department. The day after I am working on a document detailing a new secure PDA. Variety isn't the word!"

It sounds like a dream job. What are the best bits?

"I just love new technology. At the moment I'm doing a lot of work on mobile security. The idea is to allow government customers to



use classified data while on the move. The training is intense and fascinating. I've had classroom lessons, but I also went to a hackers' conference in Berlin last year. It's all about being one step ahead."

Tell us more about the environment

"Well, the building is pretty big, but I work in a relatively normal open plan office. I say 'relatively' the subjects we talk about are often pretty technical but that's what excites me. The local area's also got

loads to offer. There's a great mix of town and country, so pretty much whatever you're into you can still enjoy. Whether that's hiking boots or kitten heels, real ale or kir royale."

And the company benefits?

"Again, variety is the buzzword. Flexi-time, excellent holidays, there's even a play scheme for young children. Everyone here is busy and works hard – so it's only right that we are all looked after properly."



INVESTORS
IN PEOPLE



it's an interesting world

**Arms dealing, military conflict, online fraud,
money laundering, computer hacking, drugs
smuggling, organised crime, terrorist activity.
A woman's work is never done.**



Careers in British Intelligence | Based Cheltenham
£competitive + benefits

The work of the intelligence services is never done. Facing complex technical challenges, in an ever changing world, we're always looking for adaptable individuals who can cope well in a crisis and deal effectively with whatever comes their way. Needless to say, women (and some men!) fit the bill perfectly. Our interesting work, flexible working and professional development means there's one task you won't have to worry about. And that's finding a satisfying career. Find out more on our website.

www.careersinbritishintelligence.co.uk

Applicants must be British citizens. GCHQ values diversity and welcomes applicants from all sections of the community. We want our workforce to reflect the diversity of our work.

ENGINEERING IN THE ROYAL AIR FORCE

Whether in the skies above Britain, or in airspaces around the world, it is our job to protect the United Kingdom against any form of threat. We also act as a force for good in the world – by working to strengthen international peace and security.

In trouble spots around the globe, the Royal Air Force helps police the skies and maintain the UK's role in the international arena. Overseas, we enforce international law, whilst bringing aid and protection to the victims of disaster and war. At home we're the defenders of UK airspace, while in our mountains and around our coastlines we provide a lifeline to the many who count on us in times of emergency.

RAF operations, in the air and on the ground, rely on up-to-date technology, from some of the fastest aircraft in the world to cutting edge communications electronics. That technology is the responsibility of our teams of Engineers and Technicians. They make sure that the equipment is looked after and repaired so that it is always ready to use whenever and wherever it is needed.

Some of our teams maintain the aircraft so they are ready to fly at a moment's notice. Others work on the sophisticated communications and IT systems that allow us to control air operations whether in combat or on Search and Rescue missions. We also need to look after ground support equipment such as vehicles and



power plants, and safety equipment such as parachutes and ejection seat components that could save lives.

All RAF Engineers and Technicians have real technical skills. Engineer Officers will have an engineering or computing degree. Technicians can join after gaining GCSEs in English, Maths and a science/technology-based subject. At whatever level

someone joins, specialist training is provided by the RAF that has recognised value to civilian employers.



www.raf.mod.uk/engineeringexcellence

FLIGHT LIEUTENANT KIRSTY MOORE **RED 3**

Flight Lieutenant Kirsty Moore, 31, was born and raised in Lincolnshire. She attended Stamford High School, before studying for her Masters in Aeronautical Engineering at Imperial College, London. A Flying Scholarship granted by The Air League Educational Trust launched Kirsty's flying career and she subsequently became a member of the London University Air Squadron before joining the Royal Air Force in 1998.

Following her flying training, Flight Lieutenant Moore spent three years as a Qualified Flying Instructor, teaching students how to fly the advanced fast-jet trainer aircraft at Royal Air Force Valley. Kirsty was then posted to XIII Squadron, based at RAF Marham, where she flew the Tornado GR4, serving on two operations in Iraq in support of coalition ground forces. In September 2009 Kirsty joined the world famous Royal Air Force Aerobatic Team, the Red Arrows, where she will fly as part of the 2010-2012 display team, enthralling millions with their exhilarating manoeuvres, demonstrating the skills and excellence of the Royal Air Force, promoting British industry and contributing to defence diplomacy. Kirsty was not the first female pilot to apply to be a Red Arrow. However, she was the first to make the prestigious applicant 'shortlist' and subsequently be selected to join the team. Looking to the future, there is every chance that there will be more female Red Arrows pilots.



Kirsty said:

"Having the opportunity to represent the Royal Air Force is a great honour, and I am delighted to have been selected for that role. It is certainly a major personal achievement for me – just as it is for every pilot that is chosen for the team.

"Becoming a Red Arrow gives each pilot the opportunity to demonstrate the professionalism, quality, leadership, team work, motivation, commitment and camaraderie of the Royal Air Force to audiences all over the world."

www.raf.mod.uk/engineeringexcellence

FLIGHT SERGEANT KAREN PINNION AIRCRAFT TECHNICIAN

Flight Sergeant Karen Pinnion attended Alderman Callow School and Community College in Coventry before studying for an OND in Engineering Technology. She went on to complete an HNC in Mechanical Engineering and has since received a BSc (Hons) from the Open University.

Karen joined the RAF in 1983 as an Aircraft Propulsion Mechanic; on completion of her training her job was the maintenance and repair of aircraft engines. She served at various locations across the UK and in Germany working on various aircraft including Helicopters, Hercules, Tornados and Jaguars. Karen progressed through the ranks and achieved promotion to Flight Sergeant in January 2010. She is currently at the Defence College of Aeronautical Engineering, Cosford where she is responsible for the management of all training requests from International Defence Training.

Throughout her time in the RAF, Karen has competed at Netball, Hockey and cross-country. She has also organised expeditions to Colorado, Italy, France, Austria and Germany for skiing, sailing, walking and climbing.

Karen maintains that it was inevitable that she would join the RAF, as her father had served and he would tell her that it was the most enjoyable time of his life. She had always been interested in science and engineering and while at school she had been given



the opportunity to take part in a workshop specifically for females with an interest in engineering, which confirmed her ambitions.

Karen says:

"The RAF has given me the opportunity to fulfil my ambition to work in an engineering environment, travel and see the world and do my bit for Queen and country".

Her advice for those that join is:

"Maintain a sense of humour and give your best. Get involved, join clubs, get what education you can and most of all enjoy yourself. Having served for over 26 years I have no regrets about joining the RAF and I have tried to ensure that I have made the most of what it has to offer".

Ordinary people... doing extraordinary things.



Extreme speed, precision control and superior performance rely on the best possible combination of technology and teamwork. Whether the machine you're responsible for is a racing car doing 200mph or a jet fighter pulling 9G, the stakes are high and there's no margin for error. That's why the RAF recruit and train the very best people and expect nothing less than Engineering Excellence. To find out more about joining our team, visit www.raf.mod.uk/engineeringexcellence or call 0845 605 5555

official partners



 **ROYAL
AIR FORCE**
engineering excellence

WOMEN IN ACCOUNTANCY

DO YOU WANT TO BE A SUCCESSFUL WOMAN IN BUSINESS?

Then consider a career in chartered accountancy as it is an ideal choice for females wanting a successful and rewarding career. The ACA qualification from the ICAEW can help you achieve your career ambitions.

What is chartered accountancy?

Today's chartered accountants play a central role as business advisers to a company or client for whom they work. They make key decisions involving guidance on marketing, economics, management and information systems to name a few. This wide-ranging knowledge and skills set means that chartered accountants are highly valuable to a huge variety of organisations. They train and work in any business sector and play a central role in a company's performance.

What is the ACA?

To study for the ACA you need to secure a training contract with an ICAEW authorised training employer. The training contract is an agreement between you and your employer and is a combination of paid work

experience and study. There are over 2,000 ICAEW authorised training offices of all sizes throughout the world.

To train for the ACA, you will need to meet some academic entry requirements. Our suggested minimum entry requirements for the ACA qualification include;

- a 2.1 or first class degree in any degree discipline (or equivalent) if you decided to go to university.
- a minimum 260 UCAS tariff score (some employers expect a minimum 300 UCAS tariff score)
- two A-levels, or equivalent qualifications, in any subject (not including Maths)
- an A or B in GCSE Maths and English

Successful women in accountancy

Women are now edging their male peers off centre stage when it comes to qualifying as ACAs. According to Accountancy Magazine (July 09), not only are the numbers of females gaining training contracts up to 41% of the total ACA trainee intake, but they regularly outclass the boys with their exam results. In the ICAEW prize giving ceremony in March 2009, six of the eight prize winners for the Professional Stage examinations were women.

As an ACA chartered accountant there are so many career opportunities available in practice (firms of chartered accountants), the public sector, not-for-profit and commercial organisations and once you qualify you can work in areas as diverse as fashion, retail and management.

After graduating from University you can go straight onto a three year training contract with an authorised training employer to study for the ACA qualification. Should you choose not to go to university there is the opportunity to train directly after your A-levels or after the AAT (Association of Accounting Technicians) qualification via the AAT-ACA Fast Track. The only real difference is if you choose to start training straight from school is that you will take the first step on an exciting career ladder sooner than people who have chosen to go to university. This provides you with lots of opportunities and responsibility at an early stage in your career.

Ladies...do you have what it takes?

To find out if you have what it takes to become an ACA why not come along to our ICAEW Women in

'During my ACA training, I have been able to look through the lens of the fashion industry, to understand what drives world-renowned fashion forwards. Combining my personal interest in fashion with my work has been thoroughly enjoyable and has given me an insight into this unique and exciting sector.'

Vicky, ACA, Baker Tilly.


Accountancy event in November. You will gain an insight into the diverse and rewarding careers available as an ACA. The day will introduce you to the ACA qualification and the benefits to your future career.

You will learn how to assert yourself in your career through workshops and activities and hear from our guest speakers delivering sessions on assertiveness and personal branding. Our authorised training employers will also be giving talks on interview skills and application tips. You will have the opportunity to network with leading ACA training employers, recent graduates and women in the business and accountancy profession, who can give you insider tips on how to succeed in this interesting career.



Julia,
Graduate trainee, RGL Forensic Accountants & Consultants LLP

There are so many firms from all sorts of industries specifically recruiting ACAs at highly competitive packages – the world really is your Oyster. There is literally a job for ACAs in (nearly) every country. I can't think of any other qualification that is so diverse.



Frances,
Associate, Audit and Forensics Services, PricewaterhouseCoopers LLP

I chose to complete my ACA training contract in Manchester as I love the City, and as there were around 40 graduates due to join at the same time as me, I felt that I could develop a good network of friends whilst still working within a relatively small peer group.

There will also be the chance to win a new 'designer' suit ready for your first interview.

Entry Requirements: Undergraduates from any degree discipline with at least 280 UCAS points.

When: Monday 22 November 2010

Where: Chartered Accountants Hall, Moorgate, London

Time: 09:00am – 17:00pm

To register your interest, complete the delegate form online (**icaew.com/careers**) and send it to **women@icaew.com**

Details of training opportunities available in the UK and internationally are available via Training Vacancies, which can be found at **icaew.com/careers**

Now here's your chance

Find out more....

T **+44 (0)1908 248 040**

E **smartwoman@icaew.com**

icaew.com/careers



**THE INSTITUTE
OF CHARTERED
ACCOUNTANTS**
IN ENGLAND AND WALES

WOMEN IN BUSINESS

HAVE YOU GOT WHAT IT TAKES TO BEAT THE COMPETITION?

There's never been a more challenging time to graduate and embark on a new career. That's why a Certificate in Finance, Accounting and Business (CFAB) could make all the difference when it comes to clinching your perfect job.

STAND OUT FROM THE CROWD

Competition for jobs is intense and employers are increasingly on the look out for ambitious individuals who can demonstrate their passion and aptitude for a role in their chosen profession.

The Certificate in Finance, Accounting and Business is the ideal option for anyone who wants to get ahead in their career.

You can gain an essential understanding of business fundamentals before you graduate which could give you an edge over other job seekers when it comes to interview time.

WHAT WILL I GAIN FROM STUDYING CFAB?

CFAB is an internationally recognised qualification from the ICAEW. Anyone can study for CFAB regardless of degree course or experience – in fact you don't even need any formal academic qualifications or grades to register.

CFAB is a great way of keeping your options open. The knowledge you gain could be useful in any industry or business sector, so you'll be able to apply your learning wherever you go and whatever you decide to do.

There are only six modules to complete which means in many cases, you could be awarded the Certificate in less than 12 months. CFAB will enhance your CV and potentially give you a vital edge over other job candidates.

HOW IT WORKS

CFAB is made up of six modules: business and finance;

'I recently completed a degree in social sciences, in order to make the jump from social sciences to working for an organisation I want to show my employer that I am aware of global issues and that I possess basic skills in business and accounting principles, this is why I have decided to study CFAB. I also want to show my commitment and motivation by taking the self-study option. The business principles that I will learn through CFAB will help me do this.'

Agnieszka Karolina Stankiewicz,
CFAB Independent Student

management information; accounting (compulsory); law; assurance and principles of taxation.

These are the same as the Professional Stage knowledge modules that form part of the ICAEW's premier accounting qualification, the ACA, and so CFAB can be used as a stepping stone in terms of future career development. They can be taken in any order and credit for prior learning is available for up to five modules.

CHOOSE HOW YOU WANT TO LEARN

CFAB offers a flexible learning structure which means it's ideal to take alongside your degree or during your placement year. You can even study while you're away if you decide to go travelling or while you look for a job after graduation.

You can learn at your own pace through self-study or classroom-based tuition at approved locations throughout the UK and abroad. All assessments are computer-based and last 1.5 hours. You decide when you are ready to take them so you can fit CFAB around your existing exams or workload.

Find out more

To register or to find out more,
visit icaew.com/cfab
Or call +44 (0)1908 248 040

TURNING THE TABLES

Job interviews are a two-way process, but most people focus on convincing the interviewer they're right for the job. This is important, but so is arming yourself with a number of questions that'll help you find out more about the interviewer - your potential boss. With 56% of people leaving their jobs because they don't get on with their boss - according to a survey by Talent Management consultancy DDI - to do this is in your best interest. After all, you want your first foray into the world of full-time graduate employment to be fulfilling and not frustrating. Having said all this, what you should avoid is subjecting your potential boss to a grilling. So here's how to interview a boss effectively.

1. Prepare

Spend some time before the interview thinking about the kind of boss you could work well with. Remember previous bosses you've had during part-time roles and career related work experience. Which ones were great and which ones were awful? If climbing up the career ladder quickly is important to you then you'll need to find out how many of your potential bosses' team members have been promoted in the last three years and what role they played in their rise.

2. Build rapport

You can achieve this by smiling, nodding and matching and

mirroring your interviewer. Match and mirror your interviewer's voice, body language and gestures, suggests NLP trainer Andy Harrington. "If someone speaks in short, sharp bursts do the same. If they have their legs crossed, cross your legs," says Andy.

At the start of the interview, your priority should be to position your chair so that it's at a 45 degree angle to the interviewer. "Sitting directly opposite makes the interviewing process confrontational and if someone is directly facing you and you ask a question you'll have to look away, which can be off putting for the interviewer. When you're matching and mirroring it's impossible to disagree. If the person starts to get out of rapport you'll know you've experienced resistance to your question, so what you then do is match and mirror them again.

Matching and mirroring is important because people like people like themselves."

If you're being interviewed by a panel seek out the "rapport leader". This person is not necessarily the one who poses all the questions, but probably the one with the most influence. You'll know who she is by observing who the other panel members are mirroring and matching.

Simon Mitchell



3. Seize opportunities

If you listen carefully to the interviewer, you might get some idea of her leadership style and you could find out more by posing the right questions. If, for example, she mentions that the company recently underwent big changes, you could ask her how she managed the changes and communicated them and their impact to her team. "The reaction you get will depend on how comfortable they are with their leadership style," says Simon Mitchell, a director with Talent Management consultancy DDI, which specialises in leadership. "If you're being interviewed by somebody who takes their responsibilities as a leader seriously, they'd be pleased you're checking you're the right fit for the company."

4. Watch the interviewer's body language

"Slip in a probing question when your interviewer's body language is open and relaxed - arms unfolded, making direct eye contact and smiling," says Judith Verity, author of *Succeeding at Interviews: How to give great answers and ask the right questions* (How To Books). "You're more likely to catch the interviewer in this state towards the end of the interview, especially if you've put some effort into establishing good rapport throughout the interview."

A question worth asking at this stage is, can I join one of your team meetings? "Few managers would

say no unless they have something to hide," says Simon. "The hallmark of a good leader is one who seeks and accepts feedback and this is what you should look out for if you're given a chance to sit in a team meeting.

Also look out for the techniques she uses to get the team working well together."

5. Give a reason for asking

Do this at the end of the interview when you'll have an opportunity to pose more questions. "You could say something such as: "Is it OK to ask you a few questions in order for me to know that I can fully commit to this organisation?" says Simon.

She reckons the following questions are worth considering: Can I shadow a member of your team? If I had a chance to talk to some of your team members, what would they say about your strengths and weaknesses?

6. Work out how many questions to ask

This will depend on the responses you receive. If they don't reassure you, ask more. "A good boss would be delighted you've asked questions. What you don't want is someone who wants to shield you from the people working for the firm and the info that might leak out," says Simon.



JTL OPENS THE DOOR FOR CAREERS IN THE BUILDING SERVICES ENGINEERING SECTOR



Women wanting a more challenging and diverse alternative to working in offices and shops are choosing to complete an Advanced Apprenticeship (AA) in the building services engineering sector, where their skills will always be highly sought after.



JTL, the leading training provider to the building services engineering sector, offers AA's in electrical installation; plumbing; heating and ventilating; engineering maintenance and; motor rewind. It is an ideal entry route into the sector for young people aged 16 to 24, irrespective of ethnicity, race or gender.

Increasingly women are turning to work-based learning as another route to start a career without going to university. An apprenticeship takes approximately four years to complete and is divided between theory elements at college and practical experience on site with an employer, whilst earning a wage from day one.

A JTL AA is fully approved by the Government and leads to a highly regarded and industry recognised National Vocational Qualification at Level Three. The knowledge gained from an apprenticeship can lead to supervisory and management positions, working oversea and starting up a business.

Recently qualified electrician, Leanne Bateman, 23, was the first female apprentice to be recruited by Yorkshire based LJ Monks Ltd. She made great progress with her JTL AA in electrical installation and has been nominated for several industry awards.

Leanne said: "I wanted a job that would be varied, hands on and open doors for me in the future, so I

decided to become an electrician. I'm enjoying every minute and getting a great deal of support from my employer and JTL.

"My colleagues completely accept me, they treat me like I'm one of the team and the fact that I'm a girl doesn't come into it. I don't get special treatment because of it, but I don't get any stick for it either. I certainly don't have any regrets about my chosen career and wouldn't hesitate in recommending it to anyone."

For more information call free phone **0800 0852308** or email enquiries@jtltraining.com



Apply online now at
www.jtltraining.com

WOMEN INTO CONSTRUCTION

Building the new venues, infrastructure and facilities that will host the London 2012 Olympic and Paralympic Games is the catalyst for the regeneration of London's East End. It has given the Olympic Delivery Authority (ODA) a genuine opportunity to influence the construction industry, particularly in terms of equality, inclusion, employment and skills.

We are working with our contractors on their approaches to recruitment and retention, and encouraging the sector to diversify its staff, by increasing the number of women, disabled people and people from black, Asian and minority ethnic communities working on the Olympic Park.

To help make this happen, the ODA has established the 'Women into Construction' project, to get women into work on the Olympic Park, create a more inclusive work environment and challenge existing perceptions and stereotypes about women who work in the industry.

Challenges and chances
Women currently represent around 11 per cent of the construction workforce in the UK. Most of these jobs are office based, with only two per cent of women in manual trades.

Some of the barriers to women working in the industry include working hours, the perception of a male-dominated workplace and limited access to experience that will enhance qualifications that many women have already acquired.



Funded by the London Development Agency (LDA) and ConstructionSkills, Women into Construction is taking positive action by promoting Olympic Park job and training opportunities to women. We are targeting women who are interested in the industry and making sure contractors on the Park have opportunities to recruit suitably qualified women, or provide work placements.

We are also providing post-employment training, and, importantly, supporting women on

the site to improve retention, career development and work placements. The Employment & Skills Managers who run the project provide women with access to CV and interview-skills workshops, and pre-employment training so that they are job-ready. The training is free and covers a range of construction trades and qualifications up to NVQ level 2. Mentoring is also available.

The project is having a positive impact: at the end of December 2009, six per cent of the contractor workforce were women, with 3.1 per

ANNA-MARIE FERGUSON, SENIOR GRADED ADULT ELECTRICAL TRAINEE



'My training course has been wicked and I have a great tutor. Working on the site is an added bonus, especially because I work with a wonderful bunch of people who are very supportive and, more importantly, are a good laugh.

'The Games only come along once in a lifetime and have given me what I needed – a job!'



KERRI CHAMBERS, BRICKLAYER

'While at college I was the only woman on the bricklaying course and wanted to prove to all the men that I was just as capable as them. At first it was to prove a point, but I really enjoyed the training and ended up top of the group!

'Now that I'm working on the Olympic Park, other workers come up and talk to me because they think it is unusual to see a girl doing this type of work. I love it and of course I'm learning a lot, but mostly about myself and what I can achieve. I like being a female bricklayer knowing that one day I can say – "I helped to build the Olympic Park."'

cent of women involved in manual trades. A total of 332 women have benefitted from employment support since the start of the project. The contractors have been regularly

impressed by the calibre of women that they have encountered on the Olympic Park. Everyone on the site comments on the great working environment and the

added value that women bring. In November 2009 we received the Women into Science, Construction and Engineering (WISE) Partnership Award from HRH Princess Royal.

We'd love to hear from you

For more information about the London 2012 'Women into Construction' project, please visit

london2012.com/skills or email [info](mailto:info@london2012.com).

EITeam@london2012.com

STUDENT CARER

Looking after a sick relative and doing the school run is part of daily life for Tammy Bailey, a 19 year old University of Bedfordshire student. Smart Woman caught up with the busy teenager during a break from her hectic schedule

Tammy Bailey is a carer. Carer is a label Tammy didn't identify with until a few years ago, even though she's been looking after her mum Sue, since the age of seven. Sue, who is diabetic, had a brain haemorrhage at the time. Since then, she's had seven strokes and regularly has epileptic fits. Sue is 46.

"After my mum had a brain haemorrhage she had to learn to walk, eat, read and write again," says Tammy, who has two older and two younger siblings. "When I was seven I used to show her how to hold things such as cutlery or a pen, and read my schoolbooks to her so that she would be able to read them too.

"My mum and dad lived together at the time and the whole family chipped in. I always wanted to go to university, but at the time I thought, 'Family is more important - I can do uni when I'm 50,'" says Tammy, who wants to become a primary school teacher.

Fortunately Sue's health improved and so Tammy embarked on a degree in childhood and youth studies in October 2008.

Tammy's daily schedule would overwhelm most 19-year-olds. She wakes up at 6am and gets ready, before getting her two brothers, one aged eight and one aged two, up

and ready for the day. After breakfast she takes her eight-year-old brother to school, and then goes to university for lectures. At 3.15pm she picks up her brother from school and goes home to help her mum cook the dinner. Then she helps her brother with his homework, before doing the housework. Finally she spends time with her mum before studying at around 10.15pm. At midnight she goes to bed.

"Caring is for 24 hours a day. I don't really switch off from it," says Tammy. "Twice a week or more my mum has epileptic fits during the night. I let her have her fit then get up to make sure she's alright or give her a glass of water. Sometimes I may get stressed

or really worried, especially when mum gets ill, as I want to make sure she's okay and getting the best care.

Tammy's father and older brother and sister, aged 22 and 26 respectively, live close by and help out sometimes, but full-time care is her responsibility. "They have busy lives, so there is only so much they can do."

Does she miss the carefree existence of student life? "I go to the pub sometimes, but some students want to drink every night and that's not something I want to do. I prefer to watch DVDs at home with friends or at their homes."



Tammy is supported by The Hub, a carers project for 16 to 21 year olds, run by Carers in Bedfordshire. Tammy's school introduced her to the organisation and thanks to it, she managed to get a full maintenance grant of £945 a term.

Robert Cunningham, project co-ordinator at The Hub says: "We provide support for carers making the transition from child to adult services, when the focus of their needs change to higher education and employment. "We strive to ensure that the practical and emotional needs of young carers are met so that they are able and motivated to engage in education and work opportunities."

Support in the community is indispensable since caring reduces the likelihood of 16-21 years old studying. It also reduces their chances of working full or part time. Like Tammy, many carers choose

to study at a university close to their home for practical reasons. But others may study further from home if they have other relatives who can carry on the caring role during term-times.

Are you a student with caring responsibilities? For information on support that is available in your local area, contact The Princess Royal Trust for Carers on **0844 800 4361** or visit: **www.carers.org**

Carers Week - seven days of nation-wide events and activities to highlight and celebrate the contribution carers make takes place from June 14-20 2010. For more information visit **www.carersweek.org**



INTERNSHIPS WITH MOUNTBATTEN INSTITUTE

By Adeline Iziren

For many recent graduates paid work experience abroad amounts to no more than pulling pints in a bar or teaching English in an exotic location – if you're lucky. But if you're really lucky you can gain structured graduate level work experience abroad in a top company. Every year the Mountbatten Institute gives over 300 graduates a chance to do just that – in New York.

Junior business analyst, paralegal and personal assistant are just some of the roles filled by Mountbatten interns in New York. The Mountbatten Institute has more than 100 company clients and they include Citil, Breast Cancer Research Foundation and Goldman Sachs.



"All of our roles are administrative in nature and office-based," says Vikki Hedges the admissions manager at the Mountbatten Institute. "They are designed to give our interns an introduction to international business, whether they are working in a law

firm, graphic design studio, investment bank or charity.

"We have a small proportion of media related roles which provide our interns with unique insight and exposure to that particular industry, but the responsibilities and tasks remain administrative."

Despite the recession, business is booming for the Mountbatten Institute with companies making enquiries and signing up to the programme all the time, says Vikki.

The internship in New York lasts for one year and is combined with a postgraduate certificate or MBA in International Business Practice. To be eligible for the programme you need to be a graduate with at least 12 months work experience gained before or after you leave university. You also need to be aged 21-26.





Case Studies:

Lisa Kenrick, 29

Lisa Kenrick, 29, works in central London as a producer for Whitehouse, a film editing company specialising in commercials and pop videos. Lisa initially did a Mountbatten internship at the company's New York office for a year back in 2002.

"I applied for the internship because I wanted to live in New York and do a proper job rather than waitressing," says Lisa Kenrick, who stumbled across the Mountbatten Programme while trawling the internet.

Lisa, who worked as a receptionist for Whitehouse in New York, was not sure which career path to pursue even though she had done a journalism degree and gained work experience on a local paper and in a television production company.

The New York internship went well and Whitehouse decided to keep her on. Initially, a position was created for her that involved doing whatever was needed, and then a position as an associate producer came up. Lisa's current role as producer involves negotiating deals and ensuring the process of making commercials and pop videos runs smoothly.

"I wouldn't have known this job existed if it hadn't been for the Mountbatten experience," says Lisa. "I plan to stay at Whitehouse as they really look after me and there are opportunities to work in the offices in Chicago, Los Angeles and New York."

Kubi Speimnger , 31

worked as a sponsorship assistant with a financial events management company during her year on the Mountbatten programme in 2001. Now she runs her own business The Sisterhood Media Group, (which includes the Sisterhood TV Show on Sky, The Sisterhood Radio Show and Sisterhood TV Online www.sisterhoodtv.com). Her considerable success prompted BlackWeekly.com to dub her 'the UK's Oprah'

Kubi's journey to the top has been an exciting one. While working as an intern in New York, Kubi spent her weekends and evenings freelancing for Blue Flame, P Diddy's marketing company. "I got the work through my brother's friend, who was working for his other company, Bad Boys," explains Kubi.

Although Kubi wasn't paid to work for Blue Flame, the experience she gained over a period of a year, paved the way for an international career helping to organise music events, including Justin Timberlake's 2003 European tour. She went on to work as a project manager for the Music of Black Origin Awards (MOBO), before launching her own business.

Kubi is very grateful for the opportunity to work as an intern sponsorship assistant, through Manhattan Institute.

"My role taught me how to effectively manage the message of any particular brand and deal with huge budgets," recalls Kubi.

"We do accept applications from older graduates, however the design of the programme, with its focus on post-university personal development, makes it generally unsuitable and unappealing to graduates with substantial work experience," explains Vikki.

Former Mountbatten interns have found that the programme has opened doors to rewarding careers in the UK or US. Rebecca Evans, 24, was a project management support intern for publishing house McGraw-Hill in New York until May last year. After a short period working in a similar role for a digital cinema company in London, the English graduate is now pursuing a career in teaching.

Simran Bai, 27, began working as a business analyst for UBS back in September 2006, several months after graduating from university. Nearly four years on she's still in the US, working for an executive search company. "It was definitely a character building experience," says Simran of her Mountbatten internship. "I would highly recommend (it) to those who have a large appetite for life experience and thrive on challenges both personally and professionally."

Interns are paid around £620 a month, but before they start the programme they need

to pay £6,000 to cover the cost of tuition, accommodation, guidance for a visa and medial insurance.

"It is a lot of money, but it is an investment in their career," says Vikki.

Recruitment for the September 2011 starts in September 2010 and is open to final year

students. Recruitment for the March 2011 programme has already begun and is open to graduates with at least twelve months graduate level work experience, gained before or after university.

For more information visit www.mountbatten.org

Olympic profile: Amy Williams

Skeleton

Lives: **Bath Born: 29/09/82, Cambridge**

Occupation: **Athlete**

Height: **173cm Weight: 60kg**

Club: **British Skeleton Association**

Coach: **Micky Gruenberger**

Amy's career has revolved around the city of Bath. It's where she grew up and went to school, college and university, and it's now where her sporting career is based as part of the skeleton team.

Her career began with a trial go on the University of Bath's skeleton push track before Amy entered the World Push Championships in 2002. She won a silver medal, and never looked back despite 'not really liking it' when she first went down the track.

Last year brought a silver medal in the world championship and another silver in the World Cup race in Whistler. When not competing, Amy is very artistic and enjoys painting and creative art in her spare time, having put on exhibitions of her work. Thanks to her hair, she is known as 'Curly Wurly'.

2010 Winter Olympics Gold

2009/10 World Cup Series Overall 5th

2009 World Championships Silver

2008/9 World Cup Series Overall 5th

2008 World Championships 5th

2007/8 World Cup Series Overall 7th





Your career, Your course, Your way

The City Law School is one of London's major law schools offering a range of academic and professional courses. We are the first law school in London to educate students and practitioners at all stages of legal education.

With three levels of study: undergraduate, postgraduate, and professional we offer courses for every step of your legal education. We also offer an extensive range of flexible continuing professional development courses to meet the ongoing needs of the profession.

All of our courses are fully accredited by the relevant professional bodies and are designed to give you the latest legal knowledge and skills from the profession.

We take a personalised approach to your learning experience to take your legal career to the next level.

Conversion courses:

- › Graduate Diploma in Law
- › Graduate Entry LLB

Professional courses:

- › Bar Professional Training Course
- › Legal Practice Course
- › LLM in Professional Legal Skills
- › LLM in Professional Legal Practice

Masters in Law (LLM):

- › LLM International Commercial Law
- › MJur International Commercial Law
- › LLM Maritime Law
- › LLM Criminal Litigation
- › LLM Civil Litigation and Dispute Resolution
- › PhD, MPhil or LLM by Research

Continuing Professional Development:

- › In-house Courses
- › Public Courses
- › Bespoke Training
- › Compulsory SRA Training

For more information and to apply online,
visit www.city.ac.uk/law

Alternatively, please email law@city.ac.uk or call us now on
+44 (0)20 7040 3309. Please quote the following reference
when contacting us: **Smaart2010**



“JOHNNY DEPP CAME UP AND CHATTED TO ME”

What are smart students doing to meet the burgeoning cost of studying for a much-sought after university degree? Adeline Iziren found out

Would you start work at 6am for up to £1,000 a day? Students sick of drowning in debt are combining menial part time jobs with lucrative film extra work, where the perks include a hot meal and a chance to rub shoulders with the A-list celebs.

Universal Extras, a specialist film extra agency, set up by a former student for students, has supplied extras for some of this year's biggest films, including *Nine*, a musical starring Nicole Kidman and *Nowhere Boy*, which chronicles the childhood of the late John Lennon.

Victoria Bull, a social studies policy student at the University of Kent has been on Universal Extras books for a couple of years. Her film credits include *Wild Child*, a feature film

starring Emma Roberts, the niece of Julia Roberts.

"I was a body double for one of the main actresses in the film," recalls Victoria, from Ashford in Kent. .

Victoria, 26, has also worked as an extra in *The Other Boleyn Girl*, starring Scarlett Johansson and *Sweeney Todd* with Johnny Depp.

"Johnny Depp was really nice. He came up and chatted to me during filming," says Victoria.

Universal Extras was set up by former film extra Wayne Berko, 28, when he was a business student at Oxford Brookes University. That was more than six years ago. Wayne says that you don't have to be drop dead gorgeous

to be a film extra, but you do have to be prepared to put up with very early starts and spend a lot of time sitting around waiting for your scene to camera. It's free to sign up to Universal Extras and provided you supply good clear photos – which don't have to be taken professionally – you shouldn't wait too long for work.

Courage Osa Nappier, from the West End of Glasgow, signed up after finding a flyer on Universal Extras in his Welcome Pack when he began a postgraduate diploma in medical genetics at the University of Glasgow.

A month after he signed up, Courage, appeared as an extra in *The Old Guys*, a BBC sitcom, twice, first as an office clerk and soon after as a waiter. He's



also appeared in BBC drama series Hope Springs, as a security guard. For each day's work

Courage, 26, was paid £85 and given breakfast and lunch. Film extras can also appear in music videos and commercials.

Lucy Whitbey was paid £1,000 for half a day's work, after appearing in the Walker's crisps advert, alongside Gary Lineker.

"All I did was sit at a coffee table and flutter my eyelids at him," recalls Lucy, who graduated last year.

a sword," he recalls. "It was perfect."

Oliver, from Cricklewood, north west London, earned around £5,000 working on the film for 3-5 days a week over a period of three months. At the time he was about to begin his final year as a photographic science student. After filming, Oliver, 27, asked if he could do some work experience with the crew and they offered him paid work as a runner instead. He worked on five films back to back, including the recently released Nine. "My job was to take care of the actors," says Oliver. It was a completely fantastic experience – a huge production, the biggest I've worked on. Now he's a full-time producer's assistant in the film industry, currently working on a comedy drama about the special relationship between Tony Blair and George W Bush.



Recession beating film extra work could open doors to a dream career, as Oliver Butler discovered. He landed work as actor Charlie Cox's body double in Stardust, while studying at Westminster University. "I was doing dialogue scenes with Michelle Pfeiffer and threatening her with

OUT SOON!

GET SMART NATIONAL 9.1, SMART GRADUATE 7.1
SMART YOUNG ENGINEER 4.1



FIND ALL OUR MAGAZINES
REPLICATED ONLINE AT:

WWW.SMARTMAGS.COM

FLORENCE'S BRIT AWARDS TRIUMPH

Florence had a fantastic evening at this year's BRIT Awards where she was victorious in the Best Album category.

She also performed live at the awards - sharing the stage with Dizzee Rascal for a house-shaking rendition their forthcoming single 'You Got The Dirtee Love' - a mash up of 'You Got The Love' and 'Dirtee Cash'.

Let's talk about magic. Because music, at its best, is a kind of magic that lifts you up and takes you somewhere else. "I want my music to sound like throwing yourself out of a tree, or off a tall building, or as if you're being sucked down into the ocean and you can't breathe," says Florence Welch. "It's something overwhelming and all-encompassing that fills you up, and you're either going to explode with it, or you're just going to disappear."

Florence writes her best songs when she's drunk or has a hangover, because that's when the freedom, the feral music comes, creating itself wildly from the fragments gathered in her notebooks and in her head. "You're lucid," she explains, "but you're not really there. You're floating through your own thoughts, and you can pick out what you need. I like those weird connections in the universe. I feel that life's like a consistent acid trip, those times when things keep coming back."

Florence herself is a mass of contradictions: she's tough yet she's terrified, a bundle of nerves and



passion, of darkness and pure joy. "I feel things quite intensely, which is why the music has to be so intense. I'm either really sad or really happy, I'm tired or completely manic. That's when I'm at my most creative, but it's also dangerous for me. I feel I could write some good songs, or break some hearts. Or tables. Or glasses."

As a performer she can seem fearless, but she's also far too quick to pass judgement on herself. This is the woman, after all who got into Camberwell art college by making a huge floral sign telling herself 'You are a twat.' She says she's a geek, who loses all control when in love. She's also something increasingly rare and precious in a time of karaoke pop: an artist who has found her own, authentic voice.

Some compare her to Kate Bush. You'll also find touches of Tom Waits and Nick Cave in her dark visions, and if you heard a little of Bjork too, she'd find it a compliment. But mainly, Florence is out on her own: an exhilarating place to be, she points out, but also a little scary.

Her debut album 'Lungs' is made of harps, choirs, drums, elevator shafts, bits of metal, love, death, fireworks, string quartets, stamping, sighing, strange electronic wailing, lambs, lions, sick, broken glass, blood, moon, stars, drink, coffins, teeth, water, wedding dresses.. and the silences in between. The songs are full of Gothic imagery, of fairytale flights of fantasy, and although much has been read into her lyrics, Florence says it's usually simple. "Everything is about boys!" she laughs. "The whole album is about love – and pain. People see my lyrics

as crazy, but to me it's an honest, heartfelt album. I didn't set out to be wacky. I just want it to be emotive."

Florence grew up in Camberwell, south London, the oldest of three children. One of her earliest musical memories is standing on top of the trunk where her dad kept his vinyl collection, dancing with him to the Rolling Stones. She started singing along to Nina Simone and Dusty Springfield at home, expanded her vocal range with arias, then became a pre-teen skatepunk before getting lost in the Camberwell art college squat party scene. It's an eclectic mix, but for her, the common thread is always the emotion. "Anything that has real feeling in it always excites me. Sam Cooke's 'A Change is Going To Come', Eva Cassidy singing 'Wade In The Water', even Rhianna's 'Umbrella' – I'm obsessed with music. I'll play Beyonce, Lil Wayne, Bob Dylan's 'Hurricane', Bruce Springsteen's 'Going Down'.

Florence found her own space by going out to clubs and pubs, by singing onstage and in her bedroom. By the time she left school, she'd already written songs like 'Kiss With A Fist', and knew she wanted to make music but not how to go about it. So after a year working behind a bar she went to art school.

It wasn't until she wrote the haunting 'Between Two Lungs' that it all came together. Instead of percussion, Florence pounded the studio walls with her hands. She built the melody on the piano even though it's not an instrument she knows how to play, and recorded the backing vocals first, before writing the top line. It's bonkers and totally unconventional, but of

course it is also glorious – a strange but yearning song about losing yourself in love. "I'd found my voice, and I just felt euphoric," she recalls. "It's been a real process of me learning that the way I wanted to do it was actually the right way. This whole album has been about having faith in myself."

As for The Machine, it's a flexible beast. It can go right down to Florence and a drum kit or a piano, but right now it's a seven-piece band including long-term collaborators Rob Ackroyd (guitar), Chris Hayden (drums), Isabella Summers (keyboards) and Tom Monger (harp). "I've worked with most of them for a long time and they know my style, know the way I write, they know what I want."

Live, Florence and The Machine become an entirely different beast. No two performances are ever alike, and clad in clothes often culled from local second-hand shops that day, Florence goes at it like a woman possessed. "It's just this sense of total freedom," she says. "It sounds so cheesy, but I want to touch people. Not in a weird way. I just want to help them feel what I'm feeling."



PLEASE PHOTOCOPY ME

**smart
woman**

Take it easy and let SmartWoman do all the work. Simply fill in this quick form and receive information from your chosen institution/s and/or company/ies

So kick back, relax and let SmartWoman help you Get Ahead

First name

Surname

Home Address

Postcode Date of Birth

Email

Male Female

School College Uni

Name of Institution

I would like more information about the following institutions and companies: (please tick where appropriate)

- CITY UNIVERSITY LONDON - THE CITY LAW SCHOOL
- GCHQ
- IMPERIAL COLLEGE LONDON
- INSTITUTE OF CHARTERED ACCOUNTS ENGLAND AND WALES
- JTL
- NATIONAL GRID
- NEWCASTLE UNIVERSITY - SCHOOL OF COMPUTING SCIENCE
- NHS CAREERS
- ROYAL AIR FORCE COLLEGE
- UNIVERSITY OF LOUGHBOROUGH - WOLFSON
SCHOOL OF MECHANICAL & MANUFACTURING ENGINEERING

please photocopy me

**THEN:
FAX IT TO US, NUMBER
ABOVE**

**OR
POST IT TO US FOR FREE
ADDRESS BELOW**


FAX BACK: 020 886 1 4456*

WWW.SMARTWOMAN.COM

***FREEPOST: SMART PUBLISHING, FREEPOST, SCE 15 1 13, HARROW HA3 9QR**

Advertisers Index SW4.2

CITY UNIVERSITY LONDON - THE CITY LAW SCHOOL.....	37
GCHQ.....	19
IMPERIAL COLLEGE LONDON.....	1
INSTITUTE OF CHARTERED ACCOUNTANTS ENGLAND AND WALES.....	obc
JTL.....	29
NATIONAL GRID	11
NEWCASTLE UNIVERSITY - SCHOOL OF COMPUTING SCIENCE	5
NHS CAREERS	13
ROYAL AIR FORCE COLLEGE.....	23
UNIVERSITY OF LOUGHBOROUGH - WOLFSON SCHOOL OF MECHANICAL & MANUFACTURING ENGINEERING.....	10



**WITH AN ACA YOU'LL BE
TAILOR-MADE FOR SUCCESS
IN ANY INDUSTRY.**

The ACA. Qualified to succeed

The ACA qualification from The Institute of Chartered Accountants in England and Wales (ICAEW) will prepare you for a career as a chartered accountant, an expert vital to the success of any organisation. As a woman in the accountancy and finance profession, you will be highly regarded across a variety of industry sectors.

If you're looking for a professional qualification that puts you at the cutting edge of any business, look no further than the ACA.

To find out more:

T +44 (0)1908 248 040

www.icaew.com/careers



**THE INSTITUTE
OF CHARTERED
ACCOUNTANTS**
IN ENGLAND AND WALES