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**What can we learn from
similar male dominated industries?**

Introduction to Thomas Thor Associates

What type of people
do we recruit?

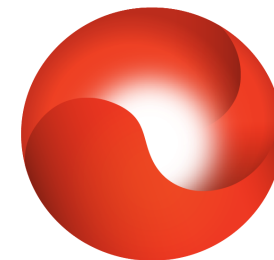
Executives
Commercial
Business Dev.
Engineering
Safety
Regulatory
Quality
Technology
Support Services

Which organisations
do we recruit for?

Governments
Regulators
Operators
Utilities
Supply Chain
Consultancies
Legal

What services do we
provide?

Executive Search
Staff Recruitment
Recruitment Campaigns
Temporary Contracts
Research and Reports

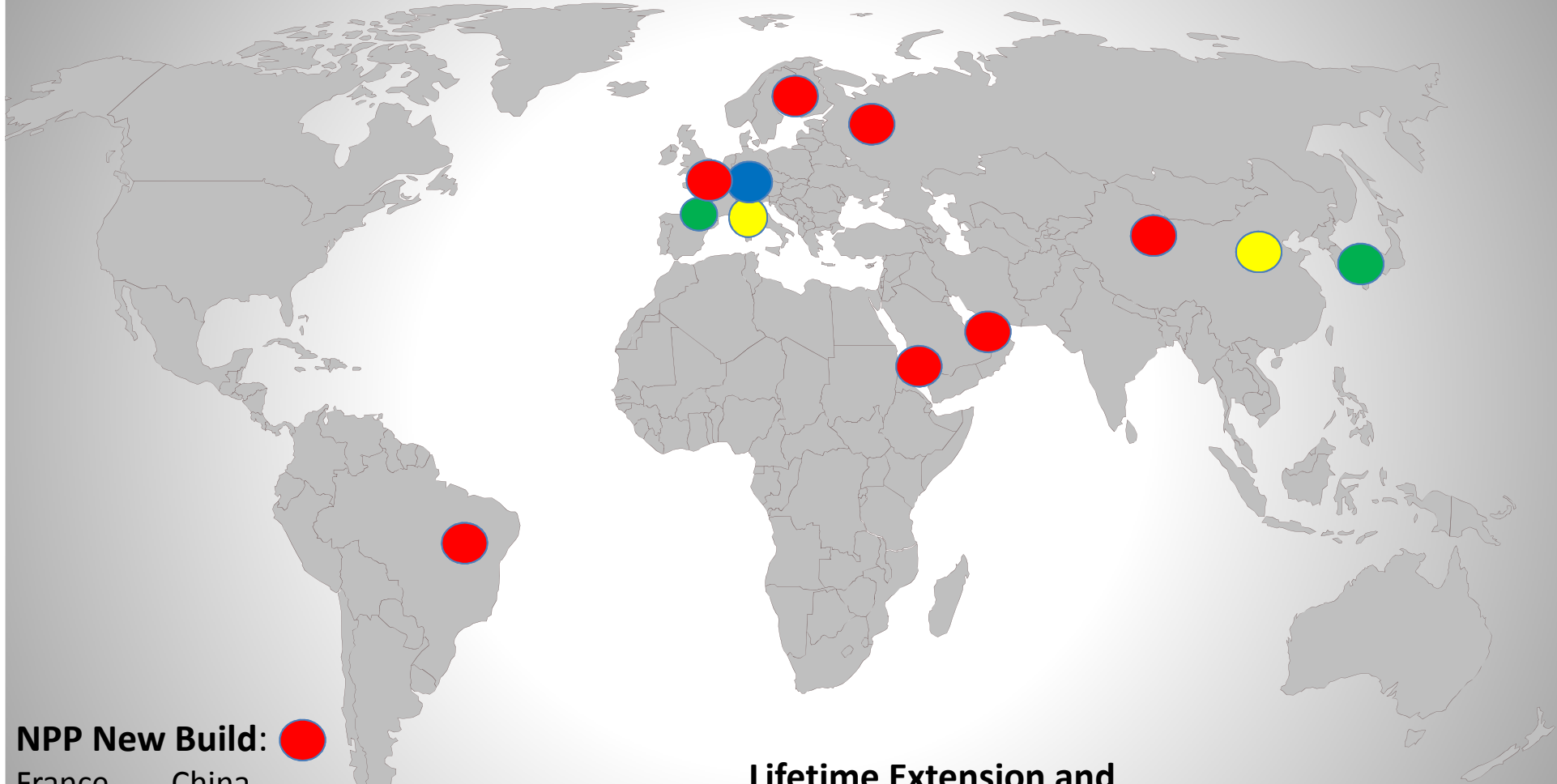


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Projects Supported by Thomas Thor



NPP New Build:

- France
- UK
- Finland
- Poland
- KSA
- China
- UAE
- Russia
- Slovakia
- Brazil

Decommissioning:

- Europe

Lifetime Extension and Operation:

- Sweden
- South Korea
- Belgium
- UK
- France
- Japan

Research Projects:

- ITER
- MYRRHA



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Which industries did we look at?

Oil and Gas, Rail, Petro-chemical, Conventional Energy, Renewable Energy, Technology, Construction and Mining.

Companies with Innovative Campaigns

- > British Petroleum (BP)
- > Siemens
- > BHP Billiton

Industry Organisations

- > Women in Mining (WiM)
- > Women in Construction (NAWIC)



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Attracting more women to choose a career in Nuclear

Educational
Material & Events

Role Models

Diversity
Campaigns

- > BP Educational Programme: Engaging with girls as young as 4 years old
BP / Oxford University: Springboard Initiative – role models for graduates
- > Siemens/Royal Academy of Engineering in the UK,: Girls into Engineering
20% increase in female applicants for internships
- > BP campaigns: - “What advice would you give your 21-year old self?”
and Celebrating International Women day



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Recruiting female professionals

HR Policy / Benefit Packages

- > Flexible hours
- > Parental/maternity leave
- > Childcare options

Line Management Buy-in

Commitment and buy-in from line mgt who make hiring decisions

Targets for Female Hires

- Target: BP 2020
=> 25% female group leaders in 2020
- => 30 % of Senior mgt by end of 2015
- => 1 more female on board level

Female Friendly Advertising

Job advert wording:
Eg. Dedicated_iso
Assertive

BHP features women across the banners and design on their website:





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Retaining female talent & supporting Career Progression

Employee Networks & Mentor Programmes

- > BP and BHP facilitate in-house networking groups for women
- > Include Men
- > WiM: Speed-mentoring dinners
- > NAWIC: CEO Shadow Pilot Programme

Work/Life Balance

- > Flexible hours*:
 - ↓ Absenteeism
 - ↓ Employee turnover
 - ↑ Higher productivity

Childcare Facilities

- > Siemens:
 - Bonus to employees returning from maternity leave
 - Offices in Germany with their own day-care

* Source: Whitepaper of the US government on economics of the workplace www.whitehouse.gov



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Summary & Recommendations

Attract more women to choose a career in Nuclear and effective **Recruitment** strategy

- > Targeted education, role models and diversity campaigns
- > Good policy line manager buy-in, effective advertising and targets

Support **retention** and **career progression** of women in the industry

- > Flexible working environment and focus on work/life balance
- > Structured mentoring and development programmes

Thank You



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www.thomas-thor.com

Recruitment and Executive Search in Nuclear