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
- Regulator
- Quality
- Technology
- Support Services

**Which organisations do we recruit for?**
- Governments
- Regulator
- Operators
- Utilities
- Supply Chain
- Consultancies
- Legal

**What services do we provide?**
- Executive Search
- Staff Recruitment
- Recruitment Campaigns
- Temporary Contracts
- Research and Reports
Projects Supported by Thomas Thor

- **NPP New Build:** France, UK, Finland, Poland, KSA, China, UAE, Russia, Slovakia, Brazil
- **Decommissioning:** Sweden, South Korea, Belgium, Europe
- **Lifetime Extension and Operation:** France, Belgium, Japan
- **Research Projects:** ITER, MYRRHA
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)
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
## Recruiting female professionals

<table>
<thead>
<tr>
<th>HR Policy / Benefit Packages</th>
<th>Line Management Buy-in</th>
<th>Targets for Female Hires</th>
<th>Female Friendly Advertising</th>
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</thead>
<tbody>
<tr>
<td>Flexible hours</td>
<td>Commitment and buy-in from line mgt who make hiring decisions</td>
<td>Target: BP 2020 =&gt; 25% female group leaders in 2020 ⇒ 30 % of Senior mgt by end of 2015 ⇒ 1 more female on board level</td>
<td>Job advert wording: Eg. Dedicated_iso Assertive BHP features women across the banners and design on their website:</td>
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<td>Parental/maternity leave</td>
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<td>Childcare options</td>
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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
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

www.thomas-thor.com

Recruitment and Executive Search in Nuclear