
FEMALE ENGINEERS AT MONASH
FEM
FEM
2022
INDUSTRY
GUIDE

INTRODUCTION

Female Engineers at Monash (FEM) aims to inspire the next generation of women and gender-diverse engineers by providing an inclusive community in which to create both social and industry connections. It's a joy to see so many past FEM members coming back to our events years later and for us all to be connected by this club and community.

The Industry Guide is designed to be an educational resource for FEM members as they consider the next steps in their careers. It showcases many wonderful opportunities for women and gender-diverse engineers to leap into the professional world in a way that they feel welcome and comfortable. This guide spotlights multiple inspiring women and gender-diverse role models and the journey their careers have taken them on. It also takes a look into Monash University and our future engineers. I hope this resource provides a helpful insight into career opportunities for our FEM members and also provides the wider community with an opportunity to learn something new.

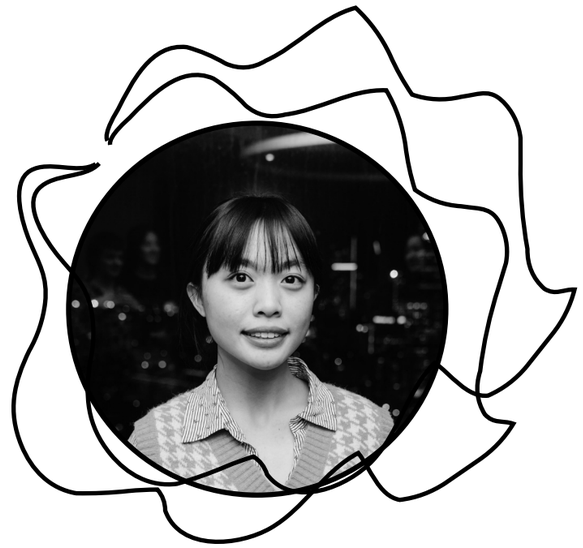
This year our guide is the product of every one of our committee members, with each member writing an article, proofreading, or involved in sponsor communication. I am extremely proud and grateful for the efforts of our team. A special thank you to FEM's Industry Team, a large and ever-changing mix of people through the year - this year's industry events and the launch of this guide would not have happened without you.

Thank you to everyone outside of the committee who gave us their time, expertise and wisdom through face to face interviews or email. And of course, thank you to Lucy, our designer who worked many late nights to bring this together.

Lastly, a huge thank you to our sponsors. Without you, none of us would be here to celebrate and empower women and gender-diverse people in engineering. It has been a pleasure working with and getting to know you this year and we hope to continue to foster these relationships for many years to come.

— Julie Fitt, *Industry Director*

PRESIDENT'S ADDRESS



I am extremely proud to be representing Female Engineers at Monash (FEM) in the club's 10th year. FEM's mission is to empower women in engineering through a supportive community and providing useful opportunities and skills. I am so thankful for the brilliant women who make up the FEM committee and who have worked tirelessly throughout the year to achieve the club's purpose and vision.

The goal for 2022 was continuity. We focused on carrying out successful and popular events from previous years such as our High Tea Networking and Cocktail Night which have been key in the growth of the club. Our Power Tools workshop and Introduction to Artificial Intelligence workshop enabled our members to pick up useful skills and knowledge which they may have not had an opportunity to be exposed to. We also expanded our online presence through our Allyship Post series which focused on how to be an ally and using inclusive language.

I think it's important to encourage more high school students to pursue engineering and this year saw FEM re-establish our outreach portfolio by leading the Monash Engineering Girls (MEG) program. Special thanks to my Vice President, Sophia, who took charge of the program and was so amazing to work with.

This year has been an exciting time for FEM as many changes were set up to prepare the club to enter its second decade. The new year will see the club officially changing to 'Women in Engineering at Monash' (WEM). Although the name will be different, the club will continue to support our members and hold many of our beloved events.

I would like to extend my appreciation to our amazing sponsors featured in this Industry Guide. It is thanks to your continued support of the club that we can hold events for women in engineering.

Congratulations to Julie and the Industry team for organising such an amazing resource for our members. The guide will be an invaluable resource for our members as they head into the next chapter of their careers and for the wider community to learn more about gender equity and diversity. The future for the club is exciting with many more opportunities for our members to engage with the industry and the wider community.

— Khanh Le, *President*

2022 FEM INDUSTRY OVERVIEW

SEM 1

Quiz and Biz Networking
FEM's Quiz and Biz Networking was the first industry event of the year. During the event students were teamed up with sponsors and had to compete in teams to answer questions from different categories. The trivia portion was designed to break the ice between the sponsors and the students in order to facilitate communication during the networking portion, held in the latter half of the night.

High Tea Networking Night
This was the second year in a row hosting our successful and popular High Tea Networking Night. This event was designed to remove networking barriers. Students were introduced to our platinum sponsors after which the night transitioned into a general networking session where students could interact with multiple sponsors and build on their already established connections or create new ones.

McKinsey x FEM Virtual Event
Held virtually, the McKinsey x FEM event was designed to help students interact with our silver sponsor and learn more about how to design the ideal cover letter and resume catered to McKinsey & Company.

2022 FEM INDUSTRY OVERVIEW

SEM 2

ANSTO x FEM site tour
FEM held our first site tour in 2 years at the ANSTO site next to Clayton Campus. The event began with a presentation about ANSTO and a question and answer session with their engineers. This transitioned into a site tour where students had the opportunity to tour the Australian synchrotron, learn about their beamline technology and current projects.

FEM Industry Guide Launch
This Industry Guide launch is an annual event that marks the release of FEMs industry guide. This year the event will be held in person and students will have the opportunity to hear from FEM sponsors and interact with individuals featured in this year's spread. The night will begin with presentations from our sponsors and a few of our interviewees and then transition into a stand-up networking event. This semi-casual hotel setting will provide for a relaxed and natural environment for networking.

Aurecon x FEM Engineering workshop
The engineering workshop with aurecon gives students the opportunity to workshop a resume that is fit for purpose and will teach students on how to stand-out during applications. This event will be held on-campus and students will get the opportunity to network with professionals from their specialisations and gain insights on how to apply to the company

Diversity in Engineering Panel
This is an event held in collaboration with MESS and GLEAM and explores diversity in engineering. This event will feature panellists from a range of minority groups, coming together to voice their opinion and experiences. Students will get a chance to hear the perspectives of these individuals in STEM and ask them questions about the topic of the night - Break the Bias.

SPONSORS

RELEVANT AREAS OF STUDY:

	aurecon	MONASH ENGINEERING	GHD	LOCKHEED MARTIN Australia	ANSTO Science. Ingenuity. Sustainability.	S&C	wood.	Honeywell	Invetech	Norman Disney & Young A TETRA TECH COMPANY	Worley energy | chemicals | resources	KBR		McKinsey & Company	
Aerospace Engineering	✓			✓			✓			✓	✓	✓		✓	Aerospace Engineering
Biomedical Engineering		✓					✓		✓					✓	Biomedical Engineering
Chemical Engineering	✓	✓	✓		✓		✓				✓	✓	✓	✓	Chemical Engineering
Civil Engineering	✓		✓				✓			✓	✓	✓	✓	✓	Civil Engineering
Electrical & Computer Systems Engineering	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Electrical & Computer Systems Engineering
Environmental Engineering	✓		✓							✓	✓	✓	✓	✓	Environmental Engineering
Materials Engineering	✓	✓	✓	✓			✓				✓				Materials Engineering
Mechanical Engineering	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	Mechanical Engineering
Robotics & Mechatronics Engineering	✓		✓	✓	✓		✓		✓	✓	✓	✓		✓	Robotics & Mechatronics Engineering
Software Engineering			✓	✓			✓	✓	✓				✓	✓	Software Engineering
Consulting	✓	✓	✓				✓		✓	✓	✓	✓	✓	✓	Consulting
Research		✓		✓										✓	Research
Hiring of international students	✓	✓	✓		✓				✓	✓	✓		✓	✓	Hiring of international students
Interstate Opportunities	✓	✓	✓	✓			✓			✓	✓	✓	✓	✓	Interstate Opportunities
International Opportunities		✓					✓		✓	✓	✓		✓	✓	International Opportunities

Aurecon is an international design, engineering and advisory company that brings ideas to life to create a better future for people and the planet.

We are proud to be the only Australasian company on the Fortune 2021 Change the World List and to be one of the top five sustainability leaders in 2022 by the Australian Financial Review in the Professional Services, Engineering and Advisory category. We serve our clients across a range of markets and international locations. Hardwired in our DNA are engineering, design and the deep need to leave a legacy. We are as diverse as we are dynamic. As curious as we are clever.

Diversity, equity and inclusion at Aurecon

At Aurecon, people are at the heart of everything we do – the people we work with and the people we design for – and we love our differences.

We want everyone to know that Aurecon is a place where they belong, where they feel connected, where they can develop and have equal access to opportunities. Where each person can celebrate what makes them unique and celebrate the communities to which they belong. Where the stories of our colleagues enrich us, and we can actively encourage and support one another.

We will lead in creating a new experience of work, which honours our people, their uniqueness, and their personal circumstances. Whether that means working part time, taking leave to return to country (as an Australian Indigenous person), feeling comfortable disclosing a disability, working flexibly, or easily using the name or pronoun of your same-sex partner.

While we actively pursue diversity to complement each team and consider the widest possible definition of diversity, we currently focus our commitment to building a diverse and inclusive workplace culture in three areas:

- **Gender equality** - We work towards gender equality by ensuring a gender lens over the employee lifecycle, setting gender targets, and conducting quarterly pay parity audits and remedying any emerging gaps, among other policies.
- **LGBTI+ inclusion** - Aurecon is dedicated to improving the significant under-representation of LGBTI+ members in STEM by co-founding different networks such as *Aurecon Pride* for our employees, *InterEngineer* for professionals in Australia, and *LGBTI+ in STEM* in New Zealand.
- **Indigenous inclusion** - Aurecon deeply respects and acknowledges the First Peoples of Australia and New Zealand. Our commitment is to create sustainable and meaningful relationships with Aboriginal and Torres Strait Islander peoples in Australia, and Māori and Pasifika in New Zealand.

Projects

Our clients' ideas and aspirations drive all that we do. We work alongside them to co-create clever, innovative solutions to some of the world's most complex challenges, like Project Gilghi and Monash University's Woodside Building for Technology & Design.

The award-winning **Project Gilghi** is a portable, solar-powered water treatment system housed in a shipping container – that can filter 250 kilolitres of potable water per day for rural or isolated indigenous communities.

The **Woodside Building for Technology & Design** was made using world-leading energy efficient building design to become the largest educational building in the world to achieve Passive House certification. It was featured at the COP26 UN Climate Conference in 2021.

Graduate Programme

Aurecon's graduate programme is developed specifically for graduates to give them the head-start needed to become a professional who is passionate about creating innovative solutions for a sustainable future.

Throughout the two-year programme, graduates will develop a strong foundation of relevant skills and experience to ensure a successful start to their career at Aurecon. We deliver our learning through formal, interactive, and informal learning experiences:

- Develop strong communication skills, build their personal brand, and broaden their network at Aurecon
- Understand the attributes of high-performing teams and develop their ability to collaborate with others for successful outcomes
- Learn how to communicate with impact and how to use design thinking methodology to produce superior business and client outcomes
- Examine future career pathways and options (including becoming a registered/chartered professional)
- Develop resilience to change and ability to communicate across all levels of our organisation

Our team support graduates in finding a team or discipline that aligns with their skillset and interests. Through the grad rotation programme, grads will have the choice to move to other teams or service groups every six months until they complete our two-year graduate programme.

Internship Programme

Choosing a career path as an undergraduate can be challenging. It's hard to know which path to follow until you've had some practical work experience – and that's what Aurecon's Internship Programme is for.

During the university summer break, interns are given the opportunity to collaborate and work with our diverse and inclusive teams, be immersed in real-life projects, and work out the career that's right for them. They will experience a series of activities tailored for students including:

- Onboarding and training sessions
- Networking events with fellow interns and seniors in the business
- Limelight events for professional and personal development
- Learning courses and training in our learning platform Aurecon U and LinkedIn Learning

Aurecon interns also get the chance to work with fellow interns in the Innovation Challenge, which is an internal event that tests their creativity and problem-solving skills to help us prepare for the future.

Further Information:

Applications for our internship programme for 2022/23 in Australia and New Zealand is now open and will close on Sunday, 28 August.

For more information, visit our website at **aurecongroup.com/graduates**

aurecon

Bringing ideas to life

Proudly owned by our people, GHD is rich in diversity of thought, background & experience.

GHD is one of the world's leading professional services companies. We operate in the global markets of water, energy and resources, environment, property and buildings, and transportation.

Company culture

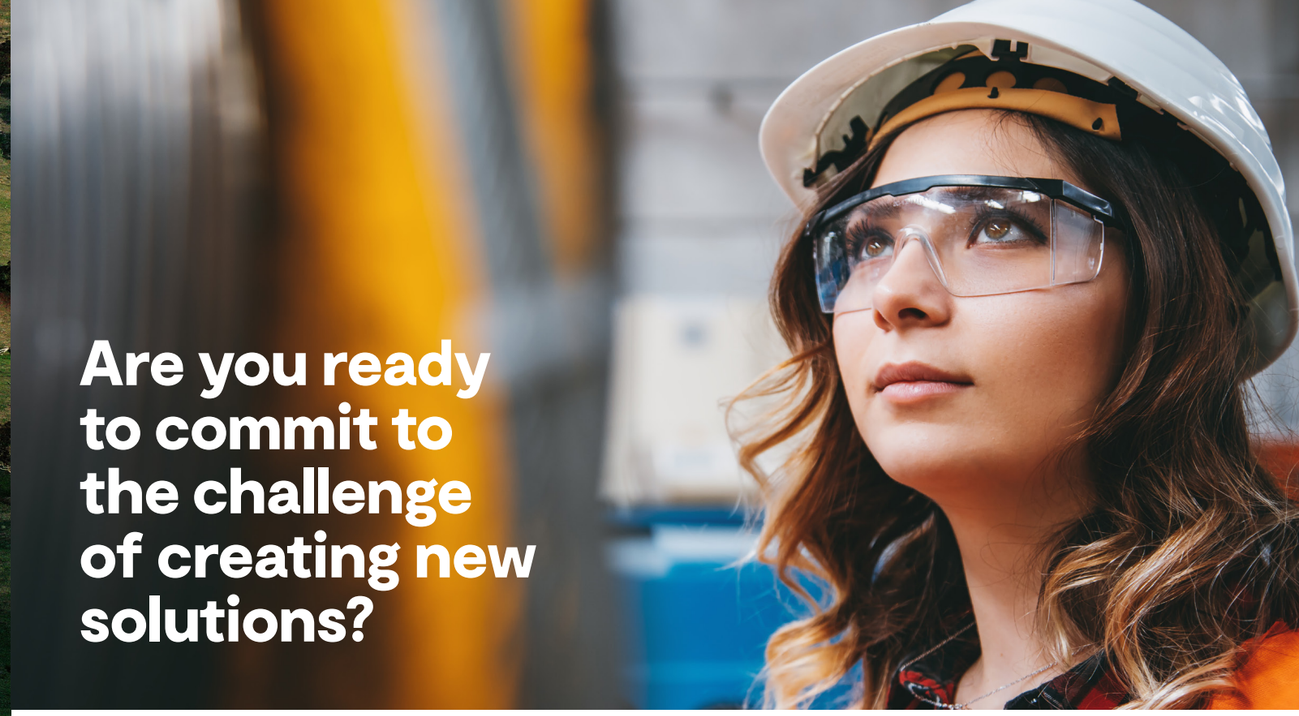
GHD is driven by a culture of service excellence, partnering with our clients to develop engineering, architecture, environmental, advisory, digital and construction solutions. We apply high standards of safety, quality and ethics to create value throughout the project lifecycle.

Why we stand out

Our connected global network brings deep technical capabilities, multi-disciplinary skills and industry insights to help our clients succeed. The value of our work can be seen in the social progress, sustainable development and economic growth we bring to the communities we touch.

" Today, more than 10,000 empowered people in 200+ offices on five continents collaborate seamlessly to understand our clients' objectives, solve their problems and bring imaginative solutions to life."

To learn more visit www.ghd.com/en/careers/graduates



Are you ready to commit to the challenge of creating new solutions?

If you believe water, energy and communities should be sustainable for generations to come, let's solve the big problems together.

A Graduate Development Program like no other

We are committed to developing and supporting talented, motivated graduates who are eager to launch their careers as changemakers.

The GHD Graduate Development Program is an integrated, holistic approach to developing future leaders and technical specialists. Over the two-year program, you will learn about our business and our values, your team and most importantly, yourself. You will develop your decision-making, communication, technical and critical leadership skills, access personal mentoring, and participate in a variety of development activities. Alongside invaluable on-the-job experience is the chance to build networks that will last a lifetime.

It is a structured, balanced development program with a blend of experience and exposure across GHD designed to develop your skillsets and keep you constantly challenged.

The program highlights are:

- An intensive, informative and fun induction and orientation session
- Formal and informal learning opportunities
- Regular coaching and feedback
- Opportunities to build your networks within the business
- Encouragement to participate in our mentoring program
- Assignments with different groups, projects and locations
- Involvement in local community projects
- The creation of your own graduate peer community
- Preparation for attaining professional accreditation

Applications open: March annually

Program commences: February the following year

Discover more at www.ghd.com/graduates

ALL IN VESTED IN THE FUTURE

Whatever your role at GHD, you matter. We promote inclusion and diversity, creating opportunity for all. Your professional and personal wellbeing are important to us. We'll give you the tools you need to do your work successfully and then recognise every achievement. Because when you succeed, we all succeed.

To learn more visit www.ghd.com/en/careers/graduates

LOCKHEED MARTIN
Australia

Lockheed Martin Australia is an Australian company that is engaged in the integration and sustainment of advanced technology systems, products and services across space, air, land, sea and cyber domains.

Our innovative technologies have been contributing to the security of Australia and realisation of Australia's national interests for over 70 years. Today, we employ over 1,200 people with a presence in every mainland state and territory. Our programs and projects directly support an additional 6,000+ Australian industry jobs, including in advanced manufacturing and high technology industries, providing Australia with important sovereign capability. Now is a great time to come and join great minds who are helping to accelerate innovation and turning ideas into technologies for the future.

Image Credit: Russell Millard/News Corp Australia

Workplace Diversity

Lockheed Martin has long embraced both equal employment opportunity and affirmative action. The company has a variety of employee networks, employee resource groups and leadership groups.

We do not discriminate based on race, ethnicity, national origin, age, religion, sex, disability or marital status when hiring, promoting and training employees. Our affirmative action programs seek to identify and break down barriers, both visible and invisible, creating an even playing field where everybody has a fair chance to reach their full potential in contributing to our business.

Current Projects

We deliver exceptional program performance and leading innovation for Australia across a broad range of environments and domains.

Lockheed Martin's diverse programs form a critical backbone of Australia's current and future defence capabilities including Next Generation Pilot Training, Combat Systems Integration, Rotary Wing Systems and Sustainment, 5th Generation Air Combat Capability and Surveillance across air, sea, land and space domains.

Graduate Program/Internships

Lockheed Martin Australia's award winning Graduate Development Program won the Defence Industry's Best Graduate Program in 2020. An award we are very proud to have received.

The Lockheed Martin Australia (LMA) Graduate Development Program is designed to expose graduates to unique learning opportunities, whilst contributing to stimulating, ground-breaking projects. We partner with Australia's research and industry communities to support our global supply chains, providing opportunities for technology transfer, innovation, local skilled jobs and business growth. Our graduates have the opportunity to be engaged with all these facets of our business.

All graduates participate in the two-year Graduate Development Program and join LMA as part of a cohort in February or mid-year.

The Program is structured over 2 years with the key components as follows:

- Permanent full-time employment at LMA from the start
- A team role in a cutting-edge program
- A 'buddy' to help start the journey with LMA along with a structured induction program tailored to the graduate cohort
- A designated mentor for ongoing career advice and support
- A supportive environment where all leaders are provided with development in leading millennials and creating a learner centred environment
- An individualised on-the-job training program covering job-specific process and techniques
- A graduate development program involving contemporary training spanning leadership development, communication and technical skill development
- Psychometric profiling using insights that enhances their ability to read people and adapt their communication accordingly
- Access to leading technology and thought leadership both face-to-face and virtually
- A competitive starting salary with regular reviews
- Work/life balance with a 9-day fortnight with flexible working hours
- New starter interviews after 3 months of their joining to check in on how they have settled in the organisation

Further Information:

Lockheed Martin Australia attends a number of face to face and virtual events throughout the year. Follow us on our social media channels to hear more about the events that are in your location, where you can meet some of our team.

To hear about our exciting early career opportunities such as internships, industry based learning placements or the graduate development program visit:

www.lockheedmartin.com/en-au/careers/early-careers.html

"After only a few months with Lockheed Martin as a graduate, I have already found my place within the business and made meaningful contributions. The support I have received from my colleagues and leaders has helped me to succeed in my role. I am constantly learning and developing both formally, through the various graduate program workshops and online learning resources, and informally, through presentations and discussions with my colleagues and supervisors. I have been able to represent Lockheed Martin and share my experiences at a University of Adelaide Women in STEM Careers event, and look forward to doing so again at Science Alive." **Kendall**

LOCKHEED MARTIN
Australia

MONASH University

MATERIALS SCIENCE AND ENGINEERING

Monash University's Department of Materials Science and Engineering is an international, research-active department with modern facilities and a broad education offering in materials science and engineering. Although our work spans the entire materials field, we specialise in both the cutting-edge and fundamentals of metals and alloys, biomaterials and tissue engineering, nanomaterials, polymers, composites, corrosion, advanced materials characterisation and materials modelling. Our department is well known for our outstanding facilities, integration of practical and theoretical learning, student-run teams and our focus on people and the community.

HISTORY

The department of Materials Engineering was officially launched in 1971 with 16 students and by 1980 had the largest research group in the Faculty of Engineering. The department has since gone through numerous incarnations before officially becoming the Department of Materials Science and Engineering in 2013. In 2022, according to the Academic Ranking of World Universities, the department was ranked number one in Australia and 35 globally for materials science.

EMPLOYEES

Our department is made up of 31 academic staff (29% female).
We have 150 Bachelors of Materials Engineering students (40% female) and 100 PhD students (32% female). Students and staff join our department from more than 40 countries around the world.

COMPANY VISION/FUTURE GOALS

Our department and its researchers are currently looking to find new and innovative ways to engage with the public and industry so that we can better understand their needs and how we might meet them.

GIVING BACK TO THE COMMUNITY

Our department is committed to producing research outcomes that are in the public good. This includes the research and development of materials which help mitigate the effects of climate change, reduce the impact of environmental pollution and aid in the treatment of diseases.

WHAT SETS MSE APART?

Our department prides itself on building life-long relationships with students, from enrolment through to alumni. We also actively promote diversity and inclusion at all levels.

Q&A

What type of people succeed in Research?

Successful researchers come in many varieties but often share some common traits. These include being innately curious about the world, creative, able to clearly communicate with experts and non-experts alike, sensitive to the wants and needs of others and excellent at organising their time.

Our department is located within Monash University's Clayton campus. This places it within walking distance of the CSIRO's Clayton Central precinct, the Australian Synchrotron and the Melbourne Centre for Nanofabrication.

Most of our researchers are located within the New Horizons research centre, a collaborative research environment designed to create new multi-disciplinary research opportunities for industry, engineers, scientists, researchers and government.

MONASH University

MONASH ENGINEERING

PHD & MASTERS SCHOLARSHIPS

Materials scientists and engineers make a unique contribution – not just by making new materials, but also by improving what we already have. Here at Monash, our graduates and researchers are making things stronger, lighter, more functional, more sustainable and more cost-effective. Their contributions underpin all aspects of engineering, manufacturing and health sciences. Not surprisingly – they're increasingly in demand.

THE OPPORTUNITY

Expressions of interest are sought from outstanding candidates interested in undertaking research studies in Materials Science and Engineering at Monash University.

Our PhD and Masters by Research degrees are a great opportunity to work on a significant research project under the direction of world-leading researchers. We have projects in the areas of energy materials, metals and alloys, biomaterials, additive manufacturing and functional materials. Our department is ranked the No.1 Materials Department in Australia, and we have state-of-the-art laboratories for materials research, with centres for electron microscopy and additive manufacturing.

TOTAL SCHOLARSHIP VALUE

A$30,000 per annum (tax-free) (2022 rate). Tuition scholarships available to international students.

SCHOLARSHIP REQUIREMENTS

There are separate scholarship rounds for local (domestic) and international students. To be eligible to apply for domestic postgraduate research scholarships an applicant must be an Australian citizen, New Zealand citizen or a Permanent Resident of Australia. International postgraduate research scholarships are available for non-domestic applicants that cover both living allowances (stipend) and tuition (international student fees).

ELIGIBILITY REQUIREMENTS

Applicants will need to hold a first-class honours degree from an Australian University or equivalent degree from an overseas university in a relevant discipline.

Full details for the relevant requirements are available at:
monash.edu/graduate-research/future-students/apply

TO RETAIN THIS SCHOLARSHIP

The recipient of this scholarship must maintain satisfactory academic progress throughout their research degree.

APPLICATION PROCESS

The first step in the application process is to identify a potential supervisor.

Research profiles of academics in the department can be found at:
monash.edu/engineering/departments/materials/about-us/our-people/academic-staff

Once you have identified a potential supervisor, email them with your CV to discuss potential projects on offer.

Academics will then issue a formal invitation to apply which you can use to start the online application process.

APPLICATION DEADLINES

The yearly scholarship application deadlines are:

International: 31st March & 31st August

Domestic: 31st May & 31st October

ENQUIRIES

Enquiries about the scholarship application processes can be directed to:

Faculty of Engineering Graduate Research Office

eng-gradresearch@monash.edu

+61 3 9905 5222

MORE INFORMATION

Find out more about PhD and Masters by Research degrees and scholarships at:
monash.edu/engineering/future-students/graduate-research/phd

MATERIALS SCIENCE AND ENGINEERING

MSE.Enquiries@monash.edu

+61 3 9905 4941

MONASH ENGINEERING

GROUP OF EIGHT AUSTRALIA

Australian Government

ANSTO

Science. Ingenuity. Sustainability.

Company Overview

ANSTO is the home of Australia's most significant landmark and national infrastructure for research. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year.

To find solutions ANSTO operates much of Australia's landmark infrastructure including one of the world's most modern nuclear research reactors, OPAL; a comprehensive suite of neutron beam instruments; the Australian Synchrotron; the National Imaging Facility Research Cyclotron; and the Centre for Accelerator Science.

The Australian Synchrotron is a major research facility located in Clayton, a technology and innovation hub of southeast Melbourne. It is one of Australia's most significant pieces of scientific infrastructure.

The Australian Synchrotron produces powerful beams of light that are used at individual experimental facilities to examine the molecular and atomic details of a wide range of materials. The advanced techniques are applied to research in many important areas including health and medical, food, environment, biotechnology, nanotechnology, energy, mining, agriculture, advanced materials and cultural heritage.

Workplace Diversity

ANSTO has a very active Diversity and Inclusion committee. This committee has implemented several initiatives to improve diversity in the workplace. The Women in engineering program is one of them. This program involves networking with universities to connect with women studying engineering, a women in engineering summer internship as well as sponsorship to FEM. This program has been a massive success, where we have hired 12 interns over 4 years.

The committee has expanded its focus beyond gender diversity. This includes Indigenous outreach where we have planted an Indigenous garden, LGBTQI+ Ally network. We are looking at initiatives into cultural and neuro diversity.

Current Projects

ANSTO's current BRIGHT project aims to facilitate the design and installation of eight additional beamlines, enabling the facility to meet the needs of Australian researchers and industry partners and continue enabling ground-breaking research well into the future.

Details of Graduate and Internship Programs

ANSTO's highly-regarded Graduate Development Program aims to develop and nurture the next generation of Australian business and science leaders.

Graduates gain invaluable hands-on experience and professional development opportunities during this 2-year rotation program.

Every summer The Australian Synchrotron runs a Women In Engineering paid internship program. This program will allow successful applicants to gain industry experience in a unique and supportive environment. Applications open in August.
We are looking for students with degrees in:

- Mechanical engineering
- Mechatronics engineering
- Software engineering
- Computer science
- Electrical engineering

Further Information

In October (date TBA) you will have a rare chance to go behind the scenes of the Synchrotron. During the Open Day you will have the chance to:

- Learn how the Synchrotron works and the amazing research it enables.
- Talk to our scientists stationed at each of the Synchrotron nine beamlines
- Listen to live interviews with ANSTO scientists

There will be plenty of photo opportunities and regular giveaways too! To learn more about ANSTO and the Australian Synchrotron please visit:

www.ansto.gov.au/research/facilities/australian-synchrotron/overview

Honeywell

"The work you do at Honeywell has a real impact on people and the world." – **Daniel Sanchez**, *Graduate Sales Engineer, 2019*

Company Overview

Honeywell is a Fortune 100 company that invents and manufactures technologies to address tough challenges linked to global macrotrends such as safety, security, and energy.

In Australia and New Zealand, Honeywell has been delivering solutions to businesses, industries, and consumers since 1962. Today, with over 1,700 employees in 25 offices, we are a diversified technology and manufacturing leader, serving customers with aerospace products and services; control technologies for buildings and industrial; and specialty materials.

What makes Honeywell stand out:

- Honeywell offers employees the opportunity to shape the future of entire industries, helping transform the way the world works.
- At Honeywell, you can learn something new every day alongside a diverse workforce of problem-solvers, inventors, and entrepreneurs.
- Our culture encourages open dialogue and the exchange of different perspectives to build an inclusive work environment where diverse views are heard and respected.
- In addition to competitive pay, rewards and benefits, our employees receive career development opportunities to grow professionally.

Workplace Diversity

At Honeywell, Inclusion and Diversity matters. Our mission is to foster a performance culture built on the foundation of welcoming, including, understanding, respecting, and appreciating the different perspectives, backgrounds, and experiences our people bring to the workplace.

Diversity of thought is one of our greatest strengths; it enables us to achieve sustainable business results and most importantly, it brings us joy.

We have established supportive network groups that allow diverse employees to come together based on shared identity or life experiences. The networks enhance our inclusive culture and employee engagement as well as deepen the sense of belonging to Honeywell by expanding internal networks of colleagues and friends.

x WE Connect – Women's Exchange Network
x IPP Connect – Indigenous Participation Network
x Pride Connect – LGBTQIA+ Network
x Veterans Connect – Veterans' Exchange Network

Honeywell has proudly gained its Rainbow Tick accreditation in New Zealand. We believe everybody deserves to be themselves at work and we strive to ensure that Honeywell offers a safe and inclusive environment for all!

"It gives me confidence working for a company who creates opportunities for all peoples – specifically Aboriginal and Torres Strait Islanders." – **Hayden Wiggins**, *Intern Bachelor's Engineering Support, 2022*

Current Projects

Recently, NASA has released the Webb telescope's first full-colour images. It's the most detailed infrared image of the early universe to date. Honeywell aerospace engineers played a role by building and testing a "2-for-1" instrument that the Canadian Space Agency contributed to Webb.

Details of Graduate and Internship Programs

Honeywell provides all employees with tools and programs to accelerate and develop their skills. We offer valuable opportunities to strengthen leadership competencies and accelerate development.

Honeywell Graduate Program is designed from the ground up to empower people from the moment they start their careers with Honeywell. Through challenging and meaningful assignments with great learning and development opportunities and quality training, we work hard to build a team of results-oriented individuals and empower them to make the world a better place.

Applications for our Graduate Program open in March 2023. For more information please visit: earlycareersathoneywell.com.au/

Honeywell | **THE FUTURE IS WHAT WE MAKE IT**

Invetech

ABOUT INVETECH

For more than 30 years, we have worked with health and life science leaders around the world to co-create breakthrough solutions that millions rely on every day. Through proven technology platforms, expert insights and informed action, we help our clients resolve complexities in design, operations and technology – swiftly transforming ideas into market-ready diagnostic technologies and vital therapies. With headquarters in Melbourne and offices in San Diego and Boxborough, U.S., together, we're accelerating healthcare advancements.

VACATION PROGRAM

At Invetech we run an annual Vacation Program applicable to students who are in their penultimate year of study. The program provides students with an opportunity to be allocated to a project, working on initiatives that directly impact the outcome of the project. The Vacation Program will give students the ability to gain hands-on experience, putting theory into practice, whilst making a difference to the healthcare industry.

Opportunities are available for:

- Electrical & Computer Systems
- Robotics & Mechatronics
- Software Engineering
- Mechanical Engineering

Vacation program runs **Nov 2023 - Feb 2024**
Applications open **June 2023**

Check out opportunities via our careers page
invetechgroup.com/careers

WORKPLACE DIVERSITY

We are working toward creating a more diverse Invetech through hiring, retention and development strategies. We are investing in the development of our leaders, managers, and allies to create an environment where everyone belongs. Our aim is to build a culture of equity for all of us, that enables greater innovation for customers and the world.

To achieve these goals our teams are leading the charge with a variety of initiatives, including the establishment of our first employee & friends resource group, called Invetech FORWARD (For Women's Advocacy, Representation and Development). FORWARD seeks to advocate for, represent and develop women of Invetech through building a community that focuses on connection and collaboration.

In addition, Invetech is working toward becoming an Employer of Choice through the Workplace Gender Equality Agency (WGEA), refreshing our recruitment processes to include best practice measures, as well as introducing a Flex Work framework that provides balance between work and personal commitments.

KBR,
Delivering Solutions,
Changing the World

At KBR Australia we do a lot of great things, and everything we do is centered around our people, customers, and the communities that we strive to elevate. The results we deliver are underpinned by our collective focus on excellence, sustainability, passion for the people we work with and the innovations we create.

KBR's global business is at the forefront of technological innovation and is made up of the best and brightest minds. With our primary markets in defence and infrastructure, we work together as a team of teams to address our customers' growing needs regardless of industry and deliver innovative, smart and sustainable solutions that make a lasting impact, and we are pretty good at it.

A core part of KBR is our employee-driven resource group ASPIRE that is committed to the development of women and the promotion of gender diversity at KBR. ASPIRE is dedicated to building a culture of inclusion and respect in the belief that equity enhances team performance and makes KBR a better, more efficient business.

GS APAC

KBR's Government Solutions Asia Pacific (GS APAC) combines our global expertise with Australian experience to deliver technology enabled, full program lifecycle solutions.
We are a diverse team that provides a broad spectrum of capabilities across Australia and APAC. We apply strategic, sustainable thinking to the full lifecycle of every project and solution we deliver for our Defence and Government customers.

We Enable Mission Success for our clients.

Infrastructure Services
Our Infrastructure Services Australia business works with customers across the nation to plan, design and deliver smarter, safer and more sustainable infrastructure to meet the demands of the future for all Australians. We deliver innovative solutions across the transport, water, environment, buildings, defence infrastructure, energy, and rare earths markets.

Reimagining Infrastructure for a better tomorrow.

Our People
We are a diverse team of experienced engineers, projects managers, technical specialists, and commercial professionals across a number of industries who share a culture of caring and learning and harness our passion for what we do while remaining firmly focused on our common purpose. Founded on principles of trust and inclusion, our people are empowered to have the freedom and flexibility to have their best day at work every day, no matter where they are.

Our Community
We are continuously seeking to create a positive impact on our communities and our planet.

Through schemes such as our IMPACT Graduate Program, our next generation of leaders supports local communities through volunteering and community activities and our global One Ocean initiative.

Our Reconciliation Action Plan (RAP) has been developed to ensure respectful relationships and create meaningful engagement with Aboriginal and Torres Strait Islander Peoples both within our organization and within the wider community. Similarly, our employee led ASPIRE group engages with schools and universities to guide female STEM students into the workforce.

Norman Disney & Young

A TETRA TECH COMPANY

Company Overview

Norman Disney & Young provides sustainable engineering solutions that improve the value, reliability and efficiency of our clients' projects, and the broader built environment. Partnered under the Tetra Tech High-Performance Buildings Group, only widens our reach which brings together the expertise of talented engineers, commissioning agents, and energy analysts from around the world.

Founded in 1959, Our Longevity and growth as a leading consultancy is a testament to our people and our reputation in the market. NDY has offices based across all regions of Australia, New Zealand (Auckland & Wellington), UK & Europe (London & Dublin) and Canada (Vancouver).

What really sets NDY apart is a focus on our People, Clients & Expertise knowing our people are key to our success with a raft of employee benefits from hybrid working to supportive development options. By collaborating with our clients, we foster strong relationships through our expertise, in the ability to provide Innovative, sustainable & cost-effective solutions.

Workplace Diversity

Building an inclusive workforce enables diversity of thought, decision making and ultimately better business and social outcomes. In turn, this will assist us to build sustainable and valuable relationships with our employees, customers, shareholders, suppliers, governments and the community. To name a few of the Diversity & Inclusion actions that NDY focuses on:

- Gender Equality.
- Reconciliation Action planning.
- Employee Inclusion & Engagement surveys and action plans.
- Cultural leave days.
- NDY Flex & NDY Carers – supporting employees with When, How & Where they work.

Details of Graduate and Internship Programs

The NDY Graduate Program offers you as a graduate a comprehensive development program with ongoing technical training and continuous professional development. This ensures you will receive all the necessary post-graduate training to optimise your opportunities for career development and growth. As a graduate on our Program, you will experience:

- Structured development workshops
- Rotations through various engineering disciplines
- Potential international rotations
- Internal Development Opportunities
- Online Learning Platform
- The opportunity to lead community projects supporting various charities
- The support of exceptional coaches, mentors and leaders.

Further Information

To learn more about Norman Disney & Young you can check us out at www.NDY.com or, follow us across other social media platforms including Linkedin, Facebook, Instagram or Youtube for updates or opportunities.

S&C ELECTRIC COMPANY

Excellence Through Innovation

About S&C

S&C Electric Company specialises in the switching, protection, and control of electric power systems. Our solutions are an essential part of the electrical grid that brings power to homes and businesses.

Beginning in 1911 with headquarters in Chicago, S&C has had a presence in the Asia Pacific region for more than 60 years. S&C opened a branch office in Melbourne, Australia in 2013, and in 2018, established a private Australian company, S&C Electric Australia Pty Ltd.

S&C works to understand local challenges within the region, developing technology and providing services to achieve reliable power that can reduce the duration of power outages from hours to seconds – or to no outage at all.

Workplace Diversity

It is the human energy of our organisation that makes S&C a great company. That human energy encompasses individuals across all dimensions of diversity, each bringing their own unique perspective that helps drive S&C's innovation and competitiveness.

Diversity, Equity, and Inclusion have long been rooted in S&C's values and guiding principles, which signify our respect for people and a culture that promotes trust, teamwork, dignity, and respect. At S&C, all voices are heard and valued, and we continually strive to make substantive change for the better. Key actions S&C take to support diversity in our workplace include:

- Enhancing skills in building more inclusive and diverse teams and addressing barriers to achieving this such as combating unconscious bias
- Ensuring equity and best practice across talent programs
  - Our compensation philosophy offers salary adjustments and bonuses based on skill and performance and examines gender and race to ensure all team members are paid equally
  - In the United States, we've partnered with diverse industry associations to drive diversity in talent acquisition, including the Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers, and others
- Offering flexible working where team members have the flexibility to achieve a healthy balance between work and the demands of life outside of work
- Access to join and participate in activities organised by S&C's affinity groups: Inclusion, Diversity, Engagement & Awareness (I.D.E.A. Group), Spectrum (LGBTQIA+) and Women's Empowerment Group
- Celebrating key annual events including International Women's Day, Ramadan, NAIDOC week, Diwali, Lunar New Year and Pride Month

Company Projects

Utilities today are working to integrate renewable energy sources, manage demand irregularities of plug-in electric vehicles, plan for rising global temperatures and respond to more frequent weather and climate-related disasters. S&C is innovating technologies essential for this increasingly dynamic and complex electric grid, shaping the future of reliable electricity delivery.

In Australia, bushfire season lasts most of the year, resulting in some of the nation's most devastating fires. Climate change has also extended the length of fire seasons throughout Australia, drying out vegetation that can fuel the spread of bushfires. S&C is committed to supporting utilities in reducing bushfire risks. You can read a recent case study about this here.

Graduate Program/Internships

Students interested in an internship with S&C can reach out to ***APACGraduateProgram@sandc.com*** and submit an expression of interest.

When it comes to supporting students/graduates, our philosophy is to provide a rounded learning experience that combines valuable commercial, technical and leadership skills training with hands-on exposure and application, delivering projects and engineering solutions that solve the unique and real challenges our customers face. Further, you'll gain international exposure, working and networking with team members across various S&C locations worldwide as well as customers across the Asia Pacific region.

Come and join us as we transform the grid!

Company Overview

Wood is a global leader in consulting and engineering across energy and the built environment, helping to unlock solutions to some of the world's most critical challenges. We provide consulting, projects and operations solutions in more than 60 countries, employing around 40,000 people.
www.woodplc.com

Workplace Diversity

Achieving a sustainable future is the most pressing issue facing our generation. As a business we've committed to nine sustainability goals, that are our pledge to create a better tomorrow. They are our commitment to advancing global sustainable development, aligned with and contributing to, the United Nations Sustainable Development Goals (SDGs).

One of these goals is to **Recognise, welcome and celebrate diversity in thought, experience and background to find our boldest solutions and nurture our talent.** A target within this goal is to improve gender balance with **40%** female representation in senior leadership roles by **2030**. We also have a graduate recruitment target of 70% female/30% male.

Current Projects

Wood has recently entered into a 10-year global master services agreement for engineering and project related services with Chevron.

A snapshot of other current and upcoming projects include:

- Over 650 projects in wind, 100+ of which were offshore
- Over 35GW of solar projects in the last 14 years
- Almost 150 carbon capture and storage studies – few (if any) of our competitors have as strong a track record in industrial decarbonisation
- We have designed and delivered over 120 hydrogen units and are pioneering new solutions in blue, green and bio hydrogen

Details of Graduate and Internship Programs

At Wood, Graduates undertake 3 personal development learning modules per year across our 2 year graduate program. These are supplemented with APAC wide personal development webinars. All graduates are assigned a buddy & a mentor through our global mentoring program, as well as offered a CertIV in Project Management.

Our vibrant graduate community is led by our graduate networks which are managed by a committee of grads & managers. They are funded to hold various social activities.

Further Information

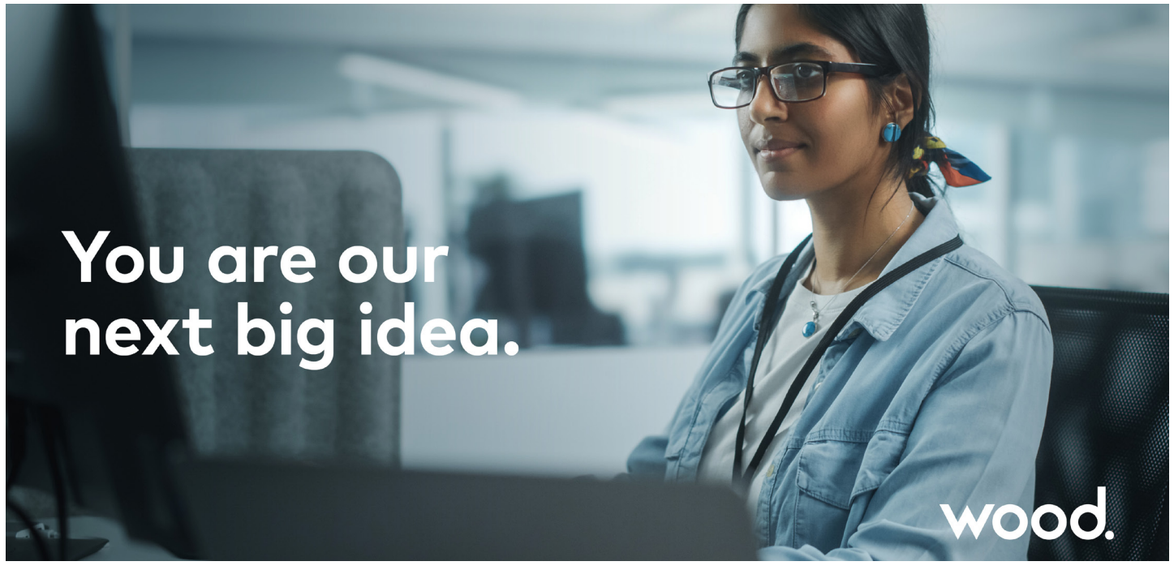
Dates for upcoming events (2022/2023):

- Summer vacation program applications open on 1st August 2022
- 2024 graduate intake applications open on 6th March 2023

We advertise these opportunities on:

- Wood early careers website
- GradConnection

A quote from Aghnia who is in our health & safety team and studied a Bachelor of Public Health Science at Monash: *"My favourite aspect of being a graduate at Wood is the amount of support I have been given by colleagues as well as learning from their wealth of experience. Working closely with Wood's Developing Professionals Network has also allowed me to connect and learn from fellow colleagues in early stages of their career."*



Worley
energy | chemicals | resources

What is Worley?

Worley is a leading global provider of professional project and asset services in the energy, chemicals and resources sectors. We provide expertise in engineering, procurement and construction, as well as consulting services. Every day we help our customers get one step closer to solving our planet's complex issues, such as climate change, the energy transition, digital transformation and how we are delivering a more sustainable world.

As a publicly listed company headquartered in Sydney, our company consists of almost 50,000 people working across 49 countries, including a number of subsidiaries such as Advisian and Intecsea. Our people represent many cultures and backgrounds, and various groups exist that champion causes such as our Pride@Worley Network, Women of Worley and All Abilities group to name a few.

Diversity & Inclusion

Globally, Worley strives to support and celebrate our diversity by building a culture of inclusion and positive impact. We have a number of diversity and inclusion networks including Women of Worley, Pride@Worley, All Abilities and many more.

Each of these networks' champions diversity in our workplaces by running initiatives that promote awareness, inclusivity, and discussion. Every day we demonstrate that our differences make us better by including others and valuing their uniqueness. It's all our differences that make us stronger together.

Our Work

From robotic catalyst removal to the world's longest ever pipeline, the projects that Worley is involved with span across the globe. If you want to learn about some successful projects, follow the link here: https://www.worley.com/our-work

Learning & Development

How we support our Graduates' learning & development

Graduates at Worley have access to a multitude of global learning and development opportunities and are always encouraged to explore their pathways of interest. Supported by a dedicated leadership team of fellow graduates, you'll have the chance to build your network through social events and grow your knowledge through professional development activities. With your assigned mentor helping you at every step of your journey, you will develop the skills needed to be successful.

Our Graduate Development Program

Our two-year Graduate Development Program provides a structured approach to continued professional development through core competencies designed to expand your understanding of your discipline, our business and our industry. Upon finishing the Program, graduates will have the knowledge and experience to meet the needs of our customers, projects, business and wider industry.

What do our Graduates think?

- "I really enjoy working on site and getting out there, seeing how things are built and operated in real time and experiencing the feeling of accomplishment firsthand."
- "I love the variety of work and the opportunities that Worley can offer us."
- "I get to immerse myself in new challenges and contribute to a project that will eventually be approved for execution in the future to be built for use."

How can you apply?

Worley Graduate Development Program Applications: Open from March – April

Worley Summer Vacation Program Applications: Open from May – July

Learn, grow, and get a chance to contribute to global projects. With us, you'll have a wide support network to help you succeed and build your career. Click here to apply: https://www.worley.com/careers/early-careers

ARCADIS

At Arcadis we focus on attracting, retaining, and developing people who share our passion and commitment to improve quality of life. Right now, over 29,000 Arcadians across 70 countries are working to address global challenges including climate change, urbanisation, digitalisation and poverty. We're reimagining the places where we live and work, developing new ways to move people and goods between our cities and redefining how we use and protect the resources we need. Their work is guided by our company's core values: People First, Integrity, Client Success, Collaboration, and Sustainability.

At Arcadis, our people are our greatest asset. That's why equality, diversity, and inclusion are so important for our company. Here are some ways Arcadis supports diversity in our workforce:

- Arcadis Australia has achieved the WGEA Employer of Choice for Gender Equality citation for 2021-2023.
- From 2019 to 2021 our permanent female hiring rates have risen by 11% to 42%.
- Arcadians are eligible to 14 weeks paid parental leave for primary carers with no waiting period for new employees.
- We are committed to eliminating the pay gap, ensuring there is pay equity among all employees.
- Our flexible workstyle includes work from home and part time options and empowers our people to find a workstyle that works for them and their individual situation.

As a Graduate or Intern you will have the opportunity to work on industry-defining projects, finding solutions to real challenges that make a difference to people's lives. You're encouraged to have a growth mindset and are given the space to develop personally and professionally, building a flexible career that works for you.

ausearlycareers@arcadis.com
+61 3 8623 4072
Arcadis | Improving quality of life
Arcadis Benefits | WORK180 Endorsed Employer

McKinsey & Company

Who are we and why McKinsey?

McKinsey partners with corporate, public and social sector leaders to build and strengthen businesses and institutions. We consult with a spectrum of clientele, through advisory, top management and hands-on coaching, to help enable technology and building capabilities for economic and social benefits to all communities.
By joining McKinsey, you'll be part of a fast-growing firm, participate in meaningful work, and strengthen the skills you need to launch your career at McKinsey and beyond.

Who do we look for?

Our undergraduates join us from many backgrounds, with no single "right" major or course of study. We look for qualities of academic performance, leadership abilities, work experience on or off campus, and strong problem solvers with potential—we will teach you the rest.

What roles are available?

Undergraduates typically join as business analysts — an integral part of our client service teams. Some stay for two or three years before attending a graduate school or leaving for further work experience; some stay on and move into a postgraduate school role.

How will you grow?

In your first two years or more, you'll work in many industries, building business knowledge and finding fields of interest to pursue. Travelling and working with people of different skills, cultures and backgrounds are just some of the many opportunities at McKinsey. Global training curriculums and mentorship are integral ways we will support and invest in your upskilling experience, with peer feedback and partnerships helping you grow throughout your career.

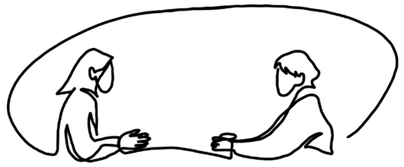
What comes next?

Whether you decide to stay with McKinsey for two years or 20 years, a role at McKinsey is a springboard for your career. You will develop exceptional problem-solving, communication, and analytical skills, using these skills and interests early in your career to solve the problems no one else can solve.
Learn more: https://www.mckinsey.com/au/careers/upcoming-opportunities

To learn more visit www.mckinsey.com/au/careers

GETTING JOB READY

GETTING JOB READY



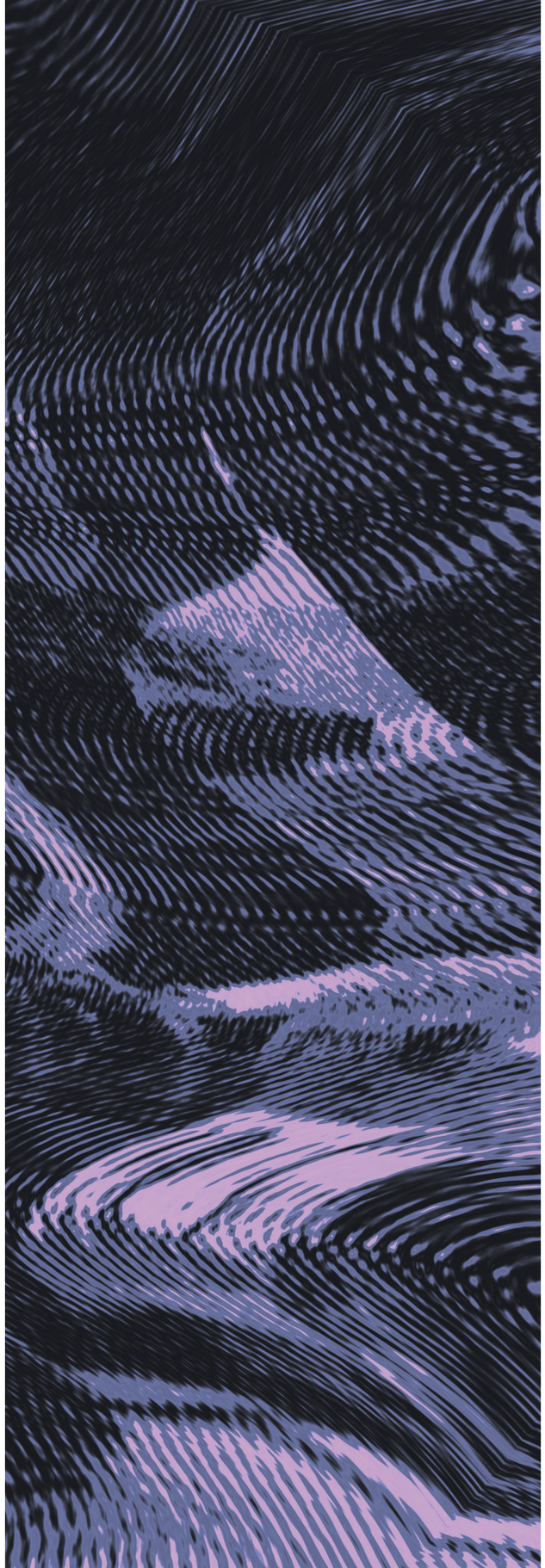
Covering the ins-and-outs of finding an internship or graduate position, from the searching, application, to interview process!

Looking for Jobs

- **Start early** - Nothing is worse than wanting to apply for a position, only to find out applications have closed months ago. Keep a tab on all the most popular jobs boards and official websites for positions at companies including SEEK, GradConnection, GradAustralia, Career Connect. Get a sense of when relevant applications open/close and mark them down on a calendar well in advance!
- **Networking** - Whether it's asking any older students you may know for advice, or attending one of the many networking events at university throughout the year - the importance of networking cannot be understated! Although it may seem intimidating, just remember that industry reps or recruiters understand what it's like to be in your position and will do their best to help you - even just turning up already shows you're taking initiative and being proactive! Come with questions and a willingness to listen, engage, and share. If you're looking for more in-depth tips and tricks see Networking 101 on page 51 of our 2021 Industry Guide!
- **Follow the socials of any relevant club/society** - Most, if not all engineering clubs will be contacted by recruiters to advertise opportunities to their members. A foolproof way of staying up to date is following the facebook page or newsletter service of any relevant club for your discipline.

Applying for Jobs

- **Read instructions carefully -** Include everything that the job description specifies and in their correct file formats. Whether it's your CV, cover letter or academic transcript (or all 3!), being able to follow the basic instructions is often the first step in the screening procedure.
- **Resumé** - Preparing your resumé should begin well in advance of your first application - that is to say, grades aren't everything - and a well-rounded experience that includes international exchanges, volunteer work, any type of part time work and involvement in university life such as belonging to clubs/societies etc are just as, if not equally as important!
- **Cover Letter** - Although challenging to write, cover letters act as a chance for you to convey any motivations, goals, or aspirations in applying. They allow you to expand upon any of the dot points in your resumé, and really show that you have researched the company and role and how you in particular would be the perfect fit for it!
- **Use uni resources** - Be resourceful! Career Connect offers a variety of workshops, personalised resumé feedback, and sample tests for aptitude/personality tests. Use these available tools to your advantage.
- **LinkedIn** - Have your profile populated and ready if recruiters decide to search you up! Creating an account takes less than 5 minutes, from then on it's just growing your profile with your experiences, qualifications and network. Find interesting posts and write thoughtful comments to increase engagement, growth and views.

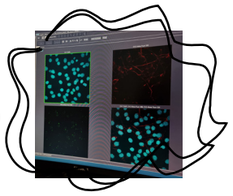


Interviewing for Jobs

- **Interview structures** - There are a plethora of interview formats: phone interviews, video interviews, assessment centres, one-way or two-way, etc. Familiarise yourself with which one is applicable to your situation, and practice in the relevant format. For example, if you were doing a zoom interview, you would practise answering questions while recording yourself on the zoom app to observe your mannerisms. If you were doing an in-person interview, set up a few mock interviews with a friend and ask for feedback!
- **Practice makes perfect** - Sometimes prepared answers can sound robotic. It is also extremely easy to tell when you are reading off another screen! Rather than preparing word-for-word scripts, instead try to dot point compact phrases/stories that you can insert naturally into your response when the situation calls for it! Having in-depth knowledge about the role and the company will also help your answers flow naturally.
- **The importance of clarity in your answer** - Your responses should be structured to effectively convey your answer to the interviewer. The most common is the STARR method:
  - **Situation** - explaining the context of the story, keep as short and succinct as possible
  - **Task** - the main challenge at hand
  - **Action** - the steps you took to approach, solve or mitigate the issue, this should take up the bulk of your answer
  - **Result** - the consequences of your actions
  - **Reflect** - What did you learn? Would you do anything differently next time?
- **It's more often about the process** - If you don't have, or don't know the answer, you can still provide a response that will be looked favourably upon - this can be done by hypothetically considering the situation, and answering how you would have acted to solve the situation. Remember, the interviewer wants to see your problem-solving process and how you approach these curveballs!
- **Here are a list of common questions that come up in interviews:**

Traditional Interview Questions	Situational/Behavioural Questions	Questions to ask the employer
• Tell me about yourself • What strengths/ weaknesses would you bring to this position? • In what ways do you think you can make a contribution to our organisation? • What motivated you to choose [company]/ [your area of study]? • What do you hope to achieve in this role? Do you have any long/short term goals moving forward? • What particular skills from your past experiences do you think you'd be able to apply in this position?	• Tell me about a time when you had a disagreement with a coworker. • Describe a situation where you showed or took initiative. • Tell me about a time when you had to make a decision but didn't have all the facts. • Tell me about a time when you worked effectively under pressure. • Describe a time when you were a leader. What is your leadership style? • Tell me about a time when you had to deliver a project on a deadline. • Tell me about a time when you worked in a team.	• What is the general timeline after the interview process? • What will be the challenges for the person taking this job? • Do you have new initiatives planned for the next year? • Can you tell me how your career has developed at the organisation? • I read on your website that [topic]. Could you tell me more about [topic]? • What's the work-life balance like? • What do you enjoy most about working here?

DAY IN A LIFE OF A PHD STUDENT



Sophie Armstrong

Second Year Mechanical Engineering PhD Candidate at Monash University.

Can you give an outline of what a typical day looks like for you at work?

It is difficult to describe a typical day because my days vary so much! Sometimes it will be a whole day spent in the lab with cells, mechanical testers, and microscopes. Other days it's at my desk reading manuscripts, analysing data, writing up results, etc. Next week, it's flying to Austria to present at a conference! The best thing is, it's entirely up to you how you schedule your time.

How did you find your transition from a bachelor student to a PhD Candidate?

I don't think anyone finds the transition from undergrad to full-time work easy. I miss the time off between semesters like nothing else!

Doing a PhD is trying to make sense of the unknown. Unlike undergrad, if you are doing something that has been done before, you are doing it wrong. It often involves being entirely outside of your comfort zone, and dealing with more failures than you do successes. It took me a while to realise that progress is much slower when you are creating knowledge rather than relearning it.

Why did you decide to pursue research? Why did you choose your particular field?

I never considered a career in research; I kind of fell into it. I was trying to find an FYP project that combined my two degrees (biomed & materials engineering) and stumbled upon the perfect intersection. My particular project - looking at training models for life support - was very exciting and rewarding, particularly during COVID. I was always intrigued by the cardiovascular system, so I guess it makes sense that I ended up studying it.

How did you go about finding a supervisor?

My FYP supervisor offered me a PhD project very early on in my FYP. However, I did discuss projects with multiple academics once I was seriously considering a PhD. It's important to find a lab where you will be supported by your supervisors and your peers. 4 years is a long time to devote to something, so make sure it's an area you can see yourself enjoying.

What project are you currently working on?

I am currently looking at surface modifications for elastomeric cardiovascular implants. But I'm also doing some work with tissue integration on 3D printed titanium, fluorescence imaging of thrombosis within artificial lungs, and histological evaluation of explanted mechanical hearts. Who said life had to be boring?

What's the most challenging and rewarding part of your work?

There are very few deadlines in a PhD, so working consistently and effectively can be a struggle, especially when you aren't getting the results you want. A PhD is always going to be more demanding than any other graduate pathways, simply because it has to be. It also pays way way less, so be prepared to maintain your poor student status for a while longer. It can be exhausting, and it can be frustrating, but it can also be exciting and fun. Travelling internationally, meeting new people, learning new technologies… You are the modern explorer navigating these new waters, and that is what motivates us.

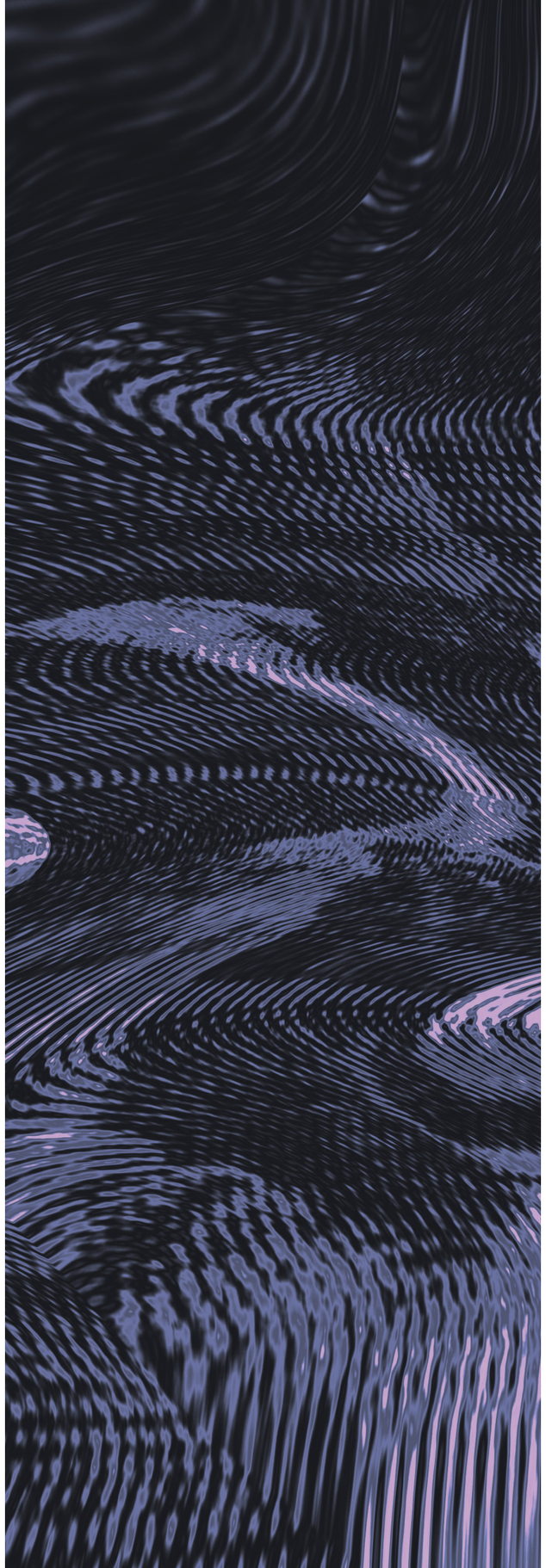
What are your future career goals?

That's a big question, and I haven't quite figured it out yet. All I know is that I want something challenging, something that isn't exclusively desk work, and something where I feel like I am making a difference.

Do you have any advice for current students looking to pursue their PhD?

Talk to current PhD students, especially in the lab group you want to join. There are many different pathways into a PhD, and this isn't always entry straight from undergrad. Consider looking interstate or internationally as well, your student advisor will be able to discuss these opportunities with you. But most importantly, get involved in research during your bachelors, such as vacation research scholarships or lab internships, and really immerse yourself in your FYP - who knows where it may lead.

If anyone would like to discuss research, FYP or PhD or other opportunities, you are more than welcome to email me at sophie.armstrong@monash.edu or contact CREATElab at https://www.monashcreatelab.com/contact



DAY IN A LIFE OF A GRAD STUDENT

Zara Fitzgerald

Graduate Mechanical Engineer at Invetech.

Can you give a brief outline of what your typical work day might look like?

I like to start my day with a coffee and plan out the day's tasks, I will usually meet with my project team and discuss our priorities. I spend the day working between my desk, the labs and workshop, with impromptu meetings with teammates to collaborate. There will often be design tasks on CAD, or hands-on engineering tests in the lab which I will be working on to design a subsystem or improve the robustness of a product we are designing for a client. I get to work in varied technical areas, from fluidics system design and manufacturing processes to scripting and integration. Often, I will walk around the corner with my colleagues for a banh mi at lunch time!

How did you find your transition from a university student to a graduate engineer at Invetech?

I found it very exciting to be working in the industry and contributing to real engineering projects, putting the theory I learnt at university into practise. My colleagues were always (and still are!) there for me to ask questions and get technical advice from, which really helped me feel more confident and further develop my technical skills. Having past experience from engineering internships helped me know what to expect and settle in quickly.

What activities did you do during university that you found have helped you most in your work?

The team projects, engineering experiments and internships I completed during university were most similar to my work at Invetech. Being comfortable in product design situations, and able to think creatively and problem solve in a collaborative environment is important as we design innovative medical technology, solving new problems and facing interesting design challenges along the way. The soft skills I developed at university through team projects have also been critical as I often present my work to our clients and the Invetech team as a whole.

How have you found the transition from being online?

My final year of university was in 2020, when the pandemic hit. So it was a relief to be able to come into the office as a Graduate and meet people face-to-face, it definitely made the transition feel smoother. I still use Teams to collaborate with my colleagues, as we have flexible working arrangements in the office and work with clients around the world - we need to juggle several time zones!

What project are you currently working on?

I am currently working in my project's integration team, leading our fluidics subsystem integration into a prototype instrument. There has been lots of problem-solving needed as unexpected problems arise, trying to get all our subsystems working together and root causing any issues we find to ensure the product performs as intended. There has been a lot of hands-on testing required, and my role is ensuring our client will receive a prototype that meets their requirements and will lead into the next design phases for a production instrument.

What's the most challenging and what's the most rewarding part of your work?

It is very rewarding to bring medical technology products to life, I know the instruments I help design and test will make a difference to people's lives. I really enjoy working at Invetech because of the innovation, problem-solving and collaboration required to engineer these products. There are so many varied subsystems and projects to be involved with, which brings so many opportunities for development. It is challenging at times because even with lots of planning, technical reviews and well thought out design, unexpected problems inevitably come up when designing and building a prototype instrument. Accepting that these challenges will come up, leaving additional time at the end of a design phase, and viewing these problems objectively with the support of the whole team helps me face these hurdles. Overcoming these challenges is very rewarding as we must think on our feet and come together as a team.

What are your future career goals?

I hope to continue to grow and develop my technical and leadership skills, there are lots of mentors and colleagues I can look up to at Invetech! In the short term, my goals are to lead a subsystem design, taking the lead in the design and testing iterations, risk mitigation and planning for part of an instrument. I also aim to increase my responsibility for the subsystem and to lead a team, leveraging the technical experts and knowledge within my company to design a robust subsystem.

Do you have any advice for current students looking to enter your field?

Find your passion! Whether it's medical technology, or another engineering industry, work is so much more rewarding when you are passionate about what you do. Try to determine what you love most about engineering (such as problem-solving and collaborative design iteration) and find a role that aligns with this. Try to get as much experience working on group projects or in internships as you can, it will really help you know what to expect as a graduate engineer!

START UPS AND NOT-FOR-PROFITS

Throughout your course, it can be difficult to visualise where your degree, connections and interests might take you. Cara from Steppen and Monique from TOM: Melbourne are two women from STEM backgrounds making their mark in the workplace by pursuing their passions and making them into tangible realities.

Monique
Monique is the Technology and Events coordinator at TOM: Melbourne, with special focus on their Makeathon and programs at universities and schools. Monique is a Monash alumni, who graduated in 2019 with a Bachelor of Mechanical Engineering. Her work with monash clubs and teams translated well into a diverse range of careers, from Management Consulting to not-for-profit industries.

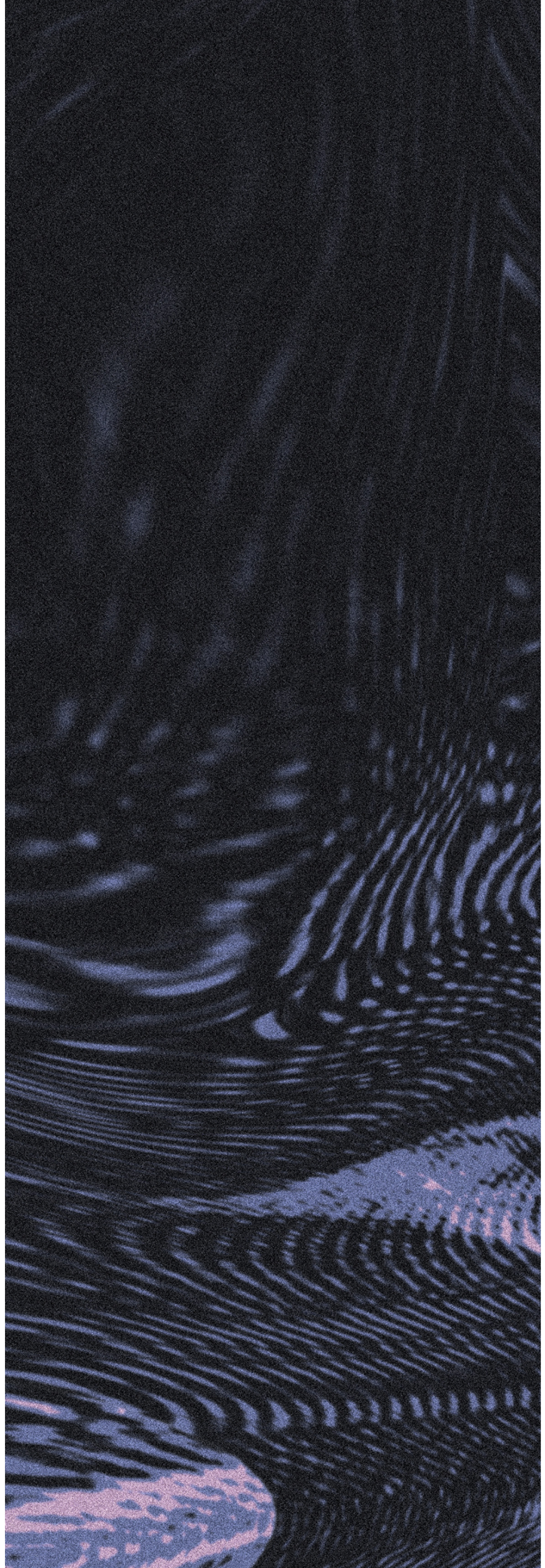
Monqiue's passions include:
- STEM education
- Diversity & inclusion
- Sustainability
- Empowering others to realise their potential

Cara
Cara is the CEO, co-founder and concept developer of the fitness app Steppen. While currently enrolled at Monash in Software Engineering and Psychology, Cara's day-to-day involves being the leader of the Steppen team. Working on management and strategy, Cara's key learning often occurs in the fast-paced environment of the start-up world.

Cara's passions include:
- Health and wellbeing
- Encouraging healthier lifestyles
- Making a positive impact in the wider fitness community

What inspired the development of this TOM: Melbourne?

TOM ("Tikkun Olam Makers") is a global movement of communities that creates and disseminates affordable solutions to neglected challenges of the elderly, the poor and people living with disabilities. TOM: Melbourne was founded in 2016 by Debbie Dadon after she experienced the impact of a TOM Makeathon in Israel and wanted to bring the concept here to Australia.



What was the process in getting Steppen off the ground?

1. Basic app design
Although the path was not clear, Cara persevered with her idea to improve access to healthier lifestyles for the fitness commuity.

2. Consulting various people
At this stage, the most important thing was to understand the problem and develop a solution, which could only be done by speaking to many people.

3. Sourcing funds from investors, launchVIC and Smartmate
After a year without a salary, it was important to start building a team for Steppen and encourage its growth.

4. Initial product made by Brisbane team
With Cara's co-founder now on board, it was time to get a product into the market.

5. Feedback and monitoring
With a whole team at Steppen, they are now working to constantly improve and build on their progress by seeking feedback and monitoring their app's performance.

What positive impacts have these companies seen through their work?

TOM: Melbourne

TOM: Melbourne has an incredible community that has collectively co-designed over 50 assistive technology solutions to Neglected Challenges faced by people with disability. All TOM projects are open-source and available to view and download on their website.

Steppen

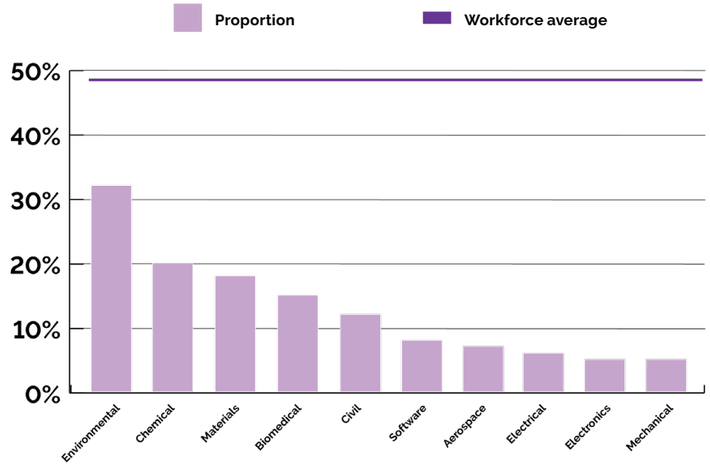
Encouraging people on their fitness journeys, Cara has seen a multifaceted impact on the users and employees of Steppen. This ranges from encouraging healthier lifestyles, as people feel more comfortable with their workouts, to empowering content creators to run their business. Cara also feels the impact of Steppen's work on the wider community, facilitating discussion about start-ups and creative solutions with the power to make a difference.

WHERE DO WOMEN IN STEM END UP IN INDUSTRY?

Across Australia women make up around 48% of the workforce, yet in engineering, women make up 15%. Whilst these figures are unsurprising for many women in STEM, increased awareness, outreach and movements for diversity might lead us to believe the industry is quickly changing. However, recent data has shown that in reality, the rate of women joining the engineering workforce is decreasing. Engineering continues to have the lowest proportion of women out of all the STEM fields. [1]

A report done by the Association of Professional Engineers Australia details the proportion of women in different disciplines of the engineering workforce. [1] This is shown in the figure below.

Proportion of women in different engineering disciplines

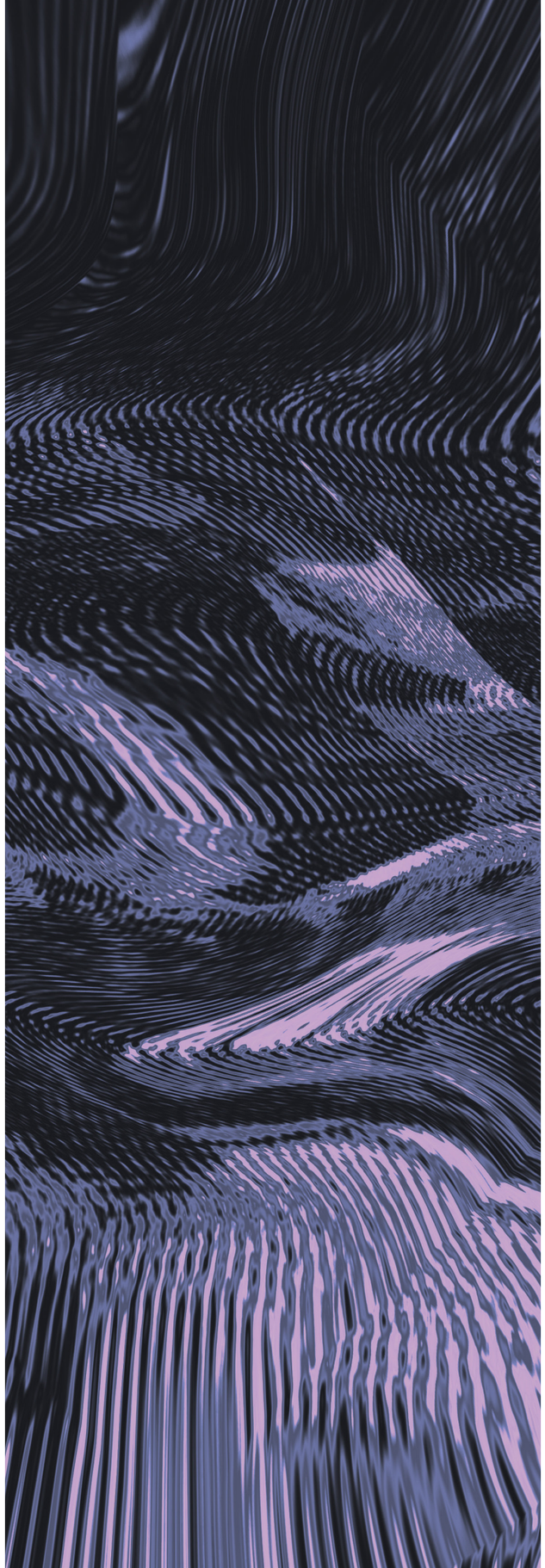


These figures coincide with university enrollments, and show a tendency away from disciplines with a strong physics focus. Keenan and Gupta from The Conversation found that from the age of 10, children have begun to stereotype physics as a male discipline stemming from their teachers, parents and a lack of role models. The repercussions of this are represented in women's lower involvement across different engineering industries [2].

Following a group of graduates from 2016 for 5 years after completing their degree, around one tenth of graduating female engineers pursue a career in the field, contrasted with one fifth of male engineering students. [3] Therefore, despite studying engineering, most women don't enter the industry. Moreover, after the age of 30 there are far higher rates of engineering employee attrition in women than men. By the age of 40, only 15% of female engineers remain in industry, and at the same age 43% of male engineers remain. The leading reasons for this were found to be: the culture of many engineering workplaces being female and/or family-unfriendly, less opportunity for promotion, and negative perceptions about women's engineering abilities. [1]

Not only are there hurdles getting women to study engineering, but also entering the industry, and staying there. As supporters of diversity in STEM, breaking down these barriers at each level of our careers can help shape the industry for future generations. Be role models to younger women, be involved in implementing diversity policy and remember to encourage and value engineering workplaces that offer flexibility and equality for all aspects of your career life.

[1] https://aclca.org.au/qld-docs/women-in-engineering-report.pdf
[2]https://theconversation.com/there-are-reasons-girls-dont-study-physics-and-they-dont-include-not-liking-maths-182382
[3] https://www.industry.gov.au/news/second-national-data-report-on-girls-and-women-in-stem



WHY WE NEED MORE WOMEN ENGINEERS

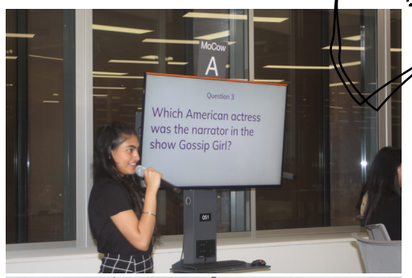
Why do we need women in STEM?
Many areas of the workforce are commonly dominated by men, particularly within STEM (science, technology, engineering, and mathematics). Some examples of these occupations include electricians, computer network architects, and mechanical engineers. [1] While our society is showing more women prevalent in the workforce, occupational gender segregation has continued to remain over the last 20 years [2].

What contributes to this gender disparity?
Women in STEM fields face numerous obstacles that make it difficult to excel, such as restricting social expectations and beliefs about women's leadership capabilities [3], stereotypes about women's roles in the workplace [4], and a lack of mentoring and opportunities to develop their careers. [5] A study showed that women consequently tend to develop coping mechanisms to deal with working in such difficult circumstances [6], including distancing themselves from colleagues, leaving the industry, and accepting masculine cultural norms which only serve to help reinforce the negative problems raised by the normalisation of this type of culture. Male-dominated industries and occupations are particularly susceptible to reinforcing masculine stereotypes that make it even more difficult for women to thrive. [7]

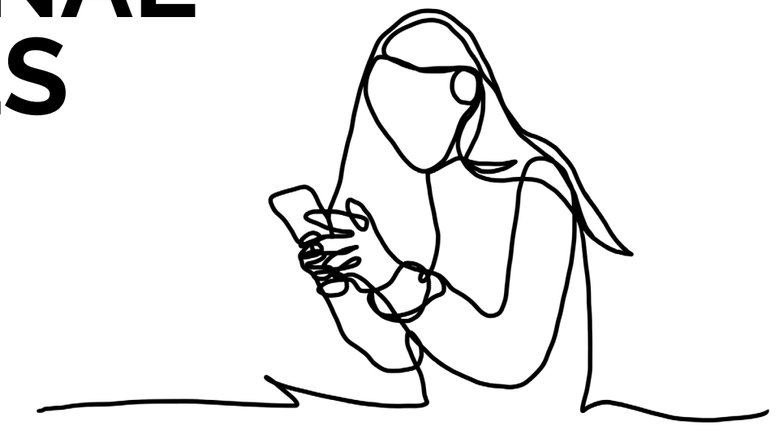
Why are women important in STEM?
The innovative and creative nature of STEM means that diversity is integral in discovering breakthroughs, conducting deeper research, and gaining new perspectives. Diverse teams have also been shown to produce better outcomes. [8] Not only this, but diversity is beneficial for more holistic research, where problems can be targeted from a variety of angles. [9] Inclusivity in STEM opens opportunities for greater innovation and scientific success. Equal representation is needed in STEM to better represent the needs of society and come to the optimal solution accordingly.

What can we do to help?
Employers can take steps to help assuage feelings of anxiety and self-doubt in women. Research has shown that women who are exposed to powerful female role models are more likely to internalise the notion that women are well suited for leadership roles. [10] Something as simple as a monthly check-in or a weekly lunch between female mentors and younger women provides the opportunity for professional development but also provides the opportunity for young women to see what it takes to succeed in prestigious roles. This can also help promote the culture of seeking guidance when needed to ensure women do not feel isolated.
Despite the current disparities that exist in the STEM industry, the future looks bright for women, and upcoming generations will continue to work towards dismantling male-dominated industries.

[1] U.S. Department of Labor, Women's Bureau, "Occupations with the Smallest Share of Women Workers," Employment and Earnings in Selected Occupations (2017); Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," Human Resource Development Review (2019): p. 8
[2] https://www.wgea.gov.au/data/fact-sheets/gender-segregation-in-australias-workforce
[3] Catalyst, Infographic: The Double-Bind Dilemma for Women in Leadership (Catalyst, August 2, 2018); Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," Human Resource Development Review (2019): p. 2
[4] Dilshani Sarathchandra, Kristin Haltinner, Nicole Lichtenberg, and Hailee Tracy, "'It's Broader Than Just My Work Here': Gender Variations in Accounts of Success Among Engineers in U.S. Academia," Social Sciences, vol. 7, no. 3 (February 2018).
[5] Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," Human Resource Development Review (2019): p. 6.
[6] Dilshani Sarathchandra, Kristin Haltinner, Nicole Lichtenberg, and Hailee Tracy, "'It's Broader Than Just My Work Here': Gender Variations in Accounts of Success Among Engineers in U.S. Academia," Social Sciences, vol. 7, no. 3 (February 2018).
[7] Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," Human Resource Development Review (2019): p. 2
[8] https://www.forbes.com/sites/sianbeilock/2019/04/04/how-diversity-leads-to-better-outcomes/?sh=3e0818e065ce
[9] https://www.nature.com/articles/d41586-018-05326-3
[10] https://www.sciencedirect.com/science/article/abs/pii/S0022103104000253?via%3Dihub



PERSONAL STORIES



KATE YAXLEY

"Curiosity and diversity, in all it's forms, are the catalysts to realising innovation and future technologies. These are the keys to unlocking meaningful AI, and are the essential elements of my research and leadership philosophy."

Kate Yaxley
Squadron Leader
Winner AI in Defence
Royal Australian Air Force
Sir Richard Williams Scholar

Please introduce yourself: name, current occupation, educational background, your hobbies and interests.

My name is Kate Yaxley, I am a Squadron Leader in the Royal Australian Air Force, and I am an electrical engineer. My specialisation is in aviation, I contribute to the electromagnetic warfare capability, which is part of the cyber domain.

As for hobbies, I am a console gamer. It is one of my ways of calming down after a big day. Also, powerlifting, that is how I get my gym time in. The thing I love about powerlifting is that you need to be focused on your whole body. It is like doing a mindfulness session as well as a bit of self-care. I also enjoy family hikes.

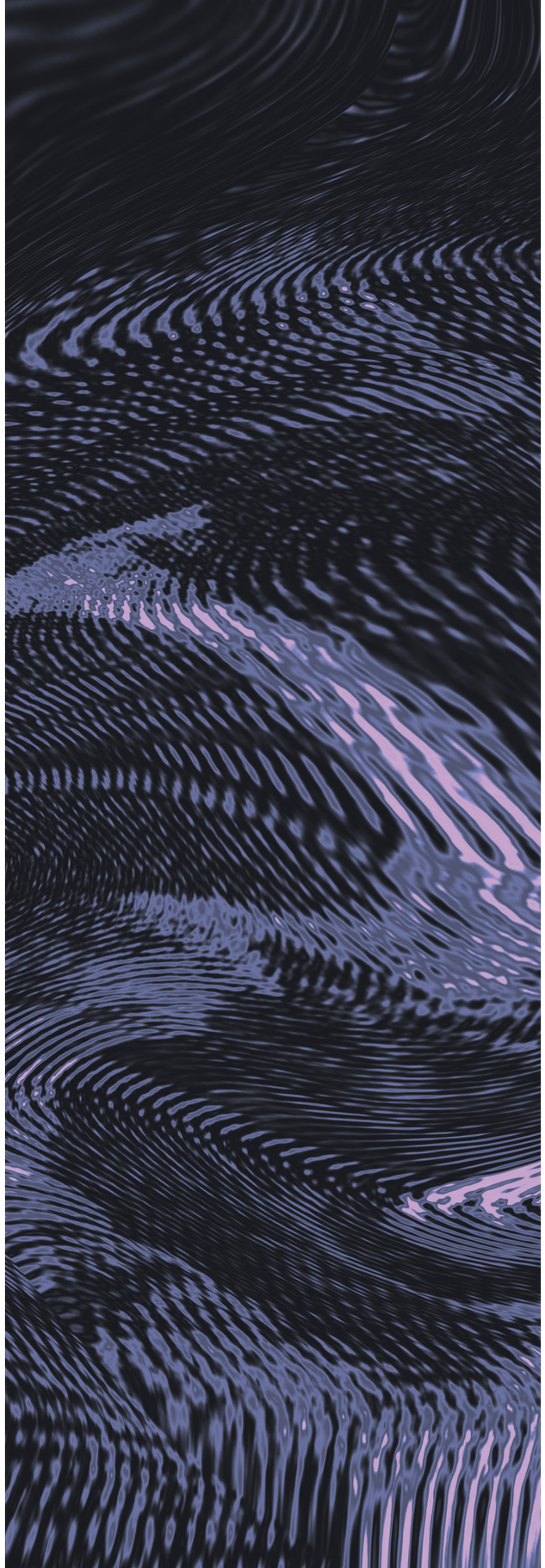
Could you tell us a bit more about your job in the defence industry?

In the defence industry, I am an aviation focused electrical engineer. I am working within the joint-space, which involves making sure capability is available for army, navy, air force and, in particular, electromagnetic warfare. In terms of capability, we look for getting the user voice usability requirements: making sure that we have the technical rigour around that so that capability is delivered in service successfully. We do operation testing and evaluation, that is once the capability technology has been acquired, we then test it in an operational setting to ensure it fits the purpose.

Other roles I have been involved with include, developing systems that allow us to sense the electromagnetic spectrum (EMS) as well as countering other technologies utilising the EMS, so that we can have superiority.

Please elaborate on any current projects you are a part of.

One of the projects I am currently working on is to allow understanding of the EMS to conduct operations. That is making sure what frequencies are available for platforms, how we should position them so that we can sense what is going on and conducting operations in Australia or overseas. We are in the process of working with industry to develop this particular tool called 'electromagnetic spectrum operations'.



What was your journey like becoming a cyber domain focused electrical engineer at the Royal Australian Air Force? What were some of the challenges you faced?

As part of my year 11/12 I did work experience. I had work experience with a company called National Jet Systems where I got to work on an aircraft. I enjoyed it and from there, I started my journey as a non-commissioned officer. I was an avionics technician initially, working on electrical systems on aircraft. I then applied to go to university at the Australian Defence Force Academy as an electrical engineer. As a junior engineer, I was programming capabilities so that they could sense the EMS. I did a Master of Science in electrical engineering, focused on signal processing, in order to do the counter measures aspect at work.

One of the biggest challenges I faced was maintaining balance. As a mother, it is about finding the balance and ensuring that my family as well as my career are well supported. That is a common challenge for any parent. In terms of personal challenges, it is always about finding balance. Which is why it is so important to have hobbies and to put them in a way that it helps you feel that you are really investing in yourself. Because that way it feels like you are really putting your best version forward in your family, work, and all other aspects in your life.

In 2021 you were the winner for the AI in the defence category. Could you talk about the project that was finalised and the reason for selecting the topic?

I started my PHD in 2018. My women in AI award comes from the research that I had done as a PHD candidate at UNSW. I have received support from the air force to pursue my research. My research is in biologically inspired swarming systems. The work that led me to the award is called 'sky shepherds'; where we are looking at how to develop an autonomous drone for sheep herding. It is very important for us to understand how sheep behave when they are actually flocking. When we are doing the mustering actions, we can train AI into understanding what to do. My particular contribution there was improving models, agent-based simulations, that you can then use to train Artificial intelligence in understanding how to solve those problems. With that, I came up with a design philosophy of how you can achieve that. I also collaborated with other experts to ensure there is transparency and human swarm teaming.

One of the reasons for selecting the topic, is within defence and operations, it is a very complex battle space. There are a lot of different platforms, when these platforms are working together, they are behaving as a swarm. If we can understand how best to interact with that swarm, we can achieve great capability. Moving forward if we can develop technology that can be mass-produced and is cheap. We have multiple agents that can be developed to create swarms. We can team-up with them and introduce a new type of capability in whatever we are trying to achieve. For instance, understanding the strategic environment or helping us to move into space.

What made you select engineering as your career of choice? Specifically pursue a career in electrical engineering and Artificial intelligence?

I've always been a very curious person. I have always had a desire to understand how something interacts with the world. I have also always been technically minded which is why I initially joined as a technician and then moved into the engineering space. One thing that always drove me was the curiosity, the desire to ask questions and then answer the questions. Which is where it led me from working as an engineer and moving into the design space. Prior to doing my research there was a lot of talk about cognitive EW, EMW capability that could autonomously sense the environment, develop a technique, and then move through the EM spectrum more efficiently. Essentially, improving the decision-making cycle between humans and technology. That sounded very intriguing. Because I really didn't have a full understanding and had a lot of questions. I decided to move into the research space.

As I mentioned, if we can harness swarming capability then that would be quite an advantage to us.

Women currently make up less than 20% of the defence workforce. Do you foresee this to change in the future?

While we may have fewer females in defence, within defence engineering we are comparatively ahead of industry. That speaks volumes in terms of the calibre of women in Australia who can do engineering. We are very fortunate to have many of them working in defence. I have plenty of role models within defence who are women, who certainly helped to bring more women up. In terms of defence, I did not think of defence as an industry for me until I did work experience, it is about exposure to different industries and learning what opportunities there are through that industry working forward. I think more women will join defence potentially in the future, but ultimately it would be great to have more women working in engineering, be that in industry or defence.

I am yet to work in a workplace with more women than men, that's just the nature of it unfortunately. But in saying that the women who are in those workplaces are highly talented. I have never felt undervalued. I am there because I am worth it. I have something to contribute to the workspace.

What are your future aspirations/goals? What do you wish to achieve during your career (if you have not achieved it already).

What I would like to do is continue ensuring the delivery of capability for the air force. I have a high-level goal up there. Working on making sure I can reach that role. I am looking at some more leadership roles that I would like to embrace and learn from. Some more engineering and technical roles because that is part of what makes me happy. Being able to do those curious jobs where there is quite a difficult problem to solve and finding different ways to solve them. I am looking forward to being able to continue my curiosity and leadership journey.

Part of being curious, I will always continue learning. Whether that's in research or in other aspects. After research, I think I will take a break from it. Doing a PHD is a long process and takes a lot of commitment and effort.

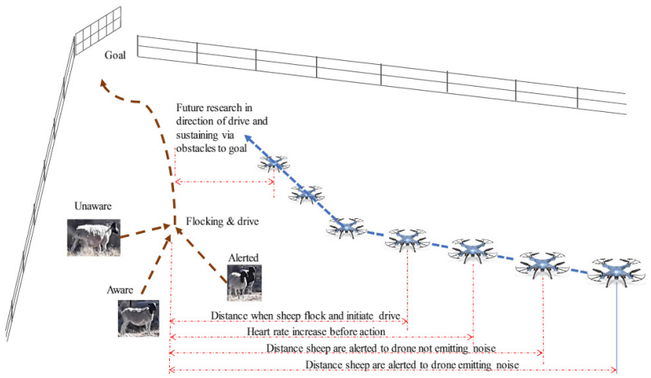
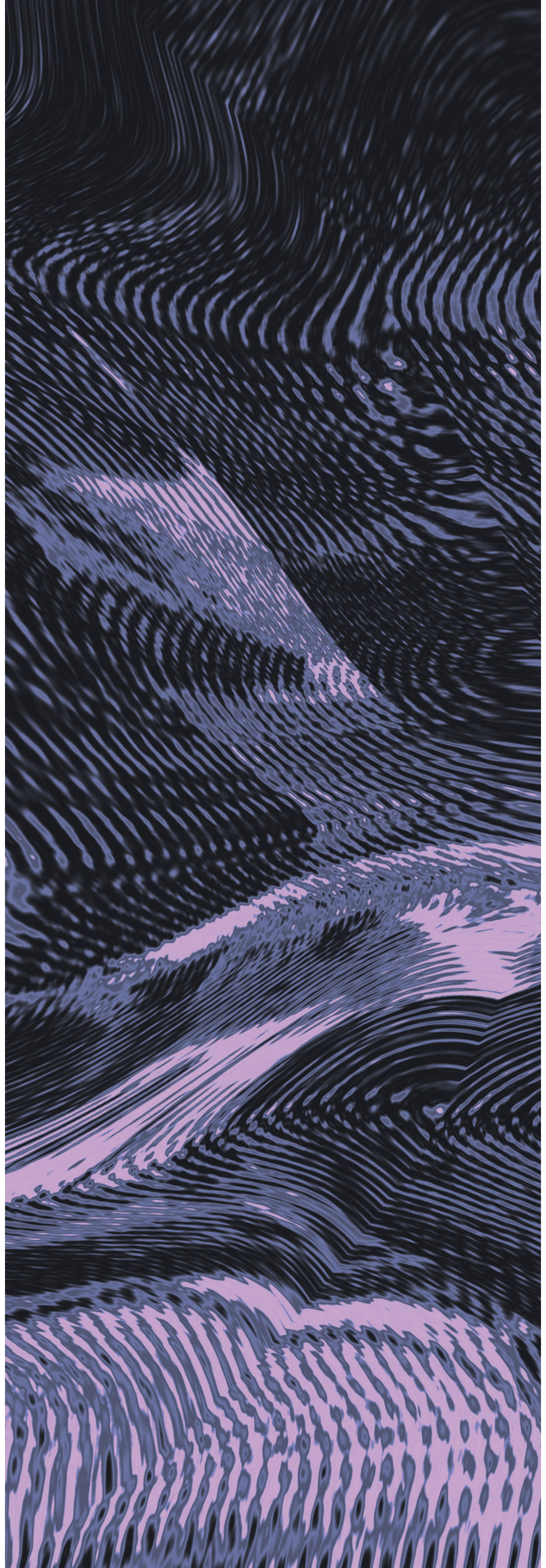


Figure 1. Expected proximal response of sheep to the presence of a Sky Shepherd.



HANNAH LIEBMAN

Hannah Liebman
Spacecraft qualitification engineer

Tell me a little about yourself.

I currently work in the space industry. I studied mechanical engineering at Monash where I was a part of FEM and a few student teams. In my final year at university I worked at FG Advisory where I did environmental engineering and consultancy. After that, I worked at Aurecon for about a year, doing work in the rail industry. I really liked the civil engineering work I was doing but I wanted to try something new and move back home to the US as I was an international student at Monash. So I took an internship at Mastern Space Systems which is where I had been working recently where I was working on a Lunar Lander project called Xelene (XL-1). It's part of NASA's Commercial Lunar Payload Services (CLPS) initiative to deliver NASA and commercial payloads to the south pole of the lunar surface. I worked there for the last six months and now I'll be working at an earth imaging company called Planet.

Did you always want to be an engineer?

Not always. When I was in high school, I thought I wanted to head in a more creative direction. I thought I wanted to enter Art school. In my senior year of high school, I thought that wasn't the right path for me and that's when I found engineering. I always liked maths and science and I never really considered it before but one of my high school teachers recommended that engineering was something I should look into and I'm so glad I did. I can't imagine doing anything else.

Why did you choose to study mechanical engineering?

I really like being hands on, I really like the aspect of being able to design products. Right now, I'll be working on a satellite. I really like designing how things are going to work mechanically and how a user might interact with things or how things are put together. I was always fascinated by how things worked, particularly when it came to robotics and mechanical systems. Plus, it can lead to so much. I could've specialised in a different field such as aerospace and robotics which had those aspects of mechanical engineering that I liked but I wasn't really sure if one of those specialised fields was right for me. I found that mechanical engineering was broad enough that I could try out different things but narrow enough that it was in a field that I liked. Speaking of robotics, I decided that if I wanted to specialise later on I could do that in my masters or continued studies and I did, as I recently just finished a certificate in robotics engineering.

What made you decide to study robotics?

It's always been an interest of mine. I did quite a few robotics classes and research projects at Monash that I really enjoyed. My final year project was a robotics project. I was also a part of Monash Nova Rova and Monash Connected Autonomous Vehicles (MCAV). I also studied a summer class abroad in robotics. I think robotics is really applicable to the field. Although I didn't do it as part of my Bachelor's degree or did a Master's, I think that it's a really good skill to have.

How did you find working full time while studying for your certificate?

I found it challenging. It was hard to study part time while working full time. To me, those were both really important things to me. You do lose the spare time that you would normally have to yourself. But I found a course that was very flexible, online and I could do it at my own pace as long as deadlines were being hit. That helped a lot, to have the flexibility and freedom to learn at my own pace. Overall, I'm really glad I did it. I was learning about interesting things that related to my workplace and I could talk about what I was learning to my coworkers.

Do you have any advice for considering changing career paths?

It's not always the easiest to change career paths. Sometimes it can feel like taking a step back. For me, I was going from a full time job that paid well to an internship that didn't pay close to as much. That can be tough but I think it's important to remember that people change careers now all the time and it's very common, especially people in their early career. I think it's important to try out new things and explore your options. Especially if you're unhappy or unsure in your current position. I've definitely been told that my resume is a bit all over the place because I've tried out different things but it actually helped me get my current job. It's given me a unique experience and perspective that helps me solve problems in a creative way. It's good to always try to leave a workplace on good terms and if you're wanting to try out a different career path you can leave the door open. It's not a closed door, it's trying something new and sometimes you have to make the leap. I loved working at Aurecon, it's an amazing company. I loved the culture there. I had so much fun and made so many friends. I just wasn't sure about the job I was doing. It was a little bit too niche and I wanted to try other things before deciding on something more specialised like that. However, I grew a lot from that opportunity and all the other opportunities I had before that. It's easy to think that you're wasting your time if you're unhappy in a role but I think it's important to recognize that you grow and learn from every opportunity even if you ultimately decide that it's not for you. You learn what you want to do.

What's the difference between the workplace culture between Australia and the US?

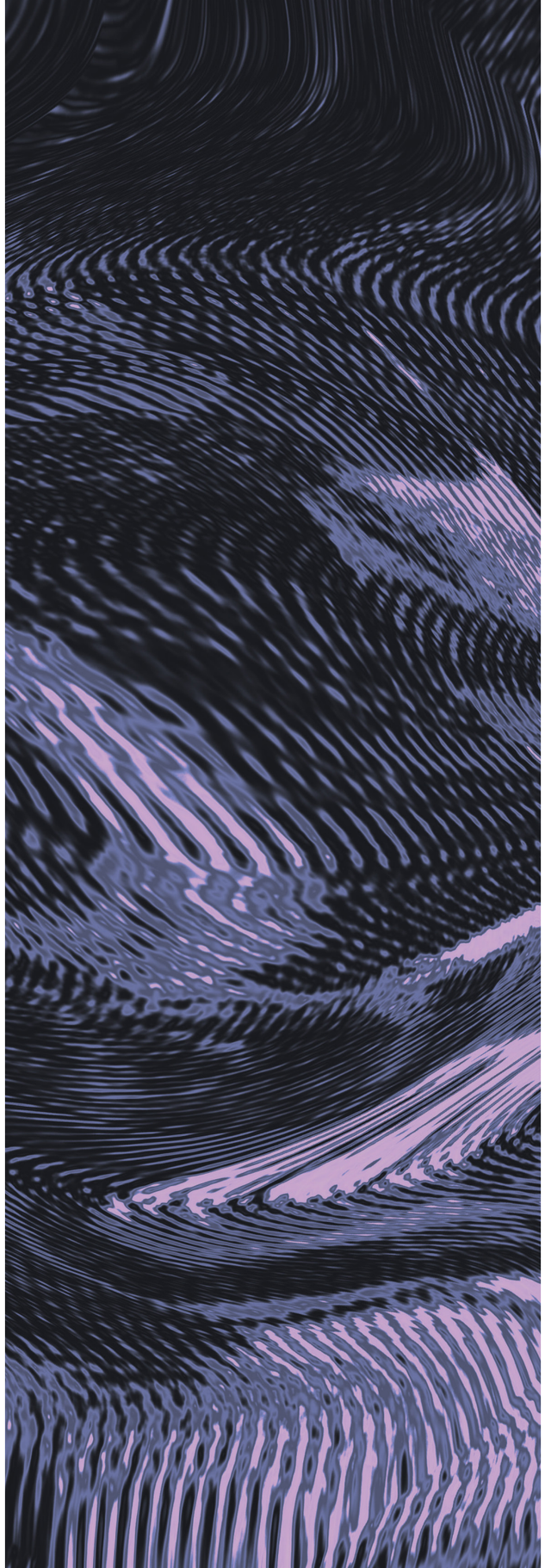
It's definitely different. I've worked at a few companies before Mastern while I was studying in the US. Everywhere you go there are going to be differences in workplace culture from company to company but especially when you're going to a different country. Every time you work somewhere new, you're going to have to adapt to the new environment and that's going to be the case if you want to start working in a different country.

What sorts of internship opportunities did you explore in your undergrad? Was it difficult to find all these opportunities?

I was very fortunate. I found a few opportunities through connections and then that gave me enough experience under my belt to get internships without my connections. My first internship was at an American company called AKF. They did building services and it was a great experience. The first internship can be a little scary and daunting. I was in my first year of university and I did not think I was prepared at all. I was really glad I did it as I could experience the professional workplace and start working on my soft skills. I then worked in a robotics company called Robotics Research which is what led me to want to do robotics. That gave me something that I was passionate about. After that, I was at FG Advisory and then Aurecon.

What was your transition like from university to the workplace?

The internships helped a lot. I would recommend anyone who can do internships as they study to do as many as you can. If you're not sure about your field, do them in many different fields. I didn't have too much trouble transitioning to full time work at Aurecon as I had internship experience. I worked at FG advisory part-time for 8-9 months while I was studying. I hear a lot of people say they don't have the experience to get internships but Monash offers so many opportunities to get experience without needing to get an internship. All of the student teams are amazing or you can join things like FEM. For me, FEM helped me so much. It helped me build confidence, develop leadership and find a community. You also get amazing industry connections. Aurecon was one of the FEM sponsors which put them on my radar. I knew one of the recruiters because I had seen him so many times at FEM events which helped make the application process a lot less intimidating. Part time work like retail work or other jobs you might have through university can also really help to develop the soft skills. I think technical skills can be learned and will have to be learned at any new workplace but soft skills take more time to develop so starting to work on those early really helps when transitioning from university to the workplace'



Why are networking events so important?

It helped me network and get comfortable in job interviews. You go to the networking events and you talk to these recruiters in the same way you would talk to them at an interview. It gave me the connections I needed and I could learn about each company's values. It's super important to find a company whose values fit yours. It can feel so intimidating when you're interviewed by a company because you feel like they're deciding if you're good enough for them. However, during the interview, you should also be deciding if they're good enough for you. It goes both ways. There are a lot of interviews I've had where I came away thinking how unhappy I would be working there. I have been offered things I would not be comfortable taking. I know what I look for in a company and these events really help you find what you're looking for.

How do you feel supported as a woman in engineering in your workplace?

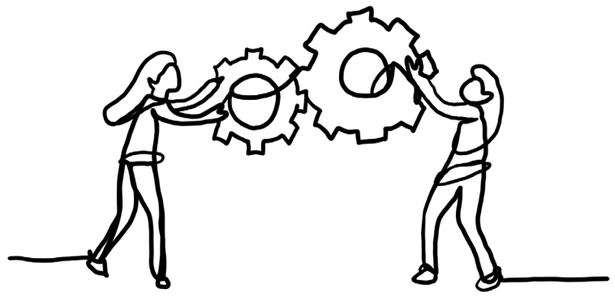
It depends on the workplace and industry you're in. I've been at workplaces where I've felt extremely supported. Aurecon really did a lot of work to make themselves an inclusive workplace. I was a part of their diversity and inclusion committee. I had great managers and team members which is really important in feeling supported and comfortable in a workplace. I have been told that I'm a little soft-spoken in the workplace and I do struggle with getting talked over a lot. If you find yourself in a workplace like that, you can talk to your manager, people in HR or other people you're comfortable talking about in the company. You can make or be a part of a women in engineering panel or diversity panel at your company. I think these things really help build confidence and guidance to feel supported as a women in STEM.

What's an exciting project you have worked on?

At Mastern, I was working on the lunar landing project which was really cool. It was one of the NASA CLPS projects. We were working on a lunar lander that was meant to travel to the far side of the moon. The idea was that it would help pave the way for future manned missions.

What's your best advice for undergraduate women in engineering at the moment?

What helped me most was trying different things and trying not to let anything hold you back such as people or expectations. I tried a lot of different things in my undergraduate degree. I did internships in a lot of different industries, I did research, joined student teams and FEM while at Monash. There's a lot you can do when you're studying an undergraduate, take advantage of that. Try it out and see where that might lead.



ERIN BRODIE

Erin Brodie
Woodside FutureLab Research and Innovation Manager

Did you always want to be an engineer?

No. I was good at maths and science, so my school suggested I try it. I thought "Why not! I don't really know what that is, but ok!"

How did you decide on your specialisation?

In one of my first-year lectures, we watched a hip surgery (gross), but then the lecture explored using titanium in bone implants and I thought "wow that's interesting!" So I decided on materials eng, specifically metallurgy.

What undergrad internship opportunities did you try?

It took ages to find the right fit for me! I did a research project coding experiments and hated it. I tried humanitarian engineering with EWB which I loved, but as an introvert, the constant socialising was exhausting! I also did an internship with Boeing where I discovered my love for manufacturing. Seeing things being made was so cool!

Did you form many industry connections during your study?

I didn't form many connections until my PhD. I didn't value networking enough. Plus, as an introvert, I found networking so daunting, but the more your network grows, the easier it gets!

Did you know where you'd take your career in metallurgy?

No. My initial prospects as an undergrad in metallurgy were: "Let's go on a visit to BlueScope Steel!!" Not inspiring.

So why the PhD in metallurgy?

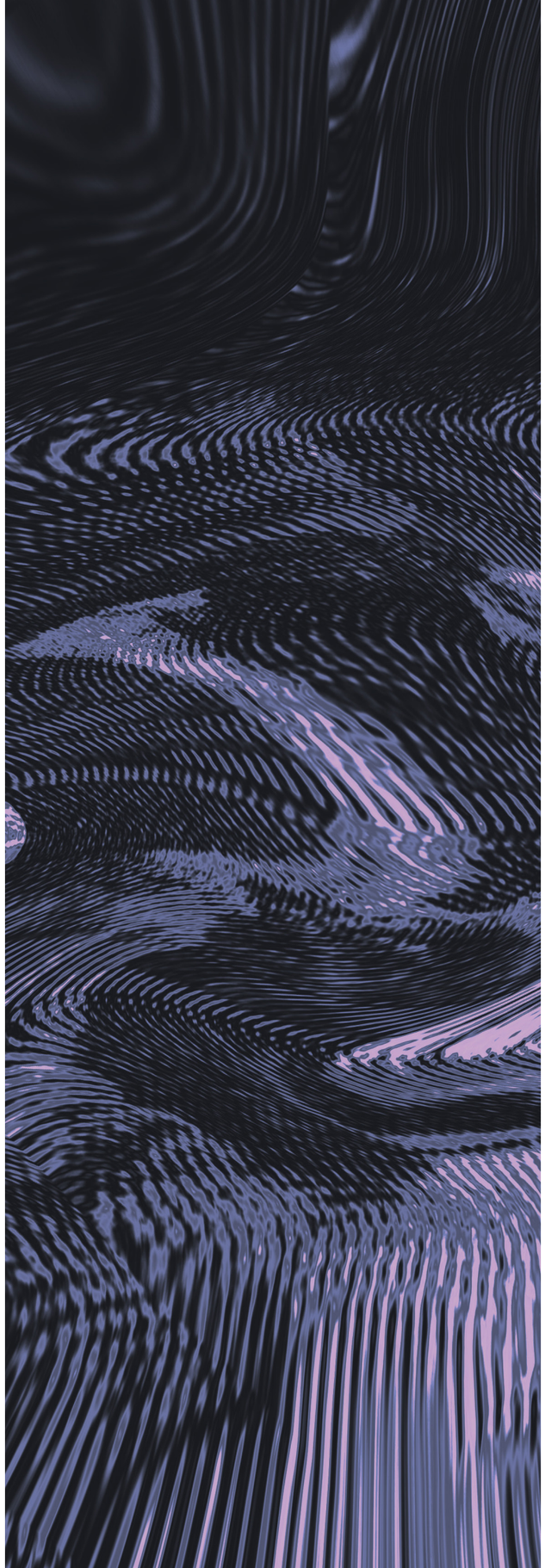
My supervisor told me about this project where I'd be working with a surgeon developing mandible implants. It wasn't just research that would sit on a shelf! It had really practical outcomes!

Was this your first taste of research?

I didn't do much research before my PhD. If you're considering doing a PhD, do an undergrad summer research project to avoid the shock!

Are you glad you did your PhD?

Yes! I learnt so many research skills like experiment planning, effective communication, and even just how to put my ideas concisely onto paper!



So what are you doing now?

I'm managing about 20 research projects that Monash and Woodside collaborate on. Our aim is to help everyone; whether they're designing biodegradable coffee pods or modelling primate dentition.

Do you still have time for your research?

That's the great thing about being based at a university – if I can find the time in my schedule, I can follow whatever research I like!

Is the life of a researcher isolating?

It can happen. I felt pretty isolated starting my PhD in a small research group but found my niche in a larger group. Choose your team wisely!

So, do you mostly work in teams?

It's a 100% team-based lab. Our academics, PhD students, research fellows, technicians and undergrads all pitch in when we need.

What's the diversity like in your teams?

Not great. So I am 100% keen to support women in engineering because I hate when it's just me! One of our academics is woman-identifying and when I met her, I thought "Finally! A role model in metallurgy!"

Do you think there's a lack of women-identifying role models in metallurgy?

I do worry about it, particularly because metallurgy is heavily male-dominated. The issue is that women-identifying undergrads just can't see where metallurgy can take them!!

Do you feel supported as a woman in engineering in your workplace?

Yes! My lab really focuses on an inclusive culture which is so important for our team-based lab!

Have you noticed changes in the proportion of women-identifying academics?

There seem to be more female undergrad engineers now, but still a significant dropout between university and industry. There just aren't many women going on to do early career research and senior academic positions. This is who we really need to support now!

What's your best advice for undergrad women in engineering?

Try as many things as you can to work out what satisfies your core values, what inspires you and what doesn't, because in engineering, there are so many paths to choose from!

What's your best advice for undergrad male engineers?

Be as supportive as possible! It's hard for women in engineering to advocate for themselves because it feels selfish, and we aren't good at self-promoting. So, for all the male engineers out there – please be good allies; it'll make things so much better!

VAL LI

Val Li
Advanced Application Engineering Team Lead at Accenture.

What was your journey like becoming a software engineer? What encouraged you to pursue a career in the tech industry?

After high school, I started doing a double degree in aerospace engineering and science at Monash. During my second or third year, I took a software engineering unit as an elective and enjoyed doing it more than my other aerospace engineering units. And that is how I started developing my appreciation for programming and computers. Then, I got my first internship with Lockheed Martin and was assigned a Python project which teaches computers how to read maps. Then my second internship was with Level Crossings Removal Authority, where I developed a database to help engineers record data more effectively. That is how I started doing what I do now, which is technology consulting as a software engineer.

What was the most valuable thing you learnt from university or your internships?

As cliché as it may sound, one of the most valuable lessons I took away from university was learning how to learn and ask for help. Because even though I am working as a development lead now, I am still learning and asking others for help every day.

From my internships, I learnt how to be humble. Software engineering, in particular, is a field that requires a lot of self-development. There is a lot of scope for career progression if you decide to learn more. If you want to become a high-level engineer and make lots of decisions that affect millions of people around the world, then appreciating the impact of being humble and asking others for advice is the key.

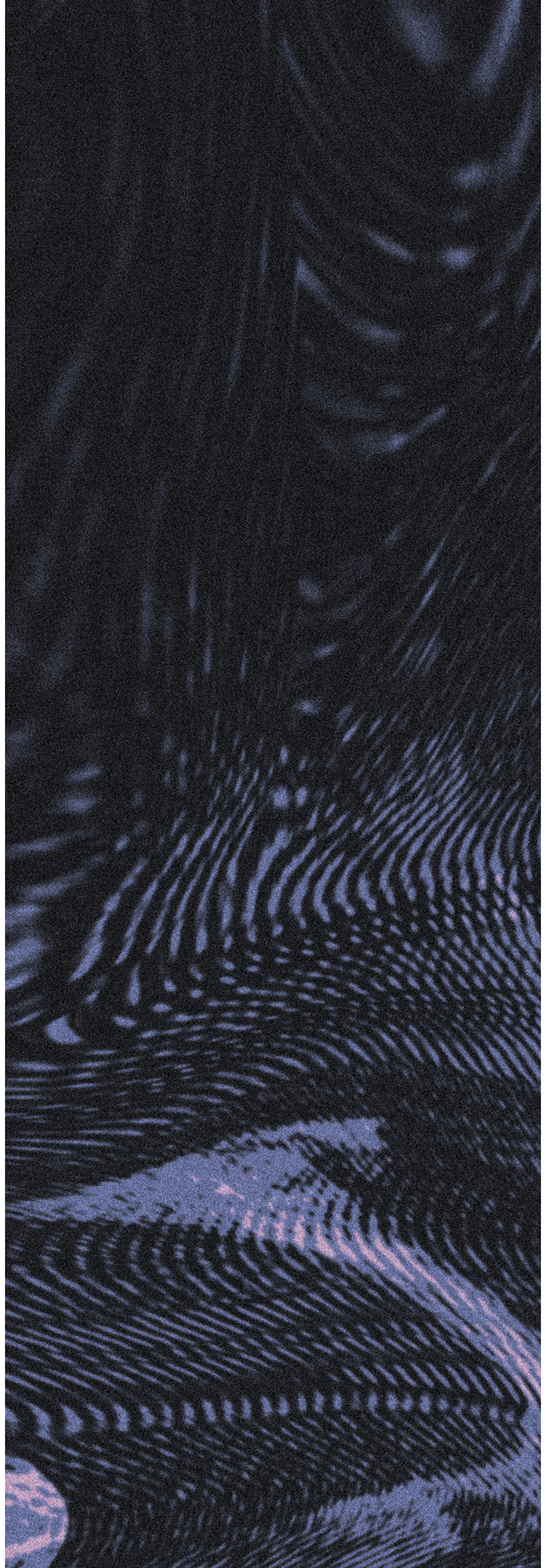
What is your favourite or the most rewarding project you have worked on?

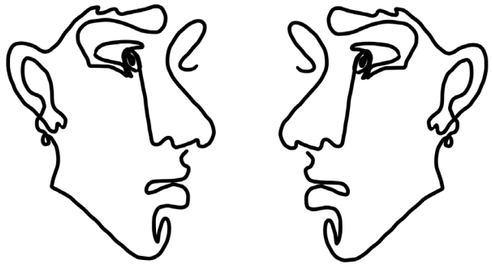
The project I did during my internship with Level Crossing Removal Authority is definitely one of my top three most rewarding projects. The idea was that the engineers were using Excel too much, and emails became too big to send, so I created a web application to help engineers enter and store data better. It's not necessarily the most technically interesting or complicated project, but it stands out to me because it helped engineers make decisions faster and store data more efficiently. It helped Level Crossing Authority across all its projects and positively impacted the community.

I didn't know it at the time, but from that project, I learnt the importance of understanding why and not just how you do things. And this helped me figure out early on in my career that making sure what I do has an impact is what makes me feel fulfilled.

How was your transition from university to the workplace? What did you find the most useful for helping with the transition?

My transition to work was reasonably smooth, thanks to my internships which helped prepare me to work in environments similar to those I currently work in. I was privileged enough to have two internships where I learnt the value of what I do, where people with really high standards mentored me, and I came out of those internships with a good sense of my worth. Understanding your learning capacity, how you can contribute and that you are a valuable member of the professional community will help ease the transition into work.





What is the biggest challenge you have faced throughout your career?

I didn't know I was non-binary until a year into my professional life. My biggest professional challenge hasn't necessarily been learning anything technical but figuring out who I am and navigating unconscious bias in the workplace.

It's about dealing with a sense of discomfort whenever you see workplaces that only have male and female bathrooms, dealing with comments about how you might look at an office party, and dealing with people who don't respect your identity.

What can be done to support diversity and inclusivity in the workplace?

I'll use my catchphrase, "inclusion is only inclusion if it's ubiquitous otherwise it's tokenism". Support to me looks like having the entire business supported to empower individuals and not just having a committee where people can come and talk. If we want to make something inclusive, it has to be a part of everything we do. It's having people design and build more inclusive technology with accessibility in mind. It means people can be there to make decisions that materially impact how everyone uses technology, and that's what I think a healthy support network is.

I'm glad that Accenture offers a very strong support network, which does pride ally train, events and a lot of empowerment of individuals. And that's what is important to me at Accenture, knowing that we are supported as minorities.

What are your future career goals?

For my personal goals, I want to make empowering others a priority. That means contributing to developing work for my team that empowers and helps minorities and disadvantaged people.

I also want there to be less of a need for me to share my personal story and speak about diversity and inclusion. The reason is that I hope more people who are a part of minority communities to stand up for themselves and feel empowered to share their stories, not just mine.

Do you think the engineering industry is doing enough to support women or non-binary people in the industry?

What engineers can do to make the workplace or society better for minorities is be humble and willing to learn because there is a lot to learn from that privileged position you have and a lot of unlearning of baked-in patriarchy.

Is there anything you wish you did more of?

I wish I have taken a networking course, made more friends and played more sports!

What do you wish you knew earlier?

- Whenever you think you know everything, you don't – be open-minded and humble.
- Learn how not to burn out, how to deal with stress and anxiety, and how to ask for help sooner.
- Money and privilege can't make up for understanding what you want to bring to this world.
- Do documentation before it gets boring.

LIFE AT UNI

ENGINEERING SPECIALISATIONS AT MONASH

Aerospace - Ayra Farukh (she/her)

The best part about studying aerospace engineering is learning about all the new technologies being founded to create major revolutionary advances in the space and aviation industry. Learning the detailed technicalities behind such great inventions is fascinating and makes you appreciate and marvel at the advancements made to get them where they are today. From learning the science behind the Saturn V to the A380 to the newly designed Overture, the advancements in aerospace technology never cease to amaze. However, perhaps the best part is telling people you literally study rocket science, which never gets old.

Biomedical - Maria Zarco-Vera (she/her)

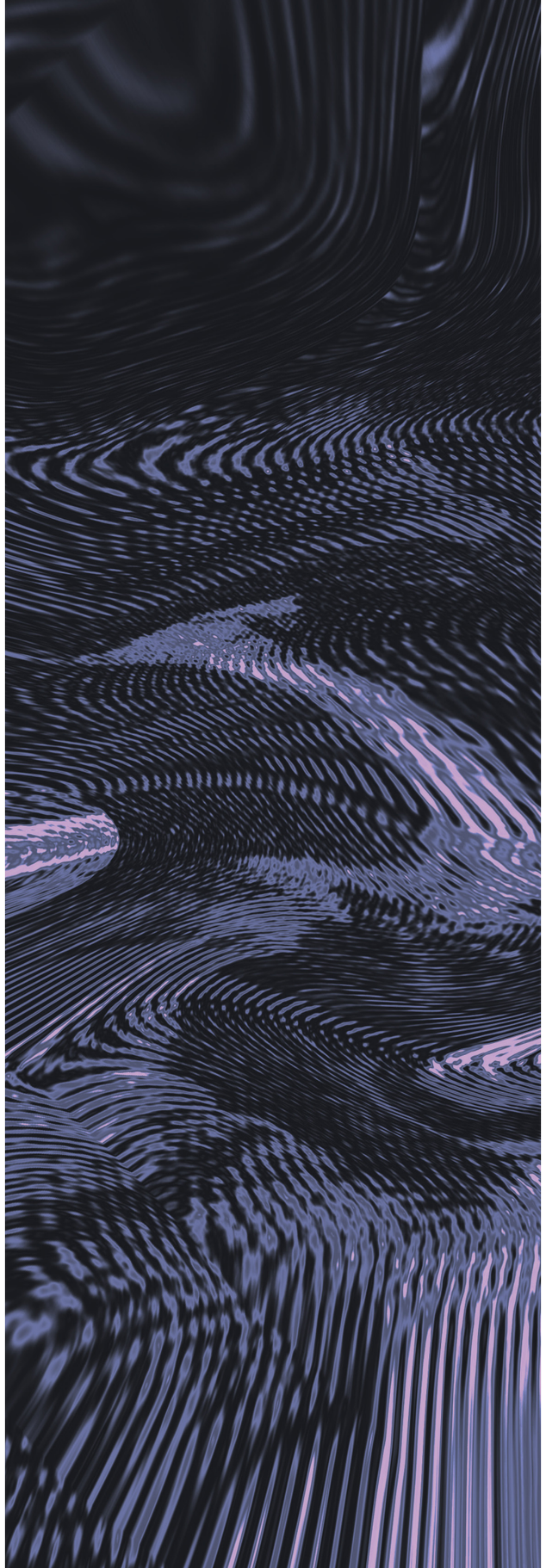
In high school I was a curious student. I especially identified with the sciences, but towards the end of high school, maths really started to interest me, as did economics, geography, and history. Biomedical engineering is a mixture of all this, and therefore seemed to be the logical choice for me. All engineers, of course, require an understanding of maths, physics, and coding, but Biomedical Engineers need to also understand biology and chemistry, and be sensitive to social issues. I am fascinated by all these disciplines and have greatly valued the opportunity that Biomedical Engineering has provided me to study these.

Chemical - Lisa Hao (she/her)

CHE2162 and CHE2164 have opened my eyes on how I learn, which is why they are my favourite units as a third-year. These units provide you with knowledge and partial information about a concept each lesson, to which you must apply them to solve the problems in that lesson. I find this extremely fun and satisfying. I have always hated the high school system in general where students had to memorise formulas and set ways to solve problems. It always felt quite backwards today where we can use Google to understand concepts. I believe challenging us and extending our capabilities via integrating and allowing the use of google and past solutions/problems is so much more fun and motivating than us being robots storing information in the brain without actually being challenged.

Civil - Renee Meaney (she/her)

My favourite part of civil engineering is that it can take you in so many different directions! I love variety and so I enjoy the ability to solve problems in a variety of different industries, contexts and with different people. I love that in civil engineering you can work with soils, water, structures, transport and more! I have tried a geotechnical engineering internship, which involved working with soils, and I found it wasn't for me, so I've pivoted to something I'll enjoy more and that's the beauty of a broad discipline like civil engineering.



Environmental - Charlotte Richards

I chose to do Environmental engineering because I wanted to apply my passions for environmental issues and make a real difference in the world around me. Environmental engineering allows me to study a broad range of units across engineering departments, giving me opportunities to see just how many different future careers I could have. For me, it is the perfect mix of applications of my science interests. I am particularly enjoying learning about contaminants in the environment and also the recycling of materials where I am looking into how Lego could be recycled.

Electrical - Gretel Gibson-Bourke (she/her)

As engineers, we do a LOT of maths whether we love it or... perhaps not so much! The great thing about doing electrical engineering is that it makes learning all those formulas, equations and solving techniques so worthwhile! Why? Because every week in the ECE labs, we're using our knowledge of mathematical principles and approximations to predict outputs with inspiring accuracy! It's really cool watching your own solutions come to life in a working circuit! The other amazing thing about electrical is the opportunity for design freedom – there are many ways you can approach circuit design to achieve a similar purpose!

Materials - Billie Bennett (she/her)

One of the best parts of Materials Engineering for me is learning about how atomic structures can have such a large impact on the properties of everyday materials. Furthermore, how the shaping and manufacturing process can affect this structure. My favourite class was a lab where we got to watch different materials freeze (using liquid nitrogen!) and actually understand the phase transformations involved, including why the edges freeze first and why snowflake-like dendrites form. I mean, who doesn't like using liquid nitrogen?

Mechanical - Carla Thompson (she/her)

My favourite part of Mechanical Engineering is how it can dramatically impact our world in a positive way, sometimes unknowingly. Usually you hear about how doctors and lawyers have helped people, but engineers help people too! They improve the quality of people's lives by building bridges for ease of transport, designing synthetic implants or improving the quality & sustainability of modern materials. In the case of Mechanical Engineering, it's everything from the cars we drive to the machines in factories that produce our food, which engineers are helping to develop. All these things, whether directly or indirectly, have the power to make a positive impact on everyone's lives, which I am humbled to be a part of.

Robotics & Mechatronics - Ranuli Illankone (she/her)

The best part of doing Mechatronics for me is all the practical things we get to do in classes. A lot of our units are project based, which means we get to spend a lot of time messing around with microcontrollers and (sometimes) robots! It's a great way to apply all of the theoretical knowledge that we learn but also great fun to play around with physical components. I have gained a lot of practical skills from these units and I think it's been a real advantage!

Software - Jessica Mark (she/her)

One of my favourite things about Software Engineering is that there is so much scope in the things you can create through coding and all you need is a device to start. I also love that you can choose to be more creative and work on the front-end designing interfaces or, if you're more into problem solving and maths, you can work back-end coming up with algorithms. Compared to the other specialisations, you get hands-on and have a go at projects immediately and it's really rewarding to be able to create working products so early on.

FIRST YEAR PERSPECTIVES

Uni Life as a First-Year Domestic Student

Transitioning from high school to university was very challenging for me at first, as I had to learn how to settle into a new environment. This included the challenges of finding new friends, improving habits, and managing my time and workload whilst also joining clubs and events. Luckily for me, most of my high school friends also came to Monash University, so I felt comfortable socialising with them along with their mutual friends.

Honestly, the biggest shocker to me was the workload. I remember everyone, even my family and relatives, telling me that university is easier than high school with not much of a workload. So naturally, I would be excited to start my new journey in university assuming that I could go out often with friends and not stress much about the workload. But now being in university for a semester, I can say that the workload is greater right now than it was in high school.

The greatest thing about university is that we have freedom in the palm of our hands! We could do whatever we wanted... that is if we also manage to pass our units. When I have some confidence in passing an assignment or test during the semester, I would go to events to socialise with people and enjoy my time there. One of the events I went to was FEM's Knock 'n' Roll Night and I really enjoyed hanging out with the FEM members and committee, while bowling and trying to get strikes.

My journey in FEM has been amazing! Everyone on the committee was welcoming and friendly. I was able to make some friends and learnt some valuable skills along the way. I sincerely thank FEM for giving me the opportunity to write my perspective as a first-year student.

—Ashali Haputhanthri

Uni Life as a First-Year Interstate Student

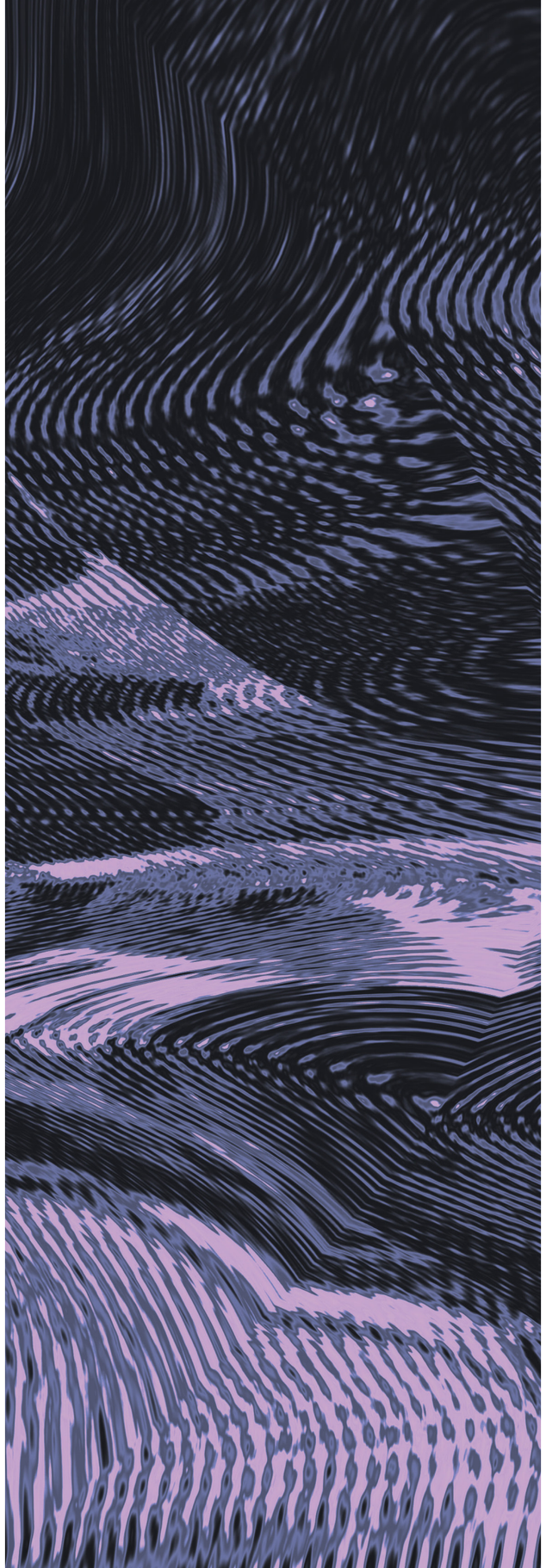
Moving interstate has not been easy. From being surrounded by a network of supportive people such as friends and close family, to being alone in a new city has certainly been daunting to say the least. You have to start doing the things you took for granted in your own home such as cooking, doing the laundry and vacuuming. However, I am slowly learning how to adult and appreciating all the things that my mum did for me back home! Shoutout to all the wonderful women out there who have to run the household like my mum.

The most difficult part for me? Having to discipline myself to choose to complete schoolwork instead of someone telling me and having me complete it. Now with all the free time in my hands, I have to be the one to actively sit down and decide that I'm going to study or complete my weekly tasks in my spare time; there are no allocated times for me to study like in high school. While the freedom is great it certainly shows that you are truly the only one in control of your learning, there is no teacher to tell you what to do, rather you must be the one to apply yourself and ask for help when YOU need it.

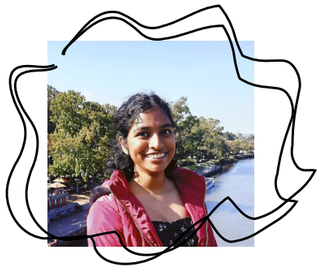
However, when I'm not studying I love going out to social events and meeting new people from all sorts of backgrounds and places! I went to FEM's Quiz and Biz Networking Night where I met industry professionals from all of FEM's sponsors and was lucky enough to secure a free ticket to FEM's Knock 'n' Roll Night!

Joining FEM has been an awesome experience, all the members are so inviting! I've made wonderful friends and hope to continue following my FEM journey.

—Kelly Li



SECOND YEAR PERSPECTIVES



2021 was THE academic year, abundant with sporadic lockdowns, faceless zoom lectures and heaps of social distancing. Fast forward to 2022 and I'm now in my second year, second semester in my engineering double degree. Everything's on campus, and I'm constantly bumping into faces I glimpsed over Zoom, or met up with that one time during O-Week, or sat with during my ENG1001 workshops. There's even on-campus exams now. What a time.

Being on campus makes socialising and studying life a lot easier, even in class. Especially, seeing the smart people taking notes gives me that "kick" of motivation to do the same.

Curriculum-wise, first year gave a taste of each engineering discipline, whilst second year allowed me to deep dive into my chosen field in software engineering. It's fascinating but also quite challenging. I've learnt how engineering practices apply in this field and have been honing my technical skills!

And now that I know what to expect of my study load, and how to tackle different kinds of assessment with the appropriate study methods, I've been wanting to make the best of my uni experience and give back to the Monash community. I've found great relief in underloading to three units in Semester 1, and have been able to fit in other commitments too, such as being a part of FEM and working part-time. This has enabled me to have some space to experiment around with my routine, and I'm hoping that I can continue to seek exciting opportunities going into Semester 2 as well!

Since I'm doing software engineering, all of my technical units are under the Faculty of IT, and the unfortunate truth is that there aren't many women here - especially, not many women of colour. And it shows - in tutorials, in lectures, in group projects I'll find myself being one of two or three women, or perhaps even the only one if I'm unlucky. Nevertheless, I do have to mention that the gender disparity is slowly, but very surely improving!

To tackle feeling that all too dreaded imposter syndrome, I've found that sticking with your fellow women engineers is rewarding in many aspects - we can relate to each others' experiences, participate in competitions and engineering events together and occasionally (a.k.a. frequently) congregate to cry over our units.

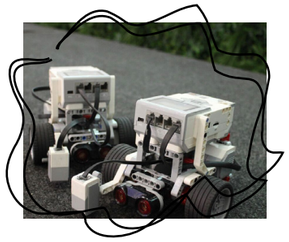
On the bright side - making these kinds of long-term, valuable connections is what committees like FEM and GLEAM are devoted to, promoting safe-spaces and a sense of community for all students in STEM. Since joining FEM as a second-year representative, I've gotten the opportunity to explore my role within a cohort of women engineers, creating a safe and welcoming space for everyone! And best of all, I've made some wonderful friends along the way.

As corny as it may sound, it's the connections I've made that have enriched my experiences in my second year, and I hope that anyone reading this can feel inspired to enrich your own second year (or otherwise) and the best of luck for everyone!

— Hasee Weerasinghe Meegahawattage

MONASH CLUBS SUPPORTING WOMEN

Monash University is home to many student teams, clubs and societies which aim to help engineering students feel supported during their degree. The Robogals student team and Women in CREE club both advocate for women studying engineering at Monash. FEM had the chance to chat to both of these teams and get some insight into what they do, and how they support women in engineering throughout university.



Robogals

What does Robogals aim to do?

Robogals is an international not-for-profit organisation that aims to inspire, engage and empower young women into engineering and related fields, creating a globally diverse and inclusive culture in engineering. To fulfil this mission, an extensive global network of Robogals volunteers - typically university students - deliver interactive workshops for primary and secondary school students. This approach means that Robogals is in a unique position to empower girls and young women from an early age.

What events/workshops does Robogals run to support/involve women in STEM?

Robogals' primary activity is to run STEM-based workshops, facilitated by mostly university students, with the aim to inspire gender diversity in STEM. Robogals Monash connects schools with trained volunteers to deliver a range of workshops, tailored to different student demographics.

Specifically at Robogals Monash, we also run and host some larger-scale events annually including the Hackathon, Engage Engineers as well as Science and Engineering Day. The aim is to expose students to STEM through running interactive workshops with the support from the community of Monash University.

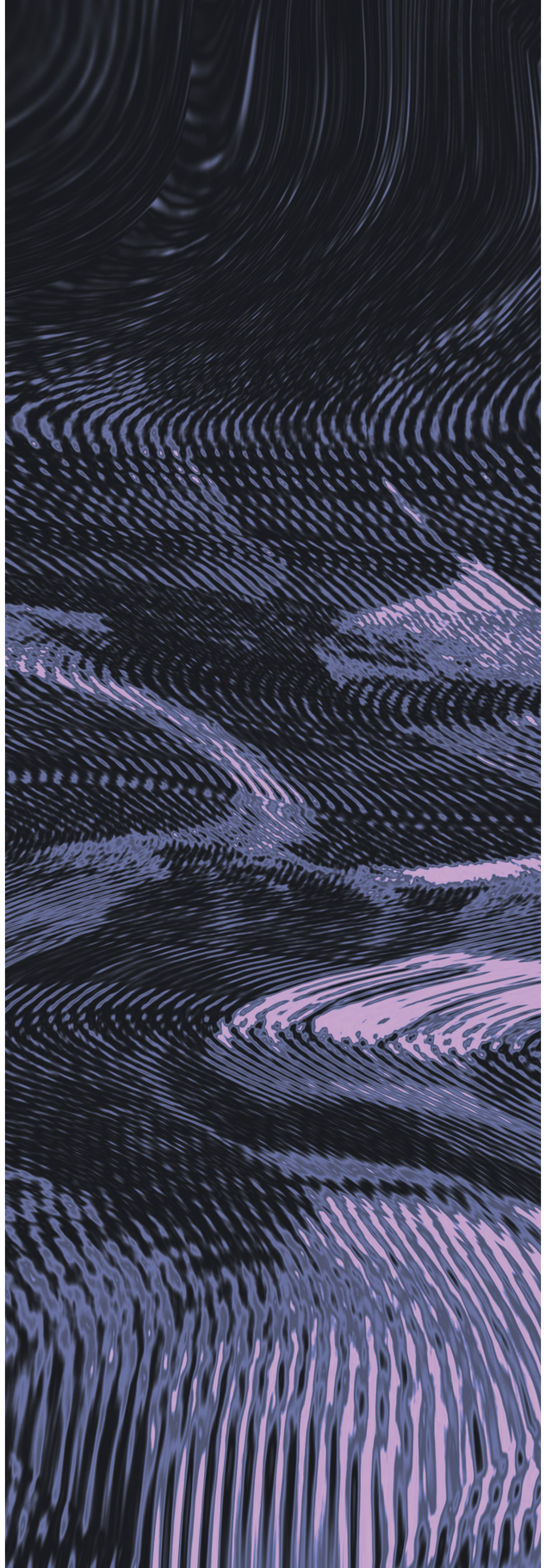
What experience have you gained personally through these workshops?

It has been a valuable experience to be able to pass on our knowledge and educate students about STEM through our interactive workshops. It is rewarding to see students actively engaging in the workshops and asking questions, demonstrating critical thinking and curiosity. We gain a sense of fulfilment and accomplishment knowing the positive impact that we have made on our future generation of scientists and engineers.

What is an example of when you've seen a woman benefit/succeed from your club or its events, if you have one?

Female students that attend our workshops are inspired and uplifted to undertake studies in STEM. Not only does this give them confidence and encourage the pursuit of their own passion, but it also allows us to continually bridge the gender disparity and foster diversity in STEM. Student satisfaction is our greatest measure of success!

We also gain a great sense of fulfilment when past beneficiaries of the program sign up as Robogals volunteers later in their lives. Inspired by our past volunteers, they aim to give back to the community the same encouragement they once received. We are always amazed to see the positive impact we have had on another's life!



Women in CREE

Women in Civil, Resources, and Environmental Engineering (Women in CREE) are an amazing student club, who aim to support women studying these three disciplines of engineering at Monash. They bring a unique perspective, by supporting both undergraduate and postgraduate women in engineering, as well as providing events and resources for studies and future work. Through the support of an academic mentor, and great industry connections, Women in CREE run a range of industry panels and social events to provide something for everyone. We asked Women in CREE some questions about their current and future work.

Have you had experiences/feedback on your events that have shown you the positive impact your club has given to women studying engineering?

Since the beginning of this committee, we have been able to run quite a few events that have ranged from industry events to more fun, relaxed events. An example that we have seen with women in particular being impacted by our events is when they engage with the speakers and ask some insightful questions. This is great because it shows that the event was engaging for them, and asking these questions will help them with their pathway in life, which is what this committee is about!

What does the future look like for Women in CREE?

In the future, Women in CREE are looking to continue holding more events catered to women studying engineering, and to continue supporting them in their work, study and personal lives. We will make good use of our social media and organise activities to inform and motivate people about women empowerment, importance of gender equality and to address issues faced by women in these fields. We are also looking to expand our online presence and to engage more people with the committee.

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A day in the life of a consultant
9am:
Team check-in
3pm: Present pricing scenarios to CEO and leadership team
7:30pm:
Call or see friends or family
11am:
Problem solve financial model with client
6:30pm:
Team dinner
8:30pm:
Workout, tidy up a few emails
Sarah Crowhurst
Raksha Ramprasad (she/...
Carla
Henry Wu
H
Hinata Ishii
Rada Chanmuang
Rada Chanmuang
Yang Poh
Yang Poh
Jayde Halson
Jayde Halson
Ashali Haputha...
Ashali Haputhanthri (She...
Gretel
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Imogene Jones (she/her)
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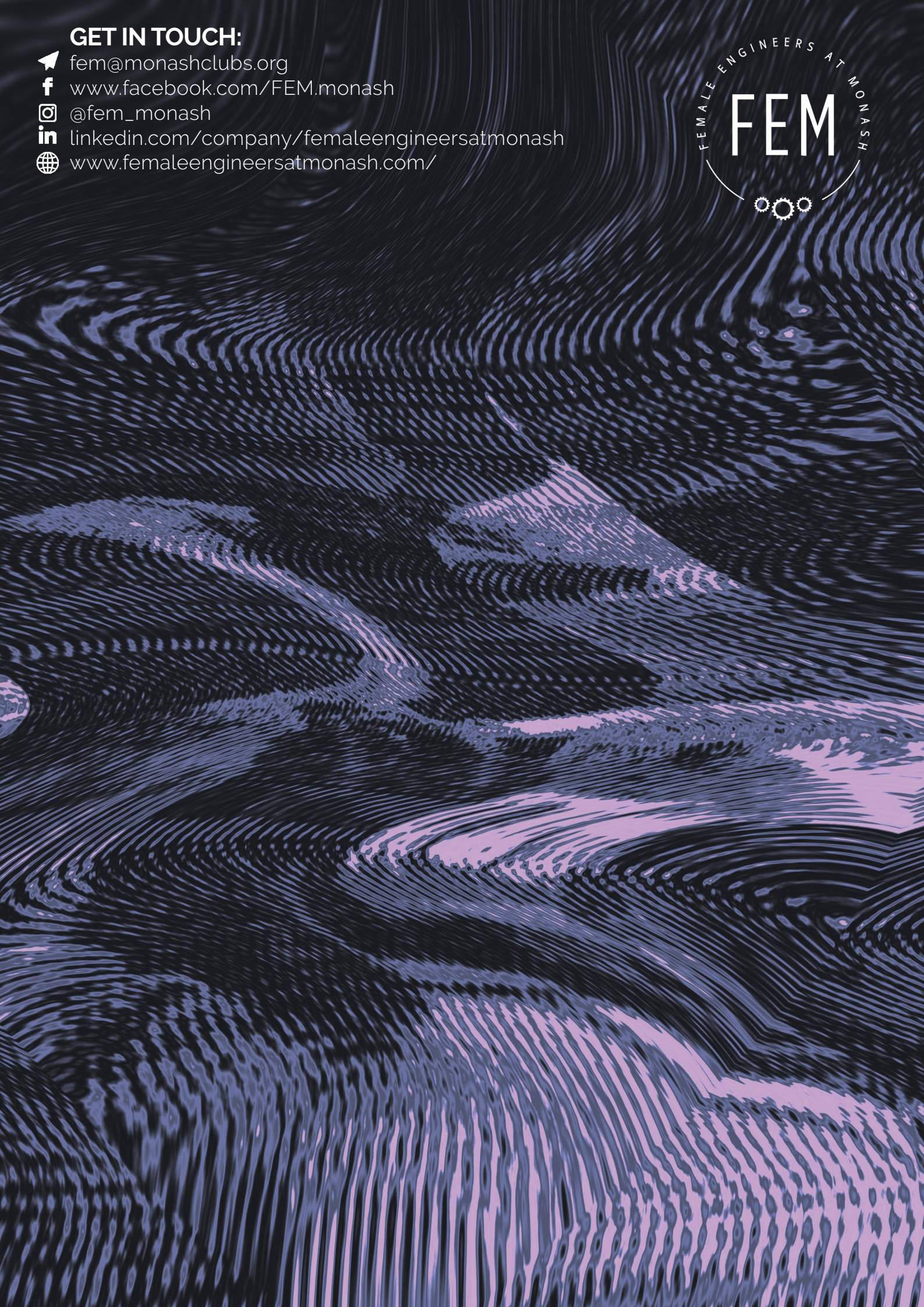
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