

The Cranfield Female FTSE Board Report 2020



100 Women to Watch 2020

Dr Patricia Pryce

Director, Beauwest Consultancy Ltd;
Visiting Fellow, Cranfield School of Management

Over the last 20 years there have been significant improvements in gender representation in the workplace, particularly at more senior levels and in many traditionally male-dominated industries – gender has been on the agenda! Our hope is that the impact of COVID-19 in 2020, and beyond, does not cause this progression to falter or regress. This is particularly important as early evidence indicates that women in the UK are being hit especially hard by the impact of coronavirus. Many women have seen their careers interrupted or put on hold whilst they continue to balance and re-balance the demands of work and home. As businesses re-emerge after lockdown and re-organise themselves for a different kind of future, the business imperative for realising women's potential (and that of other underrepresented groups) in the workplace remains. The broad and deep female talent in the UK pool still exists.

The 100 Women to Watch supplement, continues to showcase the range of female professionals ideally suited for consideration as non-executive directors (NEDs) on the boards of FTSE 350 companies, now or in the near future. In 2019, we took the opportunity to focus on intersectionality and showcased 50 women from a BAME background to highlight how diverse the talent pool is that UK plc can draw on. This year we return to our usual format and have selected 100 executive-level women from a wide range of backgrounds – listed and non-listed organisations, major charities, professional service firms, educational institutions and the Civil Service - to indicate that the female talent pool continues to provide businesses with a rich source from which to select their NEDs.

We do acknowledge that this list is neither an exhaustive nor definitive list of the only talented women available for board positions; neither is it attempting to represent the best 100 women. It does, however, continue to be an important reference point for search firms and nomination committees as they draw up shortlists for NED positions in FTSE 350 companies.

Dr Patricia Pryce would like to thank those who gave their time and ideas to help this publication – special thanks go to Sapphire Partners, Warren Partners, Women on Boards UK, and Board Apprentice Global. Additional thanks go to Hilary Sears at Step on Board Delivery Team for her invaluable knowledge and insight.

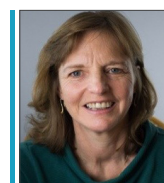
We congratulate Irvinder Goodhew from our 2019 list and a further five women from our 2018 list who have all been appointed to FTSE 350 Board positions.



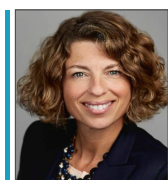
Irvinder Goodhew
NED British Land plc



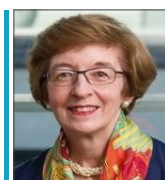
Amanda Blanc
CEO Aviva plc



Angela Bromfield
NED Marshalls plc



Ilaria Del Beato
NED Unite Group plc



Rosemary Hilary
NED St James Place



Mary Ann Sieghart
NED Pantheon International plc

Women to Watch 2020



Gisela
Abbam

Gisela is Chair of the British Science Association, a Global Goodwill Ambassador and a freelance Consultant providing advice to clients on business strategy and growth. Gisela was previously the Director of Strategic Partnerships and a Company Officer of 50 countries; whose mission is to improve the quality of life and economic well-being of people worldwide. Gisela was also previously Global Executive Director for Government Affairs & Policy for GE Healthcare, where she developed the global function. She has worked in collaboration with governments, the World Health Organization, the United Nations, the World Bank and other multilateral organisations to improve health outcomes for people across the world.



Dupsy
Abiola

Dupsy is Head of Global Innovation for IAG where she helps lead technological innovation and investment across the group. She is a former barrister and entrepreneur who is passionate about innovation and technology and is the recipient of numerous professional and academic awards. Following her legal career, she founded and led, as CEO, the award-winning HR technology platform Intern Avenue, which was later taken over by Bright Network. She joined IAG in 2017 and took up an additional position on the World Economic Forum Global Future Council for Mobility in 2018. She was selected as one of the top 100 influential Black Britons by the Observer in 2018.



Tosin
Akinluyi

Tosin is MD and Global COO of Macro Research at Morgan Stanley. She has over 25 years' international finance experience and, within that, 20 years of experience in the commodities sector. Her career has spanned strategy and consulting roles, to building and leading analysis and research teams globally. Tosin's early career was with Arthur Andersen followed by PwC as an Executive with the Energy Strategies Team. She has a deep and committed involvement in education and talent development generally and, particularly, as this relates to BAME and female talent. Tosin is a member of the Advisory Board of the Business School of Sussex University.



Joanna
Allen

Joanna is the Chief Financial Officer at Pressure Technologies plc, a leading player in the design and manufacture of high-pressure systems within the global energy, defence and industrial gases markets. Prior to joining her current organisation, Joanna had a 16 year career with PwC and served as the Audit and Transaction Services Director. She has considerable experience in mergers and acquisitions, particularly in financial due diligence. Her experience covers both audit and corporate transaction services, with a particular focus on working in the manufacturing and engineering sectors. Joanna is also a Governor of Sheffield Hallam University.



Nicolina
Andall

An experienced corporate commercial solicitor, Nicolina has been the in-house Legal Counsel for Atlas Copco providing commercial legal advice to the multi-million-pound turnover group of UK companies since 2017. In this role, Nicolina advises Board Directors, General Managers, Business Line Managers and their teams on all areas of corporate/commercial law, including advice on contracts, real estate issues, corporate reorganisations, competition law, intellectual property, supplier insolvency issues, dispute resolution, international considerations and regulatory advice; she is also responsible for the management of external counsel. Nicolina has extensive NED board experience at a variety of commercial, government and not-for-profit organisations, together with cross-border transactional expertise.



Deborah
Armstrong

Deborah is Senior VP of Advertising Sales, Brand Partnerships, Media Communications and National Geographic, Walt Disney Company. She is responsible for advertising, sales and brand partnerships across television, print and digital portfolio, as well as managing the National Geographic brand across the region. Deborah also oversees communications for the media networks division of The Walt Disney Company EMEA. She joined The Walt Disney Company following the acquisition of 21st Century Fox, where she was Executive Vice President, National Geographic Partners (NGP) and Fox Networks Group (FNG) Europe and Africa. Before joining National Geographic and FNG, Deborah was Head of Sales Marketing & Research at CNBC and NBC, Asia.



Alison
Atkinson

Alison is CEO of The Atomic Weapons Establishment (AWE) and a Chartered Civil Engineer. The AWE is a highly regulated, Government owned contractor organisation, (GOCO), and is responsible for the design, manufacture, assembly, in-service support, decommissioning and disposal of nuclear warheads for the United Kingdom's Trident nuclear deterrent. Alison joined AWE in 2005 and, until recently, held the position of Director of Infrastructure Projects and Delivery, responsible for a £6bn infrastructure project portfolio. Her earlier career was with the Halcrow Group which was one of the UK's largest engineering companies. In 2019, Alison was voted in the top ten most 'Influential Female Engineers in the UK and Europe' by the Financial Times.



Shazia
Azim

Shazia is a Partner, Head of Strategy and COO, Financial Services, UK, for PwC UK. She is a capital markets professional with over 20 years professional services and investment banking experience across financial services within leading FTSE 100 and international organisations. Prior to PwC, Shazia spent 16 years in senior capital markets roles in investment banking. She served as Head of Financing for European Banks and Insurers at Goldman Sachs for 10 years, followed by Head of Capital and Structuring at RBS. Shazia's most recent role, before PwC, was at UBS where she was MD and led the European Insurance Solutions Group which focused on capital and ALM (asset liability management).



Zeina
Bain

Intermediate Capital Group (ICG) appointed Zeina as MD in its European Subordinated Debt & Equity team last September. Zeina focuses on seeking investment opportunities for the European investment strategy. Previously, Zeina worked for Carlyle Group for 18 years, most recently as MD in the European Buyout Team. Investments executed and monitored in this role ranged from €200m - €10bn in enterprise value. The deals she worked on included the carve out of Akzo Nobel Group's chemical division, the deal to take motor and property claims manager Innovation Group private and the carve out of RAC from Aviva. Prior to Carlyle, Zeina worked at European Digital Partners and Merrill Lynch.



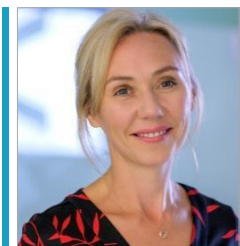
Valerie
Bannert-Thurner PhD

Valerie is Senior Vice President and Division Head of the Buy-Side and Sell-Side Solutions business within Market Technology at Nasdaq, the American stock exchange mechanism. In her previous role with Nasdaq, Valerie was responsible for the overall growth of the regtech solutions business which provides market-leading risk and surveillance solutions to buy-side firms, broker dealers, clearing firms, exchanges and regulators worldwide. Before joining Nasdaq in 2013, Valerie held the position of MD at FTEN, a Nasdaq subsidiary, where she ran the FTEN trading and risk management business across Europe and Asia. Previous roles included various leadership positions at fintech companies in the US and London.



Dr Sam
Barrell CBE

Sam is the COO of the Francis Crick Institute, a biomedical discovery institute researching the biology underlying human health. She is responsible for leading the operational management and running of the institute. Sam joined the Crick in September 2017 from a career in the NHS as a noted healthcare leader, manager and a former GP in Brixham. Sam was Chief Executive of the Taunton and Somerset NHS Foundation Trust. Before that, she was the Accountable Officer and led the formation of the South Devon and Torbay Clinical Commissioning Group. Sam was awarded a CBE in 2014 for services to healthcare and has been a member of several public advisory panels.



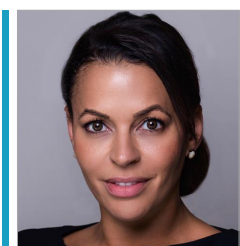
Rachel
Barton

As a Senior MD with Accenture, Rachel is the Customer Insight and Growth Strategy Lead, Europe and Latin America. She was appointed to this role in 2018 and works with many of the largest companies, advising business leaders on how they can drive a growth agenda through competitive agility, using disruptive technologies and changing customer needs. Rachel has worked with Accenture for over 20 years and sits on Accenture's Global Corporate Citizenship Council, and is the Client Account Lead for the Cherie Blair Foundation for Women. She is a Trustee for UnLtd, an organisation that funds social entrepreneurs and is a mentor to SAFE, a social enterprise that aims to eradicate human trafficking.



Mary
Basterfield

Mary is Group Finance Director for Just Eat Takeaway, one of the world's largest on-line food delivery marketplaces. Over the last year Mary has led the Finance team of Just Eat through the £6bn merger with Takeaway.com, including defending against a hostile bid during the process. Mary's experience spans e-commerce, media, strategy and financial management of businesses undergoing rapid change. Her previous roles include CFO of UKTV, the UK's largest multichannel broadcaster, and CFO for Hotels.com at Expedia Group Inc. Mary began her career in the music industry, and held roles including VP Strategy & Acquisitions for Warner Music Group and VP Financial Planning & Analysis for Sony Music. In addition to her executive role, Mary is a Non-Executive Director, Vice-Chair, SID and Audit Chair for the Royal Free London NHS Foundation Trust and a Trustee of the National Cancer Research Institute.



Laura
Battley

Laura is Group Company Secretary and General Counsel at New Look. Having spent over six years at Slaughter and May, Laura spent time at Addleshaw Goddard and then KPMG where she joined New Look initially on secondment and then later returned in 2015 in a permanent role as Company Secretary. In her current role, Laura heads up the legal and secretariat team and is now also responsible for the wider group compliance functions across the business (including data protection, internal audit, operational audit, corporate governance, profit protection, insurance, incident management, business continuity and health and safety). Laura was a Senior Leader (Consumer and Luxury) finalist at the Black British Business Awards in 2019.



Dilnişin
Bayel

Dilnişin is a Managing Director with Accenture UK and is responsible for the global management of digital transformation for Financial Services and defining and executing the governance model. She joined Accenture, Turkey, in 2003 and has gained extensive experience of managing the design and implementation of large-scale transformation projects including digital transformation, operating model and organisational structure design, corporate strategy development, process reengineering and implementation and enterprise performance management projects in the leading banks and insurance companies in Turkey. Before moving to the UK, Dilnişin was Country Managing Director for Accenture Turkey with overall P&L responsibility for the country practice. She started her career with Arthur Andersen, Turkey.



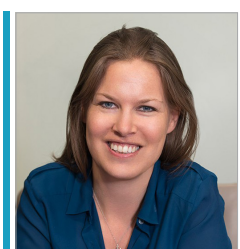
Paola
Bergamaschi-Broyd

Since retiring from full time banking in 2014, Paola has focused on building a portfolio of NED positions and advisory roles. These include being a NED at Bank New York Mellon International Ltd (BNYMIL); Wells Fargo Securities International (WFSIL); ARCA Fondi and more recently of Big Society Capital. Paola was on the Board of Millennium and Cophthorne, a FTSE 250 group until its delisting following a successful tender offer at the end of 2019. She has a strong track record in International Capital Markets at Senior Executive level in the City of London for more than 25 years (Goldman Sachs, Credit Suisse, State Street) with management responsibility and P&L at an international level.



Allegra
Berman

Allegra is a well-known figure in the Euromarkets. In her role as the Global Head of Sales for HSBC Holdings plc she oversees institutional sales, and markets and securities services. She joined HSBC in 2013 as MD, Global Head of Public Sector, Global Banking and was appointed to her current position earlier this year. Allegra's early career was with Credit Suisse and Barclays Capital Securities Ltd. From there she joined UBS in 2009 and held various positions until being appointed a Regional MD in 2011 with additional responsibility as Co-Head for EMEA Debt Capital Markets. Allegra is also a Board Trustee for the V&A Museum.



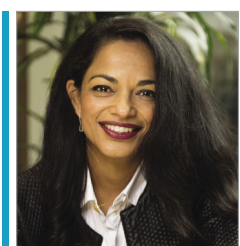
Jo
Bertram

Jo was appointed as Telefónica UK's Chief Digital and Strategy Officer in 2018 and was promoted to MD, Business less than a year later; she sits on the company's Executive Committee. Jo has an extensive background in management consultancy and leading innovative digital business models. She spent eight years consulting both for Accenture in London and Melbourne and McKinsey in Geneva and Johannesburg. Prior to joining Telefónica, Jo spent four years as Regional General Manager for Northern Europe at Uber – growing a team of three to over 300 across 10 countries, overseeing the expansion across the UK, and the launch of Ireland, Denmark, Finland and Norway.



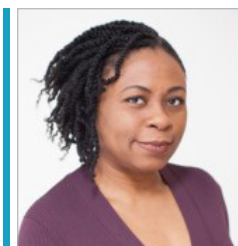
Hazel
Beveridge

Appointed to the position of Chief Actuary for Pioneer Underwriters in September 2019, Hazel brings over 20 years of experience of pricing and reserving to the role. Prior to this, Hazel was Project Director and part of a specialised team within the Financial Reporting Council (FRC), responsible for the FRC's actuarial standards and policies. Earlier positions include Chief Actuary and Strategic Director at DUAL International where she built out its actuarial and analytics function, and Head of Actuarial-Capital and Reserve Risk at Markel International, working on both the syndicate and company side. Hazel has also held roles at Swiss Re and KPMG working in both London and Zurich.



Nilema
Bhakta-Jones

Nilema was appointed Farillio's COO in July last year. Farillio solves everyday business and legal needs by removing the barriers to key information and materials that small businesses need to thrive. She is also the Founder of Courageous Leaders, created to help leaders lead in difficult circumstances, act with integrity, create a culture of trust and challenge poor behaviour. Previously, Nilema was CEO of Alacrity Law and General Counsel of Ascential plc (250 FTSE) for 11 years. Nilema was called to the Bar in 1994, worked for the British Government Legal Service, then for Simmons & Simmons for six years before becoming a GC.



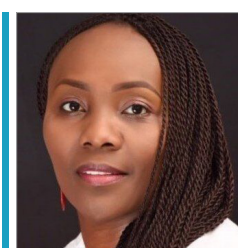
Bukky
Bird

Bukky is an experienced environmental engineer with a background in mechanical building services. She has a unique blend of business transformation and operational experience, driving value for businesses who need or want to transform by engaging with all stakeholders. Bukky has recently been appointed Group Sustainability Director for Barratt Developments plc after having had a 10 year career with Tesco. Her final position with Tesco was Director of Engineering and Sustainability, leading teams to deliver sustainability and engineering solutions across 3000+ stores, depots and offices. She started her career with WSP, a world-leading engineering consultancy firm. Bukky also has NED experience having sat as a NED for Notting Hill Housing for over eight years.



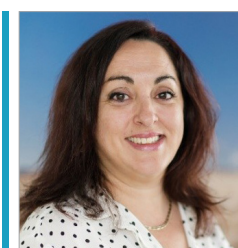
Samantha
Blackie

Samantha is a corporate Human Resources Director with over 29 years experience. Initially starting her career in retail, she has held a number of senior positions across the Financial Services Sector including Group People and Corporate Affairs Director at Royal London, the UK's largest mutual life insurance and pensions company. In addition, Samantha has been a trustee of UK and Irish pension schemes, is currently a Trustee of the charity Meningitis Now and Council Member of Aberystwyth University. Through both her executive and non-executive career, Samantha has extensive experience of the operation of governance committees such as Remuneration and Nominations Committees. She is a NED for the British Friendly Society.



Jennifer
Boca

Jennifer joined Lekela, a renewable energy firm, in 2015 and is Head of Responsible Investment and a member of the Lekela Executive Committee. In her role, Jennifer leads on the company's environmental and social due diligence, engages with key stakeholders developing Lekela's social licence to operate, and works with contractors and asset managers to deliver Lekela's projects responsibly and to the highest environmental and social standards. She has more than 15 years experience working in the sustainability field consulting for a wide range of public and private sector clients including the World Bank, Development Finance Institutions, commercial banks and project developers. Previous roles include Senior Consultant with URS Ltd and Consultant with Jacobs Babbie.



Carol
Borg

Carol joined Lightsource BP in 2018 as Chief Finance Officer with the task of leading the business into its next phase of maturity. Lightsource is a global market leader in the development and long-term management of large-scale solar projects and smart energy solutions. Prior to joining the company, Carol was Senior Vice President and Regional CFO of Southern Europe, MENA and Latin America for Vestas Wind Systems, a global market-leader in wind energy. In this role, Carol had full financial responsibility, leading 70 direct employees and indirectly a Shared Service Centre (based in Manila), across the full value chain, including manufacturing, sales, construction and service.



Rachel
Brace

Rachel joined The FA (Football Association) as the HR Director (HRD) in 2016 and is a member of the Executive Team. Rachel joined the FA from England Rugby where she was the HRD during the lead up to the Rugby World Cup in 2015. She was one of the early members of the team responsible for building and mobilising a workforce of over 6500 people. Previously, Rachel was Head of HR Operations for the London 2012 Olympic and Paralympic Games. Joining in 2007, she was a key player in the organisation's transformation from an HQ in London to a multi-venue, world-class sporting event. Rachel's early career was with Diesel and Marks and Spencer.



Rachel
Bulford

Rachel is Head of Retail at Gatwick airport, the UK's second largest airport. Responsibilities include all aspects of food and beverage, retail and media advertising across both terminals; with c.£170m earnings and multiple concessionaire relationships. Rachel has managed multiple capital projects to optimise space and develop new commercial space, including developing commercial analytical capability across the commercial team. She started her retail career with Marks and Spencer and went on to hold various roles including working in international development in India, Russia and South Korea. Rachel then worked in emerging markets for luxury retailer Burberry before going on to OC&C Strategy Consultants and latterly Homebase.



Cindy
Butts

Cindy has over 20 years of experience improving access to justice and tackling inequality. She currently has a portfolio career which includes Vice-Chair, Independent Decision-Making Board for the Bar Standards Board, Lay Member of the Speaker's Committee for the Independent Parliamentary Standards Authority, Lay Member of the Press Recognition Panel's Nominations Committee and appoints judges on behalf of the Judicial Appointments Commission. Cindy previously served as a Commissioner at the Independent Police Complaints Commission. Prior to this she was the Deputy Chair of the Metropolitan Police Authority where she had responsibility for setting the strategic direction of the Metropolitan Police Service.



Suzanne
Byrne

Suzanne is the Group Customer Director for Taylor Wimpey plc where she is responsible for overseeing the UK-wide Customer Service function as well as supporting the Board to drive a customer-led strategy. Suzanne joined Taylor Wimpey in 2017 from Yell where she worked for almost 25 years. During that time, she held a number of Customer Service, Production and Analytical senior positions and was recognised as an experienced, positive and highly driven business professional. She delivered significant Customer Experience improvements and managed cost and efficiency programmes on and offshore. She has successfully made the leap from digital advertising services to one of the largest housebuilders in the UK.



Laura
Cameron

Laura is the Global Leader of the Risk Advisory Services Group of top 20 global law firm, Pinsent Masons LLP and sits on the firm's Global Operations Committee. The Risk Advisory Group is the largest of Pinsent Masons' four divisions. It forms the contentious legal offering at Pinsent Masons, covers 14 jurisdictions and represents over a third of the firm's revenue. During Laura's leadership the Group has grown by 30% and opened in seven new offices. Prior to this Laura was a board member of the firm during which time the firm opened offices in France, Germany and Australia. Laura is a recognised leading lawyer in the field of Health and Safety law with over 25 years experience.



Lucinda
Case

Lucinda is MD at Thomson Reuters. Prior to this, she was the MD for the Legal UK & Ireland business of Thomson Reuters, and also formerly Vice President, Customer Segments & Strategy. Previously, Lucinda worked in New York where she was Vice President, Editorial, for Practical Law US and then MD of the business. Before moving to the US, Lucinda held management positions for Practical Law in London. She joined Practical Law in 2006 having worked in knowledge management for Clifford Chance and Freshfields Bruckhaus Deringer. She qualified as a solicitor with Slaughter and May in 1988 and then spent time with UBS in London as an investment banker.



Dr Namukale
Chintu

Namukale is a Senior Director at EFG Private Bank, covering Central and Eastern Europe and Africa. Prior to this role, she was a Wealth Manager covering clients with business interests in Africa at UBS Wealth Management, and before that, was Head of Global Proprietary Capital investing in UBS Asset Management. Prior to UBS, Namukale was Co-Head of Africa at Syntaxis Capital, where she developed a Sub-Saharan Africa focused mezzanine investment strategy and established the firm's London office. Namukale has also worked for SMBC EMEA Corporate Banking where she developed a post financial crisis Sub-Saharan Africa focused strategy. Prior to the 2008 financial crisis, she held capital market roles at Morgan Stanley and Lehman Brothers.



Marcia
Clay

Marcia is Senior VP and Group Head, Strategy and Market Development, MasterCard UK and Ireland. In this role she is responsible for developing and executing the market strategy for MasterCard in UK and Ireland, and leading market development to drive market growth and financial performance. Before joining Mastercard in 2007, Marcia was VP, Client Development for First Data International where she managed and led the Client Development Team responsible for commercial activities and business development, relating to the provision of payment processing solutions. She started her career at American Express where she held a number of roles, including leading new product development and marketing strategy with regional market teams in UK, Germany, Brazil and Mexico.



Tracey
Clements

After a 17-year career with Tesco, Tracey joined Boots under a new role of COO for the UK and Republic of Ireland in March last year. She is responsible for store operations and supply chain, as well as P&L responsibility (65,000 people) and, this year, has been leading the business through the challenging demands of the coronavirus pandemic. Tracey started her Tesco career in 2002 as Operations Development Manager having been a Consultant at EY. She then held key senior roles within Tesco in Customer Experience and Insight and Strategy. Tracey's final appointment with the company was MD, Convenience and CEO, One Stop Stores Ltd in 2016.



Ceri
Connolly

Ceri is the People Director, Insurance and Wealth at Lloyds Banking Group. She is responsible for leading all aspects of the people strategy and implementation plan across the insurance and wealth businesses. Ceri started her career with Norwich Union Direct as an HR Graduate and more recently held the position of HR and Communications Director, UK Life and Pensions at Aviva. Ceri has considerable experience in managing Board-level relationships and driving performance in complex matrix organisations, change management and business/cultural transformation, and designing and delivering on strategic capability plans.



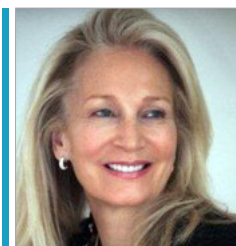
Professor Corina
Constantinescu

Corina is Professor of Mathematics and Director of the Institute for Financial and Actuarial Mathematics, in the Department of Mathematical Sciences, at the University of Liverpool. Prior to being an academic, Corina worked as an actuary and led the life insurance department of one of the first private Romanian insurance companies. Her academic career spans the US, Austria, France and Switzerland. She serves as Associate Editor in a number of actuarial journals and is part of the publicity team of Bernoulli Society for Mathematical Statistics and Probability. A more recent research interest is financial inclusion, namely correctly pricing and regulating micro-finance and micro-insurance practices.



Claire
Cordell

In March this year, Claire was appointed Chief Financial Officer for Aldermore Bank plc after joining the Group in 2014 as the Director of Investor Relations, supporting the Bank through its IPO and became Group Financial Controller in 2016. In 2018, Claire was appointed Director of Finance, taking on leadership responsibility for the wider finance team in the Bank, and was appointed Chief Financial Officer in 2020. Claire has 25 years of financial services experience and previously held senior finance roles at RSA Insurance Group. She started her career with Pannell Kerr Forster and has held positions with Credit Suisse First Boston, Winterthur Insurance and ABN AMRO.



Nancy
Curtin

Nancy is a Partner, Group Chief Investment Officer (CIO) and Head of Investment Advisory at Alvarium. Before her appointment in May this year, Nancy was Chief Investment Officer and Head of Investments at Close Brothers Asset Management and prior to this, Managing Partner and Chief Investment Officer of Fortune Asset Management, the UK-based hedge fund institutional advisory business. Previous roles include Managing Partner and Independent Investment Adviser of Internet Finance Partners, a specialist venture capital business of Schroders plc; Head of Global Investments-Mutual Funds for Schroders and Head of Emerging Markets for Baring Asset Management. Nancy is a NED for Colony Capital Inc and an Advisor to Partners Capital LLP.



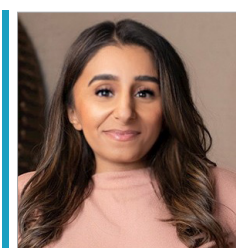
Rachael
Dennis

Rachael is MD for Taylor Wimpey's South East Business, where she runs all aspects of the regional business portfolio. She is an experienced executive and NED, and joined Taylor Wimpey in 2019, making the change to one of the nation's largest housebuilders after a 20-year career in social housing. She was previously Chief Operating Officer and Finance Director at Catalyst, one of London's G15 group's largest Housing Associations. Here she played a pivotal role balancing financial strategy and governance focus with operational delivery and culture improvement. In her varied career, she has held a number of non-executive roles in housing, the NHS and arts charities.



Beatrice
Devillon-Cohen

With over 25 years experience in banking at Board and Executive Committee level, Beatrice has extensive technical expertise running international trading businesses with P&L accountability of +£200m. She is an expert in risk management (including credit, market, operational and cyber), strategic planning, corporate governance and transformational change. She worked for Société Générale Corporate and Investment Banking (SGCIB) for over 21 years. Starting as a trader, Beatrice held various roles and was appointed MD, Head of Rates Trading, UK in 2017. Beatrice is currently part of the Audit Committee for EIB (European Investment Bank) and a non-executive member of the Finance Committee for Kings College London.



Shani
Dhanda

Shani is an award-winning disability specialist, listed as one of the UK's most influential disabled people. As a keynote speaker and practitioner for inclusion across business, government, non-profit and wider society, Shani helps organisations break barriers and integrate inclusion into their business frameworks. Shani founded and leads Diversability, Asian Woman Festival and Asian Disability Network. All three disruptive platforms are united by the common purpose of empowering under-represented communities. Shani is a key collaborator with Virgin Media as a Disability Programme Manager, transforming the experience for their disabled employees and customers. Prior to this, Shani was an event manager for over 10 years and holds several NED roles in regional and international charities.



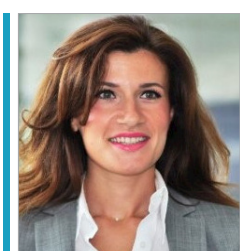
Ceri-Ann
Droog

Ceri-Ann was appointed Strategic Growth Director for Atkins in April this year; one of the world's most respected design, engineering and project management consultancies. Prior to joining Atkins, Ceri-Ann had an 11 year career with PwC where she was the Strategy Director, Global Strategy and Leadership with responsibility for the development and delivery of PwC's own strategy and delivering consultancy to clients across a wide range of global and regional industries. Ceri-Ann started her career with Ford Motor Company starting as a graduate trainee; her final position with the company was Business Strategy Manager where she had responsibility for project managing the sale of Jaguar and Land Rover (JLR).



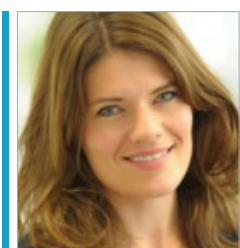
Sarah
Ebanja

The Tottenham Hotspur Foundation (THF) appointed Sarah as CEO in 2018 - the Club's award-winning charitable body. THF is a registered charity representing the football club 'off the pitch' providing opportunities that contribute to the improved health and well-being, better prospects and more rewarding lives of pupils, communities and residents in North London and bordering counties. Sarah has worked for over 20 years at senior level in local and regional government including roles at the London Boroughs of Lewisham, Hackney and Islington, and as Deputy CEO of the London Development Agency. Sarah currently chairs the Newlon Housing Trust and the College of Haringey, Enfield & North East London.



Dr Harietta
Eleftherochorinou

Harietta, IQVIA's Head of Global Artificial Intelligence (AI) and Machine Learning (ML) Solutions, leads the design, development and deployment of large-scale AI/ML technology solutions using Real World Data, helping transform drug development and healthcare. Highlights of her work include the integrated analytics roadmap on personalised healthcare for over 20 healthcare organisations across Europe, USA and Africa, large-scale big data lake implementations for ML-led applications in pharma and real-world ML/AI platforms for scalable disease diagnostics, progression and treatment. She has achieved multiple distinctions, including the prestigious Wellcome Trust and European Union FP7 awards for early research on AI/ML-led diagnostics, the Deloitte Outstanding Achievement and the UK Cloud Award of the Year on Innovation in Advanced Analytics.



Hilary
Evans

Hilary joined Alzheimer's Research UK in 2013 and has been leading the organisation as CEO for the last five years. Seen as an innovative and dynamic CEO, Hilary has led the transformation of the charity to become one of the leading medical research charities in the UK – the charity has more than tripled its income in three years and, therefore, significantly enhanced its ability to fund ground-breaking new projects. Before joining Alzheimer's Research UK, Hilary led the campaigning work at Age UK, improving the lives of people in later life, both in the UK and internationally. Hilary has also worked in policy roles in corporate affairs.



Karen
Finlayson

Karen is a Partner, Risk Assurance and Regional Lead for Government with PwC. She started her career as a Business Administration Apprentice working for a small manufacturing company. She built on this experience working with DFS and Santander before deciding she wanted to work in professional services and so completed her business and finance degree. Karen joined PwC in Leeds in 2007 helping to build the firm's government and public sector practice. She has now worked extensively in these areas in northern England and London. In 2018, Karen won the Professional Services Leader of the Year award at the BBBA (Black British Business Awards); she is a NED for Doncaster Children's Services Trust.



Anzo
Francis

Anzo is Director of Finance of WSUP which develops innovative water, sanitation and hygiene systems in Bangladesh, Ghana, Kenya, Madagascar, Mozambique, Zambia and Uganda. Originally a law graduate, Anzo began her career in audit, finance and tax at Milne Ross and KPMG then moved into industry and commerce, majoring on financial leadership, strategy, governance, risk, people management, data, cyber and information technology. She held Finance Director positions with London First and Raleigh International. Anzo's board appointments include Honorary Secretary of the London Society of Chartered Accountants (LSCA), Vice Chair of the ICAEW Business Board and ICAEW Tech Faculty board member.



Penny
Freston

Penny joined HSBC in June last year as Strategic Business Change Director, Commercial Banking. Prior to this, she worked with the UK Border Force as Senior Director, Transformation and Strategy. Penny started her 11 year career with Royal Mail as a graduate trainee in 1996 and ended as Head of Delivery Operations, North London before moving to Royal Bank of Scotland for eight years where she was Head of Strategy and Portfolio Management, Group Operations. Penny has a track record of delivering results, from global transformation programmes and business strategy to operational leadership across multiple sites. She is experienced working in a wide range of functions at all levels to achieve change through others.



Claire
Gillis

With a foundation as a pharmacologist and health economist, Claire founded a specialist medical access consultancy called WG Group in 1996. In 2010, WG Group was bought by WPP, enabling Claire to continue her leadership and vision by successfully establishing the WG Group in the USA. In 2016 she was promoted to International CEO of WPP Health Practice, leading some of WPP's flagship health brands including Ogilvy Health and Sudler in the UK, France, Spain, Italy, Germany, China, Japan and Australia. Claire is passionate about using communications to promote better access to healthcare and is a regular industry commentator across publications including Adweek, MM&M and The Drum.



Cathy
Graham

Cathy joined Darktrace as Chief Financial Officer in February this year and will lead Darktrace through an exciting period of continued growth and technological innovation. Cathy has more than two decades of professional experience in financial disciplines and has served at the helm of several businesses throughout periods of rapid growth and capital structure evolution. Previously at 2U, a global leader in education technology, she has extensive experience in developing and maturing hyper-growth technology companies. In 2015, she was named as Northern Virginia Technology Council's 'Public Company CFO of the Year' and has most recently been included in the Washington Business Journal's 2018 list of 'Women Who Mean Business.'



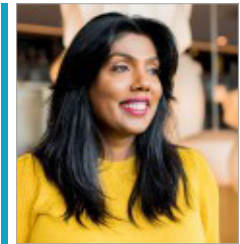
Rt Hon Justine
Greening

Justine was Secretary of State for Education and Minister for Women and Equalities from July 2016 to January 2018. Justine was a Finance Manager at Centrica plc before being elected as a Member of Parliament for Putney, Roehampton and Southfields in May 2005. Following her election, she was appointed as a Vice Chairman of the Conservative Party, with responsibility for youth. As well as being a member of the Work and Pensions Select Committee, in 2007 she became a Shadow Treasury Minister. She served as Secretary of State for International Development for four years. In 2018, Justine co-founded the Social Mobility Pledge, building a coalition of businesses and universities putting social-mobility-led purpose at the heart of their organisations.



Irina
Hemmers

Irina joined Inflexion in 2018 as a Partner, leading investments in digital, technology and tech-enabled businesses in Europe. At Inflexion, Irina joined the Boards of UKFast, MYCOM OSI and Atcore. Previously, Irina was a Partner at Apax Partners, leading digital and media transactions in Europe, North America and China, and was a Board Director of Auto Trader Group, Trader Corporation, Ascential, Incisive/ALM, WRC, Sulo and listed Tele2AB. She left Apax to set up and lead Principal Investing at Eight Roads, the proprietary investing arm of Fidelity International. Irina started her career at McKinsey & Company advising media and financial services clients.



Apiramy
Jeyarajah

Having spent over six years with HSBC Global Asset Management, Apiramy was appointed Head of UK Wholesale for Aviva Investors, the global asset management division of Aviva in January this year. She is responsible for relationships with key intermediary clients. At HSBC, Apiramy held the position of Head of Financial Institutions UK and Israel. She started her career with SEI Investments before moving to ABN AMRO Bank where she was responsible for the origination and structuring of European real estate loan portfolios. From there she moved to RBS Global Banking and Markets where she was responsible for selling cross asset and liquidity solutions to European corporates and financial institutions.



Sasha
Jory

Insurance provider Hastings Direct appointed Sasha as Chief Digital and Change Officer in September 2019. Sasha was formerly MD, Group Head of Programme Management at the London Stock Exchange Group with responsibility for the development of project and programme management capabilities group-wide, defining, developing and driving LSEG's strategy for the function. Before this, she was Managing Director of Change at Direct Line Group and MD, Customer Experience, RBS Corporate and Institutional Bank. Prior to RBS, Sasha worked for ABN AMRO Bank NV as Head of Global Performance Management. Sasha began her career at Investec, before progressing on to Arthur Andersen.



Adrienne
Kelbie

Adrienne is CEO of the Office for Nuclear Regulation. Appointed in 2016, Adrienne is accountable for ensuring safe and secure nuclear operations in Great Britain, influencing global policy and engaging with a wide range of stakeholders. Adrienne has 20 years experience in a range of challenging roles including Director of Operations for the Big Lottery Fund, Deputy CEO of Hull City Council, CEO of the Disclosure and Barring Service, Director of Scotland, National Lotteries Charities Board and Deputy CEO of the Community Fund. She acts as Patron of Women in Nuclear UK and was recognised as a Transformational Leader by Northern Power Women in 2019.



Linda
Kennedy

Linda is a highly experienced HR Consultant. Until May this year, Linda held an interim position with the AA as Chief People Officer delivering business growth and transformation. Prior to joining the AA, Linda was Group HR Director for SIG plc, a FTSE 250 company with 10,500 employees and a turnover of circa £2.7billion, covering both the UK and Europe. Earlier roles include VP of People for Orange UK and then Chief Change Officer at EE, the UK's largest mobile operator. Before joining EE, Linda was Group HR Director at Serco. She has also held positions with Williams Lea, the corporate information solutions business, waste management business Cleanaway, and oil and mining company BHP Billiton.



Emmy
Labovitch

Emmy is a NED on the Board of the Pension Protection fund, is a member of the Conduct Committee of the Financial Reporting Council and is Chair of the Employer Committee of the Social Housing Pension Scheme. Emmy is also a board member of the UK charity Phoenix Futures and is a NED of Novarca, a consultancy that specialises in investment value for money. Emmy's career has focused on international roles in financial services and she was a member of the Executive Committees of Fortis Investments and UBP Asset Management. Until 2018 she was Senior Policy Advisor at the OECD with a focus on pension funds and investment governance.



Katherine
Lamb

With over 25 years experience in corporate and global marketing, Katherine is HSBC's Global Head of Marketing Strategy, Commercial. She has worked for several major global banking brands and technology companies, specialising in building brands and growth strategies, using technology and data to deliver superior customer service and sustainable growth. Previous roles include Corporate Marketing Manager, Credit Suisse, Senior Marketing Manager, Deloitte & Touche, Europe Head of Marketing GSS for Citigroup and MD, Head of Global Change Programme for The Bank of New York Mellon. Katherine also ran her own consultancy business for two years delivering brand and growth strategies to FinTechs and software companies.



Emma
Lawrence

Emma works for Lloyds Banking Group and is the Customer Management Director in Mortgage Products, and is responsible for treatment strategies for customers experiencing Financial Difficulty across our unsecured and secured lending products. Emma joined Lloyds in 2005, after having started her career in research and analysis at global consulting firm McKinsey. Emma has enjoyed opportunities across a wide variety of business areas within the Group, including Community Bank, Credit Risk and various product areas. During her career, Emma has taken every opportunity to develop breadth through unique secondment opportunities, including spending six months back at McKinsey researching the economic benefits of workforce agility for the Agile Future Forum, an external partnership of UK companies founded by Lloyds Banking Group.



Aurore
Lecanon

Aurore is a Senior Risk Executive with nearly two decades of experience in high-profile first- and second-line roles, advising Boards and executive leadership teams of global insurers and investment banks, including M&G Prudential, Aviva Group, Old Mutual, Credit Suisse and Société Générale. Aurore is the Chief Risk and Compliance Officer for Prudential International Assurance. She joined Prudential in 2015 as Financial and Insurance Director and was appointed to her current position in August last year. Her areas of expertise include enterprise risk management and risk leadership, including building high-performing risk functions. Aurore is also a Trustee for the Shark Guardian (marine conservation) charity and a Board Advisor for Pilotlight.



Nahid
Majid OBE

Nahid joined KPMG in 2018 as Director, Cities and Urbanisation; she is currently on secondment to KPMG India, leading on Cities, Urbanisation and Global Corridors across South Asia and EMEA. Formerly an infrastructure specialist for UK Trade Investment, Nahid founded the Regeneration Investment Organisation (RIO) as COO and led a technical team which sourced, ranked and validated a £100bn project pipeline. With a career spanning Europe, the UAE, USA and Asia Pacific, Nahid has negotiated investment deals with sovereign wealth funds/institutional investors across China, UAE, Malaysia, the Americas and Europe. She started her career in Local Government before moving into the private sector. Nahid received her OBE in 2006 for services to diversity.



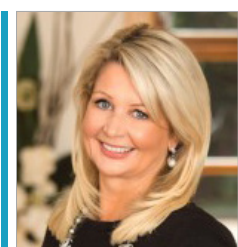
Estelle
McCartney

Estelle is Managing Partner for Instinctif, an international business communications consultancy working across Europe, Asia, Africa, North America and the Middle East. She has advised and led campaigns for several blue-chip companies on issues such as climate change, economic regeneration, women in science and engineering, and the future of UK manufacturing. After a brief flirtation with a career in law, Estelle was Head of Business Liaison at Britain in Europe, a cross-party, pro-European coalition which was one of the most high-profile campaigns of the Blair era. She then joined the UK's largest public relations group where she rose to become a Director and ran an award-winning political communications team.



Sian
McIntyre

Sian took up the role of MD, Advocacy and Customer Experience for Barclays in 2018 and, since February 2020, leads the Customer Journey Strategy team, Proactive & Complex Complaints handling team as well as Customer Experience and QA centres of excellence. Sian was previously the General Counsel for Barclays360, Barclays UK Legal, having joined Barclays six years ago. Previously, Sian held legal roles at Lloyds Banking Group (LBG) supporting distribution payments and transactional banking, as well as strategic initiatives such as the merger and integration of LBG and HBOS and the creation of TSB plc. Her last role with LBG was Head of Legal, Channels and Intermediaries, and Payments Retail & Wealth.



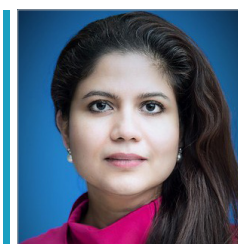
Andrea
McIlroy Rose

Andrea is the Head of the Belfast Office and Head of the Retail Property team at top 20 global law firm, Pinsent Masons LLP. She is qualified in both England and Wales, and NI and has over 25 years experience in dealing with the investment and development of commercial property and the management of large real estate portfolios for both private and public sector clients, and is ranked as a 'Leading Individual' and in the 'Hall of Fame' in the current Chambers and Legal 500 Directories. Andrea previously sat on the firm's Remuneration and Partnership Committee for five years which deals with the promotion and remuneration of all partners at the firm.



Shiva
McMahon

Shiva is VP, Finance for BHP where she is responsible for leading the global finance function for BHP Petroleum. Shiva has over 25 years energy industry experience and a successful track record of strategy development and implementation, business planning, financial management, business development, and risk management. She joined BHP from BP where she had a career spanning more than 20 years including leading commercial operations in Americas Onshore, Chief of Staff, Upstream Executive Officer and CFO, Global Lubricants, where she led a global team of 400 with responsibility for aspects of financial planning, strategy and delivery. Shiva has held NED positions with Castrol India Ltd and Atlantic LNG.



Piyali
Mitra

Piyali is a Managing Director in Group Technology at Barclays. She joined Barclays in 2016 and is currently responsible for enabling cross-functional collaboration and agile delivery for the bank's retail and investment banking technology growth initiatives. Piyali has over 20 years experience in banking, starting her career with Citi before moving to RBS Group for seven years as Director, Group Strategy and Corporate Finance, and then UBS as Executive Director, EMEA. Her expertise includes strategic transformation, corporate finance and restructuring with experience leading complex M&A transactions, IPO, JV exits and restructuring investments with deal sizes ranging from £10m to £1 billion+, across four continents (USA, Europe, Africa and Asia).



Belinda
Moore

Belinda is E.ON's Director of Marketing and Communications, a position she has held since 2016. E.ON is one of the UK's leading energy companies with around five million customers. Belinda leads teams with responsibility for Digital, Customer Insight, Advertising and Marketing, and Communications and Public Relations. Belinda was previously Group Marketing and Communications Director for Care UK, one of the UK's leading independent providers of health and social care. She has also held senior marketing and communication roles with blue-chip companies such as Whitbread, Britvic, Tui and Gillette. She is a NED at the Tipton and Coseley Building Society and Smart Energy UK.



Professor Sadie
Morgan OBE

Sadie is a founding Director of Stirling Prize winning architecture practice dRMM; the studio is recognised for creating innovative, high quality and socially useful architecture. She became the youngest President of the Architectural Association in 2013 and, in 2016, was appointed Professor of Professional Practice at the University of Westminster and awarded an honorary doctorate from London South Bank University. Sadie chairs the Independent Design Panel for High Speed Two and is a Commissioner of the National Infrastructure Commission. In 2017, she was appointed as a Mayor's Design Advocate for the Greater London Authority. An experienced board member, Sadie sits on the Board of Homes England and is a NED for U and I Group plc.



Hannah
Musisi

Hannah is a Director with ROA Consulting, UK. The consultancy provides strategic, commercial and operational advice to the Healthtech industry. Until October last year, Hannah worked for Bloomberg Media as Head of Distribution and Sales EMEA with responsibility for the P&L of the TV distribution business and overseeing major projects to reduce costs and increase revenue. Prior to Bloomberg, Hannah served as Business Development Manager, EMEA for CNN International with responsibility for assessing commercial viability, partnership negotiation and setting up new revenue-generating streams from initial idea through to strategic planning and operational reality. Earlier positions include Strategy Manager, Transaction Services for KPMG; Associate, CRA International and Consulting Analyst, Frost and Sullivan.



Saba
Nazar

Saba is Co-Head of Global Financial Sponsors at Bank of America Merrill Lynch. Saba is responsible for developing and strengthening the Bank's global relationships with key private equity firms, working closely with the firm's global leadership team to drive the growth of the global leveraged buyout advisory and financing business. An experienced M&A banker, Saba has been covering private equity firms for the last 20 years. Previous roles have been Division Co-Head, European Financial Sponsors Group with Nomura; Division MD, Financial Sponsors Group with Lehman Brothers and Group Executive Director, High-Tech Group with Goldman Sachs. Saba has been consistently ranked in the Financial News Top 100 Women in European Banking and Finance.



Bimpe
Nkontchou

Bimpe is Managing Principal at W8 Advisory, an asset management and wealth advisory service for high net worth African entrepreneurs and business leaders. Bimpe oversees all client relationship management as well as providing in-house legal, tax and real estate advisory support for clients. She is a dually qualified lawyer (UK and Nigeria) with over 30 years collective experience in the UK and Nigeria. Bimpe was previously Founder and Managing Partner of Addie & Co. Solicitors in London. She is a qualified Trust & Estate Adviser and an accredited Family Business Adviser. She recently became a Member of the English Bar and a member of the Honourable Order of the Middle Temple.



Fiona
O'Hara

Fiona was appointed MD, Strategic Account Development with Accenture in 2016. As a member of the Accenture Leadership Board, Fiona is responsible for supporting the Client Directors of the company's top 25 clients to achieve profitable growth including P&L management, and leadership and development of the teams. Her sector experience covers consumer goods, retail, pharmaceuticals, travel and automotive industries. Fiona started her career with Capita, working in outsourcing for the public sector before moving to Accenture in 1996. She was appointed Director of Operations (DOO) for Europe, Africa and Latin America before becoming DOO for Accenture's Technology Division. In 2014 she was appointed MD, Retail Business, UK and Ireland.



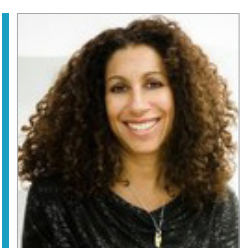
Stella
Okeahialam MBE

Stella is the Deputy Director, Department for International Trade. Stella has over 20 years senior management experience across public, private and third sectors. She has international experience and demonstrated expertise in major programme development and delivery. She has led the creation of strategies aligned with organisational goals and delivered complex, concurrent and award-winning development programmes. Prior to joining the Civil Service, her roles included Operations Director at the Centre for Workforce Intelligence (part of Mouchel Ltd), Director of Programmes at the Institute for Sustainability, Head of Skills and Employment at the London Development Agency and Programme Director at Croydon Enterprise. Stella was awarded an MBE in 2010 for her services to business and enterprise.



Ijeoma
Okoli

Ijeoma is an Executive Director and Board Observer with JP Morgan Chase & Co. A USA lawyer with extensive experience advising on finance transactions for clients in Africa, Asia, Europe and the USA, Ijeoma was one of the first lawyers in London with expertise in both EU and USA post financial crisis regulation. Her areas of expertise include complex asset management compliance and legal advisory services across EMEA/UK bank recovery and resolution. Earlier career positions include Director, Commercial Banking Legal with Lloyds Banking Group, and Senior Associate with Mayer Brown. Ijeoma also serves on non-profit boards and is an advocate for increased gender and ethnic diversity in the City of London.



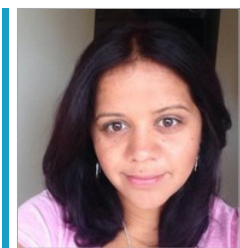
Tove
Okunniwa

Tove is the CEO at London Sport, who provide insight, knowledge and expertise around physical activity and sport and challenge inactivity in London. Tove is a senior leader with strategic marketing and content specialisms. She has over 25 years experience in both commercial and not-for-profit sectors. Tove led two successful brand engagement agencies - WPP owned MEC Access and Havas Sports & Entertainment - advising clients such as Barclays, Coca-Cola, Visa, Danone, Lloyds Bank, Nintendo and Morrisons, and achieving significant business growth. She was previously Head of Marketing at BBC Sport, leading a repositioning of the brand and achieving record audiences. She is a NED with England Boxing.



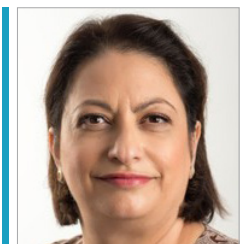
Dame Sue
Owen

April 2019 Sue was Permanent Secretary at the Department for Digital, Culture, Media and Sport, and the Civil Service Diversity Champion. After working as an academic economist, Sue moved to HM Treasury, then No 10, before moving to Washington DC as the Economic Counsellor at the British Embassy. Returning to HM Treasury, Sue was the UK Deputy Director on the EU Economic and Finance Committee. In 2006 she became Director General of Corporate Performance at the Department of International Development, and in 2009 Director General for Strategy at the Department of Work and Pensions before being promoted to Permanent Secretary at DCMS in 2013.



Mansi
Patel

Mansi joined Baringa Partners, an independent business and technology consultancy, in 2016. As a Partner in the firm, Mansi was appointed to expand and develop the media focus of the Telecoms and Media practice. Prior to this, Mansi was a Director with Deloitte Digital where she initiated, managed and delivered customer and digital transformation, multi-programme technology delivery, project assurance and cloud application strategy for global media and telecommunication clients. Her experience over the last 20 years covers a strong mix of advisory and delivery skills across the two sectors in an international context and in sectors which have undergone significant disruption.



Zarin
Patel

Zarin is an experienced Audit & Risk Chair, Board Director and CFO with expertise in managing transformation within complex digital-centric businesses, together with a broad experience of investment, procurement, large capex and finance. She is an Independent Member of the Audit & Risk Committee of John Lewis Partnership plc and of HM Treasury, and a NED with the Post Office Ltd. Zarin was the longest serving CFO at the BBC and a NED of BBC Worldwide, the Corporation's £1.1bn commercial arm; she chaired its Audit and Remuneration Committees. Zarin's early career was with KPMG working in a variety of sectors including property & construction, real estate and retail.



Kitty
Patmore

Kitty is Chief Financial Officer at Harworth Group, a position she has held since October 2019. Kitty has a strong capital markets background, with 14 years of finance, banking and real estate lending experience drawn from roles at Harwood, where she was MD; DRC Capital, where she was a Principal and Barclays Bank PLC, where she worked in specialist real estate. Kitty is also a NED with Harwood Real Estate Ltd, the property arm of Harwood Capital Group and is Committee Vice-Chairman for Big Brum (Theatre in Education) Company Ltd. In the past, Kitty has held NED positions with the Investment Property Forum and Midlands Investment Property Forum.



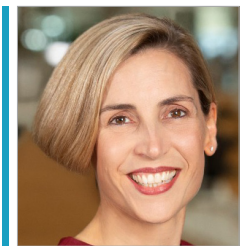
Sally
Penni

Sally has practised employment law since being called to the Bar in 2000 and then joining Kenworthy's Chambers Employment Team in 2004. Sally specialises in employment law with an emphasis on discrimination, whistleblowing, professional disciplinary hearings and grievances. She conducts Employment Tribunal and Employment Appeals Tribunal hearings and undertakes written work such as the drafting of Contracts of Employment, Compromise Agreements, etc. Sally acts for both Claimants and Respondents and accepts appropriate instructions on a direct access basis. She also specialises in data protection breaches and GDPR. Sally is an Advocacy Training Counsel approved trainer for Middle Temple and the Northern Circuit. She is a NED for Royal Exchange Theatre and Arawak Walton Housing Association.



Célia
Pronto

In February this year, Célia was appointed MD for Love Home Swap, a world-leading home exchange membership network. She has responsibility for setting the overall strategy of the company, owning the P&L and driving global performance delivery. Célia joined Love Home Swap from Casual Dining Group, where she was Chief Customer and Digital Officer overseeing 250+ restaurant locations across the United Kingdom. She has more than 20 years experience in blue-chip companies and start-ups in the travel and hospitality, retail, technology, and E-commerce industries, including Ford Retail Group and Intercontinental Hotels group. Celia is also a NED for South East Water and Moto Hospitality.



Dr Alix
Pryde

Alix is Director of Central Services, Sky Technology. She is responsible for ensuring streamlined delivery within this software engineering organisation, contributing to its long-term success as well as running day-to-day activities. Alix also champions the Sky Women in Technology initiative and is a Trustee of the Institute of Physics. After university, Alix joined McKinsey & Co before joining the BBC and holding a range of roles across strategy, operations and technology. Alix was then appointed Head of Innovation for Vodafone UK before joining Sky in August 2016. Alix held a NED position with King's College Hospital NHS foundation Trust for four years.



Rashda
Rana

Rashda is a commercial & construction/infrastructure lawyer with over 25 years experience in the legal profession. She has worked as Counsel in a number of international jurisdictions including London, Australia, New York, Paris, Milan, Brazil, Hong Kong, Singapore, Malaysia and China and under a variety of institutional and ad hoc rules. She has also held the role of General Counsel for a major global property development and construction company. Her work has included Defence contracts (Class 1 submarines), infrastructure (rail, roads and tunnels) and banking and finance documentation (prospectuses and insurance policies). She is currently a Consultant with Kier Group and Chair of Major Projects and Investment Committee for London South Bank University.



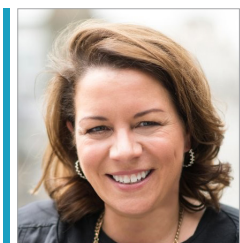
Dr Helene
Roberts

Helene, CEO of Robinson LLC, is leading the organisation to reposition itself within the 'circular economy'. She began her career at M&S, spending three years in Hong Kong in Material Technologies before returning to the UK as Packing Technology Manager and later Head of Packaging, heading up the retailer's commercial strategy and technical standards, where she developed a five-year plan for driving sustainability of packaging throughout the organisation. In 2011 she joined Sealed Air as Executive Director Retail for Europe working out of Paris, later moving to Benson Group as Group Marketing Director. In 2017, she was given responsibility as Managing Director of UK, Ireland and Australia following the company's acquisition by Klöckner Pentaplast.



Dr Erika
Schraner

Erika joined JTC Group plc (a leading global provider of fund, corporate and private wealth services to institutional and private clients) as a NED in November 2019. She is also a NED with Amino Communications, a global leader in media and entertainment technology solutions. Erika began her career with IBM Corp in Silicon Valley and also worked for global cybersecurity leader Symantec Corp. She then moved into senior partner roles with Ernst & Young in Silicon Valley where she was the Americas Operational Transaction Services leader for the Technology sector and then with PwC LLP in London where, until 2018, she was Partner, UK M&A Integration Leader.



Emma
Scott

Until July this year, Emma was the CEO at Beano Studios, an entertainment business, driven by insight and data, which creates, curates and delivers entertainment for children of all ages worldwide. Emma's move to establish Beano Studios in 2015 followed her role as CEO at Freesat where she created, launched and led the TV's on-demand service – a BBC/ITV joint venture. Her early career began in the House of Commons as a Parliamentary Manager, she then made the move into strategy and was responsible for delivering a number of key strategic initiatives at the BBC for the Director General, Greg Dyke. She is currently a NED for Ovarian Cancer Action.



Elizabeth
Sheldon

Elizabeth joined CCLA, one of the UK's largest charity fund managers, as Head of Finance in 2011. She was appointed Chief Operating Officer for CCLA in November 2018. In this position, Elizabeth is responsible for all financial and operational matters on behalf of clients helping them to deliver sustainable and long-term returns. Having qualified as a Chartered Accountant with an audit practice specialising in the 'not for profit' sector, Elizabeth joined the financial services audit team at Ernst and Young. From there she moved on to Man Group working in a number of areas including operations and a large outsourcing project.



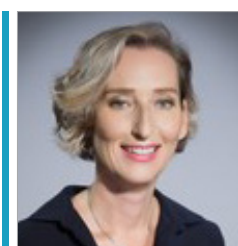
Dr Hayaatun
Sillem CBE

Hayaatun is CEO of the Royal Academy of Engineering, which brings together the UK's leading engineers and technologists to promote engineering excellence for the benefit of society. Hayaatun previously served as Committee Specialist and later Specialist Adviser to the House of Commons Science & Technology Committee. She has extensive leadership experience in UK and international engineering and innovation. Hayaatun is a trustee of the London Transport Museum and Engineering UK; chairs the judging panel for the St Andrews Prize for the Environment; and is a member of advisory groups for Lloyd's Register Foundation, accelerateHER and the BCS. In January 2020 Hayaatun was awarded a CBE in the New Year Honours List for services to International Engineering.



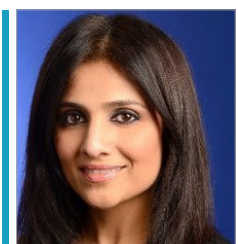
Joanna
Smart

Joanna joined VivoPlex as COO in 2016 and played a key role in operational, produce and corporate development. She was appointed CEO in January 2019. VivoPlex combines technical, clinical and management expertise to develop advanced, miniaturised biometric sensors. Joanna has over 20 years experience in the healthcare sector in Europe and the USA, at investment bank Nomura International and with senior business development roles at USA biotechnology companies Onyx Pharmaceuticals and Chiron Corporation. Joanna has also worked with several companies as an independent Consultant. She is Deputy Chair of the NIHR i4i Challenge Award Panel.



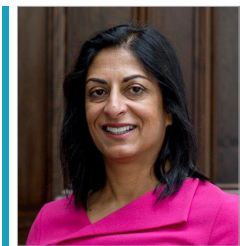
Kelly
Smith

Kelly was appointed to the role of CFO for Kantar UK & Ireland, Insights in early 2017. She is responsible for financial strategy, management and reporting, business partnering and talent development within the finance team. With over 20 years experience in financial restructuring, M&A, and managing complex stakeholder relationships in matrix organisations, Kelly's previous roles cover a number of different organisations both within the WPP Group and further afield including PR (UK FD at Cohn & Wolf), Market Research (Finance Director roles for Asia Pacific, and Continental Europe & Africa), and property investment information (Group FD for IPD, the provider of indices for the property investment industry) and the BBC World Service.



Anna
Somaiya

Anna joined KPMG in 2015 as a Senior Manager and was promoted to Director, Technology Strategy in 2017. In this role she leads the firm's digital transformation. Anna's early career was within the automotive industry (R&D, Manufacturing, F1 and Sales). She joined Honda in 1998 as a Project Manager, became the Head of European IT for the R&D division and was then promoted as Head of IT supporting the winter 2007 F1 team. Her final role with Honda was a CSUITE leader responsible for all IT across 28+ EMEA countries. Anna actively champions the development of women in IT and founded 'IT's Her Future' three years ago.



Amerdeep
Somal

Amerdeep is currently the Independent Assessor to the Financial Ombudsman Service. She also serves as a Lay Member, England on the Board of the General Medical Council and sits as a Judge of the Immigration and Asylum Chamber. Amerdeep started her career in private practice as a Criminal Defence Advocate and later worked for the Crown Prosecution Service (CPS) before moving to be a founding commissioner of the Independent Police Complaints Commission (IPCC). Amerdeep also served as a Governor at Nottingham Trent University for four years. She has received numerous awards for her work on tackling domestic violence. In 2014, Amerdeep was awarded NTU Alumna of the Year for her dedication to social justice.



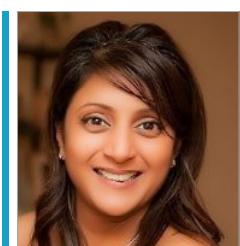
Kate
Stanners

As Chairwoman and Global Chief Creative Officer, Kate leads the creative output of the Saatchi & Saatchi network, driving its purpose to deliver world changing ideas that transform clients' businesses and brands. She is also Chief Creative Officer at Saatchi & Saatchi London, the office she joined in 2005 as Executive Creative Director. In London, Kate has played a key role in the transformation of the agency post the acquisition of the digital agency Outside Line, successfully combining digital, social and design into the creative offering. Over her years in the creative industry, Kate has won numerous awards for clients including Carlsberg, Visa, Toyota, T-Mobile, Pampers, Holsten Pils, Lurpak, Nurofen and Cadbury.



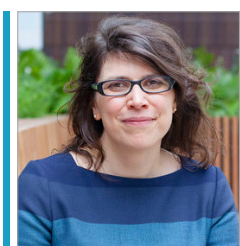
Julia
Straus

Julia is the CEO of British activewear brand Sweaty Betty, which now has over 60 shops globally including concessions in Selfridges, Harrods and an additional 27 Nordstrom outposts across the USA. Julia was appointed CEO in June last year after joining the company as MD in 2018. Prior to this, Julia was CEO of Tula, an innovative digital USA beauty brand with a wellness focus, where she helped rapidly scale Tula's digital business. She has also held senior leadership roles at digital fashion accessories business, BaubleBar, and digital media company, POPSUGAR. Julia started her career in financial services working with both Goldman Sachs Asset Management and TPG Axon Capital.



Manjiry
Tamhane

With over 20 years experience in the marketing effectiveness industry, Manjiry has been integral to Gain Theory's success since inception and was appointed Global CEO in 2016. Gain Theory is the WPP marketing foresight consultancy that brings together data, analytics, technology and consumer insight capabilities to help brands make faster, smarter, predictive business decisions. Throughout her career - client side (Penhaligons and Debenhams) and agency (Ohal and Gain Theory) - Manjiry's guiding principle has been about delivering recommendations that maximise the benefit of marketing investment. Using connecting data, insights and outcomes against KPIs, via a light touch consultative approach, has contributed to Gain Theory's high client retention rate.



Dr Emma
Taylor

Based at rail industry body RSSB as Lead System Safety Engineer, Emma is a Chartered Engineer (CEng). She has over 25 years of experience in a range of safety critical sectors including rail, oil and gas, and space. Alongside her role with RSSB, Emma is Board member and Trustee of the Safety and Reliability Society. She also works closely with the Institution of Mechanical Engineers, both as a CPD auditor and as a member of the CPD Assessment Committee. Emma has been nominated for many awards during her career including the 2020 Engineering Talent Awards, 2020 Sunday Times NED Awards, 2019 Financial Times and Inclusive Boards 100 Most Influential Women in UK Engineering.



Cindy
Varga

Cindy is a Bain and Company Advisor and was appointed MD, BT Strategy and Transformation in October 2019. Prior to this role, Cindy was Managing Director of Strategy and Corporate Development at Liberty Global, the world's largest international TV and broadband provider. Her main areas of focus are digital and customer experience, driving innovation in network and product, and regular M&A assessment for growth opportunities in mobile and cable space. Cindy has worked with Vodafone UK and Vodafone Group. She started her career at Bain & Company and was with them for 15 years working in Canada, the USA, South Africa and finally in London.



Emma
Wade-Smith OBE

Emma was announced as Her Majesty's Trade Commissioner (HMTC) for Africa in June 2018. She has lived and worked in South Africa since February 2016, following her appointment as the UK's Trade Director for Southern Africa. Emma has also worked on international trade at the UK's Department for Business, Innovation and Skills (BIS). Prior to this, Emma had a British Diplomat career for more than two decades, including postings in Washington DC, Mexico, Chile and Brussels. She was awarded an OBE for her work helping British nationals to safety from crisis areas all around the world, as Head of the FCO's Crisis Response Team.



Professor Jennifer
Wen

Jennifer is Professor of Engineering at the University of Warwick where she established and leads Warwick Fire, a multi-disciplinary research laboratory (fire and explosion hazards) with external funding (including European Commission, Technology Strategy Board, Innovate UK and industrial organisations). Jennifer's professional career started in 1988 with Computational Dynamics Ltd (now CD-adapco). She then joined the Watson House Research Centre of (former) British Gas plc in 1991 working on the numerical study of multi-dimensional laminar flames. Jennifer returned to academia in 1993, initially with London South Bank University and moved to Kingston University in 1998. She was also the Director of Research for the former School of Engineering at Kingston University.



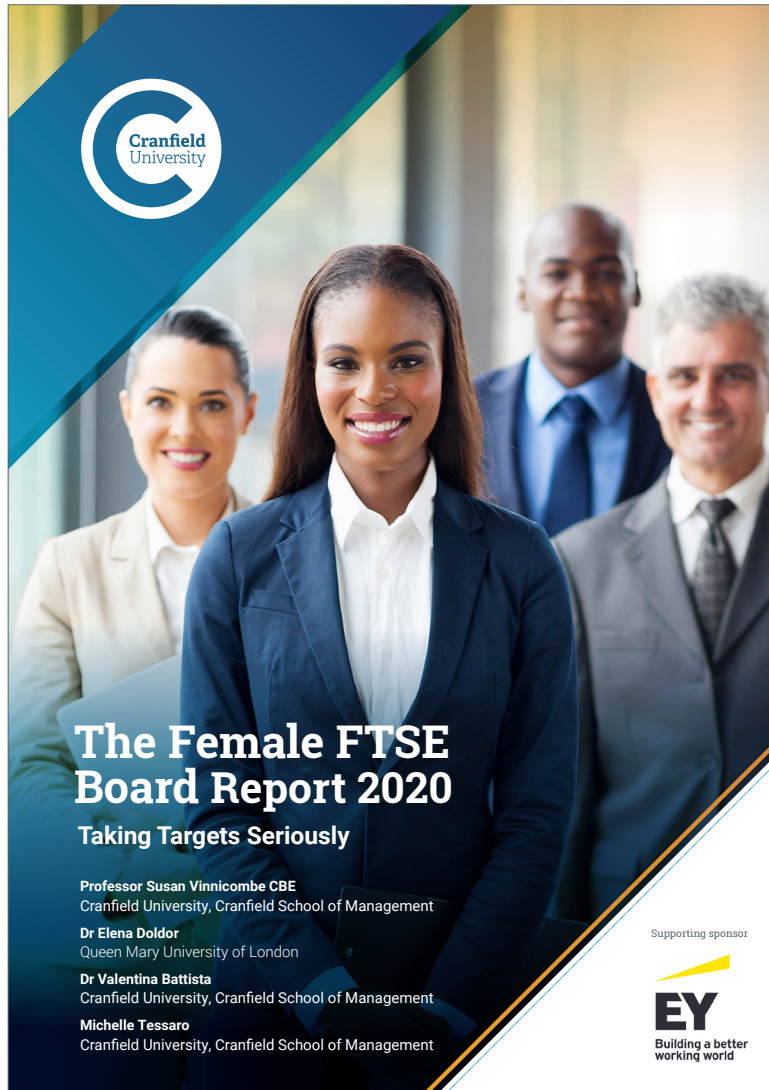
Ariel
White-Tsimikalis

Ariel joined the M&A and Corporate Finance team with Bryan Cave Leighton Painer as a Partner in June this year. Ariel specialises in advising investment banks, corporates and private equity firms on equity capital markets transactions, corporate governance matters and general public company representation. Ariel's clients are international, working across a broad range of sectors including hospitality, healthcare, natural resources, manufacturing and aviation, with a focus on Africa and Greece. Prior to her current position, she was European Counsel at Davis Polk & Wardwell LLP specialising in equity capital markets transactions. Ariel also carried out secondments to Goldman Sachs, Jefferies LLC and Citibank.



Fikerte
Woldegiorgis

Fikerte was appointed Marketing Director, UK Foods, at Unilever in 2019. She joined Unilever in 2007 as a Regional Brand Development Manager based in Africa. Fikerte is an experienced global marketer with a uniquely blended background of Classical Marketing, Digital Marketing and Digital Transformation. She is experienced in driving company-wide Digital Transformation across a portfolio of billion-euro brands and geographies and is a passionate believer that creative excellence, powered by data, delivers incredible brands. She is experienced in managing through culturally diverse, cross-functional and virtual teams having lived and worked in multiple countries, in Regional and Global HQs.



The Women to Watch 2020 supplement forms part of the Female FTSE Board Report 2020, which is sponsored by Ernst & Young LLP

