



Spotlight on...
women in construction

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Robertson Construction

Hayley Gill - Site Manager

1. WHAT FIRST ATTRACTED YOU TO WORKING IN THE CONSTRUCTION INDUSTRY? HOW DID YOU FIND OUT ABOUT THE JOB AND WHAT QUALIFICATIONS DID YOU REQUIRE?

I was always interested in construction; I did work experience through school on a Robertson site when I was 15 and was offered an interview when I was 16. I left school with 2 qualifications, but I am now attending Edinburgh College doing my HNC in construction management and have completed my NC Built Environment.

2. TELL US ABOUT YOUR CURRENT ROLE. WHAT DOES A TYPICAL DAY LOOK LIKE? WHAT DO YOU LIKE AND DISLIKE ABOUT THE JOB?

My role involves being out on site and in the office, some of the daily activities include doing inductions, admin work, diaries out on site and snagging. Something I like about my job is getting to see the progression I have made in a short amount of time, the skills, knowledge, and confidence I've gained through working with other managers and through attending college has made me so much more passionate about my career and my future as a site manager.

3. WHAT QUALITIES ARE REQUIRED TO DO YOUR JOB?

I would say some of the most important qualities for my job are being a team player, time management, a good work ethic and good communication skills.



4. WHAT WAS THE BIGGEST SURPRISE YOU FOUND WHEN YOU STARTED WORKING IN CONSTRUCTION?

I think the biggest surprise to me was how much I actually enjoyed it. Before I started working I'd always hear people complain about their job, and saying that even if they liked their field of work they didn't enjoy working. That's never been the case for me, I do enjoy coming to work and really like my job.

5. WHAT WERE/ARE YOUR FUTURE CAREER ASPIRATIONS?

I'd like to excel in my current role and then when I'm ready I would like to progress to more senior roles with more responsibility.

6. HAVE YOU ENCOUNTERED ANY OBSTACLES IN YOUR CAREER BECAUSE OF YOUR GENDER?

I would say that most people have treated me as an equal and that my gender has not held me back in any way.

7. WHY DO YOU THINK WOMEN REMAIN UNDERREPRESENTED IN THE INDUSTRY?

I think that young women view the industry as male dominated and perhaps find it daunting due to the misconceptions around the industry which have carried over during the years. Those not involved in construction don't understand what a forward thinking and advanced industry it is, with a diverse workforce.

8. WOULD YOU RECOMMEND THAT YOUNG WOMEN SEEK OUT CAREERS IN CONSTRUCTION?

I absolutely believe that women have a place in construction and that there are so many viable career options for them.

9. WHAT ADVICE WOULD YOU GIVE TO ANY WOMEN WISHING TO PURSUE A CAREER IN THE CONSTRUCTION INDUSTRY?

I would tell them to go for it, don't let misconceptions of what the industry used to be like hold you back from pursuing something that you could be amazing at.

10. HOW DO YOU THINK A DIVERSE WORKFORCE BENEFITS THE INDUSTRY AS A WHOLE?

I think something really interesting about the industry is how many different types of people you will meet, in construction you will meet people from all walks of life, different races, nationalities and genders. It benefits everyone and provides you with an opportunity to learn and develop new skillsets that weren't available to you before.

11. WHAT DO YOU THINK THE INDUSTRY AND WIDER SOCIETY SHOULD BE DOING TO ENCOURAGE MORE WOMEN TO WORK IN CONSTRUCTION?

I think that there is a misunderstanding in some schools about how advanced and inclusive the industry is which results in young girls not being encouraged to consider construction as a career option. I think young girls should be taught about all the different career paths they can take. I also believe that society has a preconceived misconception around construction that is very off putting and intimidating to many young women. The industry has worked hard to change the public perception of the sector, but perhaps more needs done.

12. DO YOU THINK THE INDUSTRY CAN GET TO A POINT WHERE THERE IS A BETTER BALANCE OF GENDERS?

I think it definitely could, more women are coming into the industry and the number is only going to continue to go up in future.