



Celebrating the Achievements of Women in Technology

The 2023 FDM everywoman in Technology Awards winners unveiled

10th March 2023: The winners of the 14th annual **FDM everywoman in Technology Awards** have been announced. The awards celebrate the tech industry's most exceptional talent recognising all stages of the career journey from apprentices to C-Suite, creating role models to inspire the next generation from the UK and beyond. The FDM everywoman in Technology Award winners were announced at a ceremony in London on 9th March 2023 where 500 cross-industry tech leaders came to network and celebrate these exceptional women.

The **Woman of the Year Award**, sponsored by FDM, was presented to London-based **Pamela Maynard**, CEO at **Avanade**, the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. As a tech veteran, she has dedicated her career to helping clients harness the power of digital innovation to renew and grow their businesses. Pamela is passionate about building a people-first culture for Avanade's 60,000+ global employees and under her leadership, their commitment to inclusion and diversity has expanded and sharpened - where everyone can bring their authentic selves to work and where diverse perspectives, backgrounds and skills are valued as critical differentiators.

The 2023 category winners are:

- **APPRENTICE AWARD** - sponsored by SSE - awarded to **Amy Groves**, Software Engineer at **Lloyds Banking Group** from Halifax. In her spare time Amy is an apprentice ambassador, advocate for women in tech and the West Yorkshire Hub Lead for Women ConnectTech at Lloyds Banking Group. Alongside her role as F5 software engineer, she is studying towards a DevOps Apprenticeship. Since returning to education in her mid-twenties, Amy's goal is to spread the word about the power of apprenticeships and continue inspiring young and established women to consider a career in tech.
- **CTO/CIO OF THE YEAR AWARD** - sponsored by Accenture - presented to **Nadine Thompson**, CTO at **GroupM - MediaCom**, from London, the world's leading media investment company, part of WPP, with a mission to create a new era of media where advertising works better for people. Throughout her career, Nadine has led international, technology transformation across media, retail, travel, entertainment, and professional services. She has previously led technology for Conde Nast International, Vue Cinema and advised News UK and Capita on technology strategy. Nadine is also on the Board of VisitEngland the national tourism agency raising Britain's profile worldwide and developing England and Britain's visitor economy.
- **CYBER SECURITY AWARD** - sponsored by BAE Systems - awarded to **Eleanor Sim**, Director Cyber Security Strategy and Architecture at **Bupa**, from Edinburgh. A lifelong technologist

and passionate advocate of women's careers in tech, Eleanor began as a security researcher at the National Cyber Security Centre, having achieved a first-class degree in Computer Science and AI. It was here that she helped found NCSC Cyber First Girls, a competition for UK schools, inspiring the next generation of young women to consider cyber security careers. Following a fulfilling and successful career in Government, she became Head of Security Architecture at NatWest Group, before moving on to her current role at Bupa in 2021.

- **DIGITAL STAR AWARD - sponsored by Lloyds Banking Group - presented to Vibhusha Raval, Scrum Master at Haleon, from London.** Despite the discouragement around tech being a male dominated industry, she rose to the challenge and was recently named one of Computer Weekly's 2022 Most Influential Women in UK Tech. She has worked in Telecommunication, Pharmaceutical, and recently in Consumer Healthcare and delivered tangible results saving business £22 million/year by transforming it using Agile methodology and digital mindset. She also gives back to the community as a STEM volunteer, speaker and mentor to young women aspiring for a career in Technology.
- **DIGITAL TRANSFORMATION LEADER AWARD - sponsored by Bupa - awarded to Li Qun Taylor, Head of Digital Channels Technology, Retail Digitech at NatWest Bank, from London.** Li Qun leads an award-winning team, responsible for the flagship Retail Mobile App, Online Banking and Digital Messaging platforms, relied upon by over 10 million customers. With over 30 years' experience, she has driven the bank's bold, large-scale, and seamless transformation to a market-leading, scalable and highly resilient cloud-native digital offering. Li Qun has a hands-on approach to leading diverse technology teams, championing DevOps practices and engineering excellence.
- **ENTREPRENEUR AWARD - sponsored by Howden Group Holdings - awarded to Vinita Rathi, CEO at Systango, from London,** specialising in Web3, Data and Blockchain. Vinita is an adept technology professional with over 15 years experiences, a recognized Fortune Magazine's 40 under 40 young business leader, and Ex-Vice President of Goldman Sachs. Vinita has built much of her experience working in the front office in the tier 1 investment bank and for the last ten years as the CEO and founder of global software consultancy, Systango.
- **INNOVATOR AWARD - sponsored by American Express - presented to Francesca Rosella, Co-Founder and Chief Creative Officer at CuteCircuit, from London.** CuteCircuit is the world's first wearable technology fashion brand and Francesca's work is at the forefront of the digital and physical intersection, using technology to create emotional connectedness, pioneered the fields of AR, interactive fashion, and wearable haptics, and has been awarded patents for the ground-breaking designs as well as their underlying enabling technologies and construction

methods. Francesca believes that "for a digital world to be a truly desirable destination, it has to amaze and inclusively engage all users and all senses."

- **LEADER AWARD** - sponsored by Twilio - awarded to **Lindsey Bateman, Chief Information Security Officer at M&G plc, from Stirling**. Lindsey's recent focus has been on delivering a transformed Security capability to support M&G plc's business ambition and embedding a Security by Default culture across the firm. Having built her career in a traditionally male-led industry, Lindsey is passionate about driving the diversity of thought required to attract the best talent and deliver great business outcomes.
- **MALE AGENT OF CHANGE AWARD** - sponsored by Centrica PLC - awarded to **Declan O'Gorman, Head of Engineering at NatWest Group, from London**. As the leader of NatWest Groups' Engineering team, Declan enables tens of millions of customers to engage with the bank where and when they want. He passionately seeks new ways to diversify, upskill and excite people about roles in technology. He co-sponsors the NatWest technology gender balanced initiatives, Women in Technology Employee Led Network and STEM Code Club programme, as well as sitting on the TechSheCan steering committee and several industry awards panels.
- **ONE TO WATCH AWARD** - sponsored by Computacenter - presented to **Catherine James, Student at Lady Eleanor Holles School, from London**. Catherine is an academic, STEM, Arkwright, and Music Scholar at The Lady Eleanor Holles School, studying Maths, Further Maths, Physics, Chemistry and Biology A Levels. She promotes STEM as creator and editor of the 'Catalyst' Journal, and through her research into dementia, cognition, cardiac risk, cyanobacteria, mathematical modelling, biomedical engineering, and healthcare transformation. She has won national and international awards for her work and is published in the journal of Dementia Care, Youth Scientist, Youth Medical and Oxford Scientist Journals.
- **RISING STAR AWARD** - sponsored by SUSE - presented to **Bethany Clarke, former Advanced Consultant Engineer at Capgemini Engineering, from Bristol**. Beth is an Astrophysicist turned Software Engineer, specialising in quality and testing, and is passionate about creating software that keeps people safe in their everyday lives. She is also Vice Chair of the WISE Young Professional's Board. Her enthusiasm and expertise in both her work and wider diversity and inclusion issues led to her recognition as one of the top female engineers in the UK as a finalist in the IET's 2020 Young Woman Engineer of the Year Awards and recognised as a Rising Star of Women in Technology by Computer Weekly in 2021.
- **SOFTWARE ENGINEER AWARD** - sponsored by Discover - awarded to **Duygu Cakmak, R&D Director at Creative Assembly, for the BAFTA award-winning Total War series, and is from Horsham**. Duygu joined Creative Assembly in 2015 as an AI programmer and after this, she moved into a Project Technical Director role and now oversees the R&D strategy an direction



for the franchise. She has given several talks at conferences and industry events and continues to work on bringing academia and the games industry closer together for better technological advancements in the field of AI.

- **TEAM LEADER AWARD - sponsored by Fujitsu - awarded to Becky Ferraro, Inclusive Design Lead at Deloitte Digital, from London.** Becky grew up in the Welsh countryside and found her way to London 5 years ago to kickstart her career in tech. She founded and now leads a team of inclusive design and accessibility specialists and is passionate about using technology to create equal experiences for all.
- **TECH FOR GOOD AWARD - sponsored by RS Group - presented to Christiane Demgenski, Chief Product Officer at Awina, from Zurich.** Awina is a Swiss fintech start-up serving families with young children that launched in 2021 with Switzerland's first day-care financing solution. A dual French and German citizen, Christiane holds an M.A. in International Relations from Sciences Po Paris and spent 5 years building digital banking products at Switzerland's largest bank before joining Awina. She has a baby daughter, currently studies her seventh language, and volunteers as a firefighter.
- **ACADEMIC AWARD - awarded to Jackie Carter, Professor in Statistical Literacy at University of Manchester, from Manchester,** and is also the Academic Lead for EDI Disability. In 2020 she was named a 'One in Twenty Women in Data' and awarded a prestigious National Teaching Fellowship. She writes and speaks internationally about the Data Fellows programme that she has pioneered, which creates opportunities for undergraduates, especially those from disadvantaged backgrounds and underrepresented groups, to gain paid work placements in data and tech industries. Jackie works to connect education and skills to workplace needs. Her recent work involves taking the data fellows programme to Latin America to support skills development for the UN's Sustainable Development Goals.

Maxine Benson MBE, Co-Founder of everywoman comments: "Since 2011, The FDM everywoman in Technology Awards are both a recognition and a celebration of the impact women are having on the technology industry worldwide and the diverse, fulfilling, and exemplary careers that women can have in technology. Over the past 14 years, the accomplishments, and stories of these talented women have and will continue to inspire future generations to pursue a career in an industry where women are underrepresented. Each winner is a role model whose remarkable achievements showcase the vital advancements technology has in saving, transforming, and improving lives, while also positively impacting the planet and ensuring the future of tech grows ever more diverse and inclusive."

Sheila Flavell CBE, Chief Operating Officer of FDM Group comments: "FDM is delighted to be partnering with everywoman once again to sponsor the 2023 FDM everywoman in Technology Awards.



The representation of females in the sector still has a long way to go before women are no longer considered the minority in the industry. A challenge we continue to face is showcasing more female role models to inspire and encourage future generations to choose a career in tech. It is more important than ever to shine a spotlight on the exceptional female talent that has contributed to the growth of the tech industry, paving the way for others to follow. We need more women in tech because we need more people in tech. The digital skills gap predictions are for a massive shortfall of STEM graduates so initiatives like the FDM Returners programme which has a 75% female intake are becoming increasingly key to ensuring more women can gain access to our sector.”

For more information about the 2023 FDM everywoman in Technology Awards, or if you would like to be notified when the 2024 awards open for nomination, [click here](#).

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Notes to Editors

About everywoman - Powering businesses to achieve their gender inclusion goals

everywoman is a global membership organisation for women in business that drives positive change by empowering women to achieve their professional potential. Established in 1999, everywoman works with leading corporations and organisations, improving productivity and performance through its membership offering and unique tailored blend of products and services which unlock female potential and powers businesses to accelerate their gender inclusion goals. As part of its portfolio, everywoman’s cross-industry awards and forums have created thousands of female role models and inspired generations of future leaders. For more information visit www.everywoman.com

The **FDM everywoman in Technology Awards** and the annual **everywoman in Technology Forum** took place on 9th March 2023. The FDM everywoman in Tech Awards shine a spotlight on the tech industry’s most exceptional female talent across all stages of their career journey, from the UK and beyond. The everywoman in Technology Forum brings together a community of over 500 women working in Tech, from graduates to C-suite, to inspire and provide practical advice on how to become the tech leader you want to be, from some of the world’s most esteemed women in the industry. For more information and to book your places, visit www.everywoman.com/events-and-awards/

About FDM Group

FDM Group is a strategic talent partner, placing business ready tech professionals including graduates, ex-forces personnel and returners to work with clients across a number of sectors every year. We work in partnership with our clients to fill speciality skills gaps within their teams, building their diverse talent pipelines for the future. With centres across Europe, North America and APAC, FDM has shown exponential growth throughout the years, firmly establishing itself as an award-winning FTSE 250 employer.

From our UK consultant intake in 2021 who chose to disclose, 36% were the first in their family to attend university, 86% attended a state school, 5% identify as LGBTQ and 5% identify with having a disability. In an effort to support women to thrive in the tech and business space, we are also committed to closing our gender pay gap event further. We are pleased to report a gender pay gap of -4.3% this year, as a result of many initiatives we have in place including the success and growth of our Returners Programme and the increase in senior consultant numbers. For more information, please visit fdmgroup.com or read our Gender Pay Gap report [here](#).

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