

Boral Limited 2009 EOWA Employer of Choice For Women - Profiles

Anne Resource Recovery Manager

What other people consider is waste, Resource Recovery Manager Anne considers a valuable resource as she develops the plans for a new Resource Recovery or recycling facility.

Anne joined Boral five years ago with an Honours Degree in Engineering and a Bachelor of Commerce degree. After two years with a consulting firm in Perth, she applied for a job in Boral Quarries because she wanted to see the results of her efforts, rather than just be generating reports.

She certainly got off to a good start because her first assignment was to set up a quarry 'from scratch' at Kalgoorlie. Next, she was tasked to supervise the construction of a sand processing plant.

"Right from the start, I was given a high degree of responsibility," she said.

Until recently, Anne has been working on the construction of the massive EastLink Motorway in Melbourne. However, all construction projects must end eventually and Anne has now moved into the dynamic Boral Waste Solutions business.

"During my time with Boral I have had a number of different roles. I certainly have not felt hindered by being a woman; rather I see it as being an asset and have been able to add diversity and all the benefits that come from that to the teams in which I have been involved.

"Despite the male-oriented environments, most people have been very welcoming and have gone out of their way to assist me. It has been really great to work in such an environment," she said.

"Really, there have been no issues. I suppose that this has been helped by the company's 'Working with Respect' program – which applies to everyone regardless of gender, race, religion. It is an ongoing commitment by Boral.

"Also, Boral positively helps develop our careers. I am part of its Emerging Leaders program in Victoria – people who the company believes have got strong potential to develop and grow with the company in the years ahead," Anne said.

**Nicole
General Manager Queensland Girotto Precast**

Nicole certainly has an in-depth knowledge of the company that she now heads. She was one of the team that was involved in Boral's acquisition of Girotto and has recently been leading the growth projects.

She joined Boral about five years ago, armed with an MBA unrelated to the construction industry and also a chemical engineering degree. Having a technical background was an invaluable asset in building a career with Boral.

Her first role was in the Australian Construction Materials Division (ACM), as a Business Development and Planning Manager, based in Perth. However, she was soon transferred to Sydney and in a prime position to "put her hand up" for the position of General Manager of Girotto Precast, Queensland, when it became available.

"I had no problems whatsoever in getting this position. There was no policy about it one way or the other. More a matter of fair treatment and consideration, based on my skills and experience. This says something about the company, because I have now been told that I am the first female general manager in any pre-cast business in Australia," she said. "I feel that I have achieved this on my own merit."

Despite working in a substantially male-dominated world, Nicole does not feel that she is at any disadvantage being female, and says she is confident of gaining management support if she did face any such problems.

"This is a very intensive job but I have a fairly good work/life balance. I am enjoying the responsibility of running a business and have found the job extremely rewarding professionally and personally," she said.