

## Amey completes fourth cohort of award-winning programme developing female leaders in infrastructure

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**Amey** has completed the fourth cohort of its award-winning Women@Amey Leadership Development Programme, a proven initiative helping to close the leadership gender gap in infrastructure and engineering.

Since its launch in 2017, the majority of participants have progressed into new roles or taken on greater responsibilities, contributing to an increase in women in senior leadership positions at Amey.

The 18-month programme, which holds a Princess Royal Training Award, is designed to support women in developing their leadership capabilities, building confidence, and advancing their career progression. It combines training, mentoring, and strategic project work, with participants tackling leadership challenges relevant to Amey and the wider sector.

In July, an end-of-programme celebration event brought together participants, senior leaders, and programme sponsors to hear final presentations and reflections. Each participant showcased strategic thinking, collaboration, and a commitment to driving positive change in their leadership challenge.

Michael Burgess, Chief People Officer, said: "At Amey, we are committed to having an inclusive culture where everyone has the opportunity to thrive. The Women@Amey Leadership Development Programme is a powerful example of how we invest in our people, supporting women across the business to grow their confidence, expand their networks, and step into leadership roles.

In an industry that has traditionally been male-dominated, initiatives like this are vital to ensuring the

infrastructure sector makes full use of the female talent available, raises skills across the board, and gives women the confidence to excel. We're incredibly proud of the achievements of this year's cohort and look forward to seeing the continued impact of the programme."

One of the participant's, Jess Newcombe, Assistant Project Manager, added: "Taking part in the Women@Amey Leadership Development Programme was an incredibly rewarding experience. It gave me the chance to pause from my daily responsibilities and connect with inspiring women from across the organisation. The programme has significantly contributed to my professional growth and helped me build a strong internal network. I would highly recommend the programme to anyone considering applying."

Another programme graduate, Jodie Miller, Communications Manager, said: "This programme has been a turning point in my career. It's challenged me to think bigger, lead with purpose, and connect with inspiring women across Amey who are driving real change."

Julia Rumbles, Talent & Early Careers People Partner, Amey, who has helped create the programme, said: "It's been incredibly rewarding to see these women grow in confidence, capability and connection throughout the programme. I'm confident that future cohorts will continue to build on this momentum. We're excited to support the next group of participants as they take the next step in their leadership journey and contribute to a more inclusive and empowered culture at Amey."

The Women@Amey Leadership Development Programme is part of Amey's broader inclusion strategy, aimed at building a strong and diverse leadership pipeline to meet the needs of a changing sector.

Applications for the fifth cohort will open in Autumn 2025.