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**Exploring Career Pathways:  
NEDs and Beyond**  
12<sup>th</sup> May 5.00pm  
Bubba Oasis, 57-58 Upper Street  
London, N1 0NY



[www.thewun.co.uk/events](http://www.thewun.co.uk/events) [Secure your ticket now!](#)



# Exploring Career Pathways: NEDs and Beyond

Kindly hosted by WUN partner Gentrack

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ESTABLISHED FOR OVER 50 YEARS  
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EXCELLENCE IN OPERATIONS

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A SCOTTISH WATER COMPANY

F Y L D

Thames Water

Northern Gas Networks

WORKDRY INTERNATIONAL

MEUC  
Major Energy Users' Council

Cadent  
Your Gas Network

engage

AffinityWater



ENERGY & UTILITY SKILLS

IGEM

NESO  
National Energy System Operator



SIFIO

MEUC

YTL UK  
YTL GROUP



UtilityWeek

lastmile



gentrack

NESO

bfy  
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EDF



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Clancy



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AFRY  
AF PÖRY

Lanes Group plc

WALES & WEST UTILITIES

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KIER



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Portsmouth Water

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**Welcome:  
Jo Butlin OBE  
WUN Co-Founder  
& Director**

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The utilities sector is lacking in diversity with many women being generally under-represented, particularly in senior roles.

WUN was started in 2018 when a group of likeminded women, working in utilities, united around a common cause. The founders were not only passionate about the industry they worked in, but also passionate about the contribution women were making and could continue to make in the future. We now have over 11,500 members and 80+ partners.

**11,500+**  
**Members**

**Regular**  
**Events &**  
**Content**

**Mentoring**  
**Programme**  
**& Network**

**80+**  
**Partners**



# WUN Events – Coming Up

- **19<sup>th</sup> – 20<sup>th</sup> May** – Utility Week Live: NEC Birmingham - panel, networking event and #IAR workshop plus opportunity to meet the WUN team on stand P80
- **9th June – 12.30pm** – #IAmRemarkable Workshop (online event)
- **1<sup>st</sup> July – 12.00pm** – WUNforWellBeing – Pension Awareness, Virtual Event
- **3rd July** - Women in Utilities Awards: Table bookings now being taken with 16 award categories including 3 new categories:  
#SpeakUp, Technology Champion and Frontline Excellence

Further in person and virtual events will be announced shortly including regional events

# Join the free WUN Mentoring Programme



**WUN**  
womens utilities network

★ ★ ★

“Being a mentor has been hugely rewarding. While the period of mentoring was short, this was because the mentee was focused and determined and just needed support to organise and validate her plans. The real value of the mentor scheme has been the long-term connection made, that broadens horizons and thinking for both parties as our career paths evolve”.

 **Jane Reeves - WUN Mentor**

[WWW.THEWUN.CO.UK](http://WWW.THEWUN.CO.UK)

WUN offers mentoring to women at any stage of their career in the utilities sectors.

We are hugely privileged to have over 200+ fantastic experienced mentors within the WUN mentoring Programme.

With growing numbers of Mentors and Mentees we are delighted with the community and support fostered within the mentoring programme

**MENTORING TESTIMONIAL**

★ ★ ★ ★ ★

“Jo was an amazing mentor, understood my long term goal, wasn't afraid to challenge me and push me out of my comfort zone. Provided me with really good suggestions on how to achieve my goals and steps to take towards it. As a result I have managed to secure promotion at work.

Thank you for all your help”

 **Monika Snow - Mentee**  
**Jo butlin - Mentor & WUN Board Member**

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[WWW.THEWUN.CO.UK](http://WWW.THEWUN.CO.UK)

If you are interested in becoming a Mentor or Mentee, please visit our website: <https://wun.onpld.com>



# WUN Podcasts

Listen to our latest podcasts

More coming soon !



## How do utilities turn values into lived culture?

An expert panel explores inclusion, allyship, speaking up, and flexibility as trust. What does it take to create an inclusive culture when policies look strong on paper, but lived experience tells a different story?

The expert panel have a candid discussion on values, behaviour, and the Say-Do Gap.

They explore why storytelling matters, how peer-to-peer support can unlock psychological safety, and why active bystander approaches only work when senior leaders genuinely model the standard they expect.

The panel also tackles the tension between hybrid working and mandated office returns, arguing that flexibility ultimately comes down to trust. The conversation lands on the commercial case too: when one third of women working in utilities, that responded to the WUN survey, say they are likely to leave the sector in the next three years, culture becomes a retention issue, not a nice to have.

In this latest episode, WUN Advocate Gill Edwards talks with Claire Treadwell, Director of Product Management at Everflow.

Claire talks about how, when she was 21 and writing her dissertation at university, her tutor identified that she was dyslexic, after years of being mischaracterised by teachers, and feeling that she had to hide her difficulties. This identification led to an Educational Psychologist picking up on the presence of Irlen's Syndrome, a little talked about neurological visual processing disorder that affects how the brain interprets light and visual information, causing reading difficulties, light sensitivity, and visual distortions.

Claire talks about how, for her, her differences are her superpowers, and how technological advances have helped her overcome barriers both at home and in the workplace.

You can follow our podcast on Apple Podcasts, Spotify, Amazon Music and wherever else you get your podcasts – just search “WUN4ALL”.

Or just click through from the website: <https://thewun.co.uk/news-blogs/>

# WUN Development Programme



**Changing the future of utilities: Introducing our unique WUN development programmes – designed by and for women in utilities**

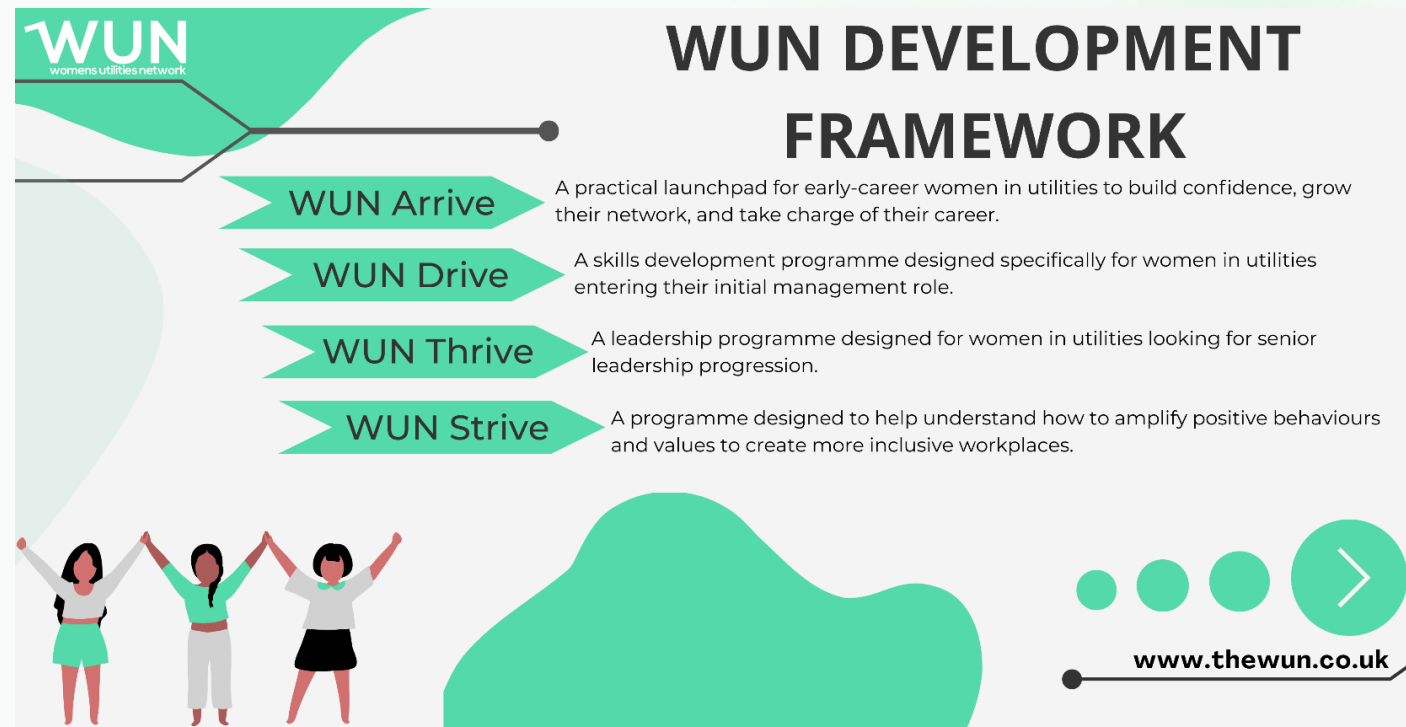
We know that utilities need more women in leadership and, with the fast-changing nature of the sector, this is more important than ever. Changes are being made but the pace isn't fast enough to make a real difference. We are here to help.

We are proud to have created a bespoke development framework to support women at different points in their utilities careers. Further information : <https://thewun.co.uk/wun-development-programmes/>

Our WUN programmes have been created by women in utilities to respond to the challenges and needs reported to us by our members and partner organisations.

Designed to address the unique challenges of utilities, our topics are specifically tailored to support and develop women in the sector.

We are also proud to offer a WUN Bursary Scheme for our WUN Drive and WUN Thrive programmes, helping to ensure development opportunities are accessible to women across the sector.



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# Best Practice Toolkit



Inclusive cultures to  
help women in utilities  
join, stay and thrive

New for 2026 WUN Toolkit a comprehensive collation of stories, insights and tools to support meaningful and lasting change in the workplace – from operational environments, cultures, career stages, mentoring & creating a community.

A woman with long dark hair, wearing a light-colored striped button-down shirt, stands in the center of the frame with her arms crossed. She is looking slightly to her left. The background is a blurred office environment with other people working at desks. A large window with a grid pattern is visible on the left side. The entire image has a semi-transparent teal overlay.

**Don't forget to join the  
Network – its free &  
you also receive our  
quarterly newsletter!**

<https://thewun.co.uk/join-wun>

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## Tonight's panel:

- **Fiona Hathorn - Corporate Lead, Board & Leadership Development, Nurole**
- **Paola Colella - CRO, Gentrack**
- **Tania Songini - NED Trustee & Advisor**
- **Nicola Daly - Head of Platform Partnerships, L&G**

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Thank you to our speakers and host

Your feedback is vital:

WUN / Gentrack Feedback:  
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South Staffordshire Plc

## Jo Butlin OBE – WUN Co-Founder & Director & Event Chair

Jo has worked in the Energy sector for 30 years working in leadership roles across the sector. She now has a portfolio of Non Executive and advisory roles.

She works with organisations and individuals with a passion and ambition for facilitating the transition to a net zero world .Jo is mother to two adult daughters. She spends her time outside work rowing, playing the cello and exploring the world with her husband.

Jo was awarded an OBE in the King's New Years Honours for services to Net Zero and Diversity in the Energy Sector.



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## Fiona Hathorn - Corporate Lead, Board & Leadership Development, Nurole

Fiona is an accomplished non-executive director and advisor across several organisations. She currently serves as an advisor to Peel Hunt (a mid-cap stockbroker) and sits on the advisory board for the Global Institute for Women's Leadership at King's College London.

A recognised expert in governance, regulation and talent management, Fiona brings deep insight from her distinguished career. Previously, she was a director at Hill Samuel Asset Management, where she led the Global Emerging Markets Equity Investment Team. She has also advised the Financial Reporting Council (FRC) and served as a judge for the Non-Executive Director Awards (sponsored by The Sunday Times) and for Veuve Clicquot's Bold Woman and Future Awards.



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## Paola Colella – CRO, Gentrack

Paolo is a commercial leader and growth specialist with over 30 years of experience delivering results across startups and global enterprises in Technology, Telecommunications, and Professional Services. He is passionate about digital innovation and its ability to transform businesses and society.

This drive has led him to serve in both executive and Non-Executive Director roles across a range of sectors and countries.

Paolo is currently Chief Revenue Officer, EMEA at Gentrack, overseeing Sales, Customer Success, and Delivery, and leading the company's expansion across the region.



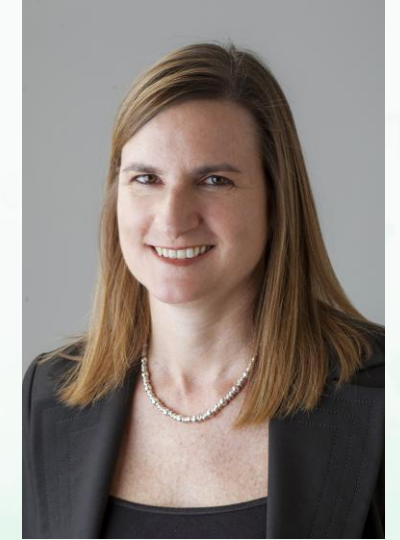
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## Tania Songini - NED Trustee and Advisor

Tania brings over 20 years of senior financial and commercial management experience at Siemens, where she served most recently as Finance Director of Siemens Energy UK. Over the last decade, she has built a portfolio of non-executive director roles focused on the energy transition, sitting on the boards of Thrive Renewables, Guernsey Electricity, the UK National Wealth Fund, the Energy Systems Catapult, and OCU Group. She is an experienced Senior Independent Director and chairs audit & risk, remuneration and ESG committees.



In her NED roles, Tania has been actively involved in decisions around renewable technologies, distributed energy systems, and the embedding of high ESG standards in investment projects. Beyond her board work, she holds a Masters in Political Science and International Relations from the University of Rome, is a qualified commercial and community mediator, and is involved in several charitable causes including supporting street children in Ecuador and serving as a trustee of Crisis Action.



## Nicola Daly - Portfolio Director

Nicola is an experienced non-executive director and private markets investment professional within L&G's asset management business.

Since June 2025, she has managed L&G's GP investments in clean energy infrastructure equity, emerging market infrastructure debt and private credit, alongside its investment in Kensa (energy transition venture capital). Previously, she was an Investment Director in L&G's clean energy team, sourcing, diligencing and managing venture and infrastructure equity investments spanning areas such as fusion technology and EV charging.

Her experience includes investment appraisal and structuring, strategic advisory work and navigating financial and commercial change. She is a Chartered Accountant and CFA charterholder and speaks French and conversational Spanish.

