

Opening doors to attractive STEM careers

My job: Gillian Keating

In conversation with John Daly

SOMETIMES the best ideas in life can emerge over coffee. That was exactly the case three years ago when three Cork businesswomen — Gillian Keating, Partner at Ronan Daly Jermyn, Ruth Buckley, Head of ICT & Business Services at Cork City Council and Caroline O'Driscoll, Partner at KPMG — decided to address the issue of encouraging more girls into STEM careers to maintain the pipeline of skills needed by indigenous and multinational companies.

"An ongoing aspect during my time as Cork Chamber President was interacting with businesses and seeing the incredible job opportunities that were available, and I found myself continuously thinking 'I wish I'd known at 17 that you could do this kind of stuff'."

Seeing the scale and variety of options available to women nowadays, and the fact that companies are crying out to fill these positions, it seemed like an idea that could be taken further," she recalled of the initiative's genesis.

Finding like-minded colleagues in Caroline and Ruth, she pushed forward with their fledgling idea, united in making this collective ambition bear fruit.

"We were all agreed that we had to be ambitious, it had to be scalable and a really strong offering. It all started over a cup of coffee, and then proceeded to take over our lives," she smiled at the memory.

As part of their commitment to promoting the initiative to young girls, the team conducted research on over 2,000 female TY students on their perceptions and attitudes towards STEM subject choices and careers.

"We surveyed 2,000 girls and 75% of them said that having a career that involved helping other people was important to them. What is interesting however is that these girls are not relating physics and chemistry in school to the careers they can do just yet. Only 16% of the girls said they intended to do physics. The world is facing incredible challenges in the next decade — climate change, shortages, population, ageing populations, climate change — and we know that the answer to all of these problems lies in STEM. I Wish 2017 will explain to these girls how big the world's problems are, we will

put female role models centre stage to show them the real jobs in STEM that can help solve these problems and ultimately harness the power of these young girls to help people in a truly remarkable way."

The initiative, which is supported by Science Foundation Ireland, branches out nationwide this year with events in Cork City Hall on February 9 and 10, and at the RDS Dublin on the following 13 and 14.

Comprising both a conference and exhibition, students will meet and engage directly with inspiring women working in a variety of STEM roles, experiencing first-hand the work of industry leaders such as Dell EMC, Arup and PepsiCo.

The impressive I Wish 2017 speaker line-up includes award-winning game designer Brenda Romero; Nuritas founder and CSO, Dr Nora Khaldi; scientist and entrepreneur Ciara Judge; Assistant Prof of Physics at Trinity College, Arlene O'Neill; film producer and



Gillian Keating, co-founder of I Wish, says the organisation's sold-out events in Dublin and Cork in February clearly signal an appetite among young people to consider STEM careers.

chairman of Atticus Education, David Puttman; the director of strategy and communications of Science Foundation Ireland, Dr Ruth Freeman; as well as vice-president and general manager of Dell EMC Ireland, Aisling Keegan.

The event is a sell-out success with more than 4,000 transition year girls booked to attend.

"We are absolutely thrilled that it's completely sold out in both Cork and Dublin — which clearly shows the appetite and enthusiasm for STEM events among teachers and students nationwide."

In response to the surge in demand for places, a waiting list for schools has been opened. Build IT by girls is a competition for all young girls whether or not they have registered to attend the Cork or Dublin events. At the event visitors can meet and interact with entrepreneurs in a dedicated Entrepreneur Zone who are currently in the process of setting up a business and learn from their experiences. In addition, en-

trants to the Build IT by girls competition will be asked to make a pitch on an idea for a new product or service to the entrepreneurs present.

"What is exciting about I Wish is that students will have the opportunity to hear from female leaders with high ranking STEM roles in multinational organisations such as Johnson Controls, Accenture, Stryker, Google and Twitter," she explains. "There will also be young female entrepreneurs from a variety of STEM backgrounds talking about their careers, as well as young women with careers in traditionally male-dominated areas such as engineering and maths. All of our speakers are influencers in their chosen fields, and I Wish gives young women the opportunity to meet and listen to these influential women often prompting them to consider — sometimes for the first time — the variety of roles that a science and technology related career can offer."

The initiative is supported by Science Foundation Ireland, in partnership with Cork City Council, Cork Chamber, i@Cork, Dublin City Council, UCC, CFI, American Chamber of Commerce Ireland, Trinity College, Dell EMC and many more.

Name: Gillian Keating

Occupation: Partner at Ronan Daly Jermyn and co-founder of I Wish.

Background: I Wish is an initiative encouraging young women to pursue careers within science, technology, engineering and maths; with Science Foundation Ireland support, I Wish harnesses the combined power of industry, academia and the public sector.

In her role as partner at Ronan Daly Jermyn, she leads the firm's Technology and Life Sciences Groups focusing on the representation of emerging and mature entities in corporate finance, mergers & acquisitions and restructuring. In addition to serving as Cork Chamber President from 2013 to 2015, she is an Adjunct Professor of Law in the College of Business and Law at University College Cork, and also sits on the Board of Cork ETB, the Governing Body of UCC and Fota Wildlife Park.

While the I Wish initiative is just three years old, the country-wide response to this year's event underlines its scalability — and emphasises that its message is falling upon enthusiastic female ears.

"Helping in any way to spotlight the huge opportunities out there is extremely gratifying, and promote the idea that a career path in STEM can change the way we live and work. By providing these vital role models, we are encouraging and inspiring more students to explore their own STEM career, and the fact that both events are already sold out demonstrates the enthusiasm among this young generation to become the innovators of tomorrow," she says.

Of the WEEK

Job: It could, quite simply, be the best job in education. But you'll have to move quickly.

The University of Cambridge wants to appoint a Lego professor of play, development and learning, funded by the Lego Foundation, which owns 25% of the Lego business.

The successful candidate will be the first professor of play in the world.

Duties: As well as enjoying all the perks of a typical Cambridge professor — including a job which comes with an average salary of almost £84,000 — you will also lead Cambridge's new Centre for Research on Play in Education, Development and

Qualifications: The successful candidate must be someone who specialises in educational psychology, to help Pedal step up its research.

You must have a "childlike mindset" and be "an academic who is playful, extremely curious, open-minded, imaginative and creative — someone who can think of new ways of doing research and work across different disciplines."

Applications: Full details of the job, and of the application process, are available on www.jobs.cam.ac.uk.

The closing date is close of business today.

Ireland needs web experts to boost cyber-security profile

John Daly

Ireland's reputation as a leading global tech hub could be under threat as a result of the serious shortage of cyber security professionals, according to a new study by the world's biggest recruitment website.

The study by Indeed.com shows that Ireland has the second highest number of open positions in the area of cyber security around the globe, after Israel. The American-based worldwide employment search engine for job listings, established in 2004, said the increasing threat posed by hackers and cyber-criminals led the rate of cyber security job vacancies in Ireland to increase by 41.2% between 2014 and 2016, but candidate numbers have failed to keep pace with this demand.

The study showed that while Ireland has seen an overall reduction in the skills gap, severe skills shortages persist within certain fields. Jobseeker interest in cloud security in Ireland only meets 9% of demand, compared to the United States at 22.9%.

Likewise, Ireland has a severe shortage for application security with supply only meeting 20.6% demand, the study showed.

Among Ireland's employees, the field with the



Ineed.com economist Mariano Mamerino says Ireland is facing a significant cyber security risk.

highest demand was network security, accounting for 175.6% more demand than application security, which is in second place.

Mariano Mamerino, economist for Indeed.com in Europe, the Middle East and Africa, said that the threat of cyber attack is a significant risk for Ireland given its position as one of the most dynamic technology and business hubs in Europe.

"Ireland has made some progress in closing its skills gap, but addressing the chronic shortage of IT professionals is a major priority in order to continue to attract business and investment," he said. "As cyber-attacks increase in scale and sophistication, Ireland's employers are racing to recruit the right staff to protect their business."

He pointed out that 2016 saw a spate of big corpor-

ations — and even the US electoral process — suffer high-profile data breaches.

"But beyond the headlines, cyber crime is a threat to organisations of all sizes. As cyber attacks increase in scale and sophistication, employers are racing to recruit staff with the skills and experience needed to protect their vital data. Sadly, the supply of skilled workers isn't keeping up with employer demand, and the problem is fast approaching crisis point and businesses will inevitably be put at risk if they can't find the expertise they need to mitigate the threat."

Earlier this week, Kerry-headquartered FEXCO launched the Cantillon 2017, a one-day, financial technology discussion forum scheduled for Tralee on March 30. With a theme of Building Borderless Business, the conference aims to draw attention to the challenges and opportunities for Irish companies, both start up and established, in the area of fintech, and attracting the necessary talent to support this growing sector.

In 2016, searches for jobs in fintech increased by 85% worldwide, a trend reflected in the Irish market with an increase of 90% in the past six months.

Ruth McCarthy, CEO of FEXCO Corporate Pay-

ments, said: "It's clear both through the research we have carried out with Indeed and anecdotally from our day-to-day business experience that fintech presents a significant opportunity for the Irish economy — now more so than ever. The Brexit referendum result means that Ireland will be the only English speaking country remaining within the EU and we have the additional advantage of being part of the Euro zone. The vast 80% of fintech investment coming from the USA, this is a unique advantage we cannot squander."

Indeed's Mariano Mamerino underlined the scale of the opportunity: "Worldwide, there is a talent shortage in financial technology, employers have large numbers of vacancies and not enough candidates to fill them." "This demand for talent will only increase in the years ahead. That is why the surging job seeker interest in financial technology roles is good news for Ireland, reflecting the rapid expansion of the sector and a healthy talent pool. Ireland has the potential to grow to become a major global financial technology centre if the right policies are put in place and the right investment in the best and brightest tech talent is made today."

Where the best people click



THIS WEEK'S HOT JOBS

Client Name	Job Title	Location	Job Ref.
ACCOUNTING			
SIGMAR RECRUITMENT	CORPORATE TAX ADVISOR	CORK	15187334
LOGISKILLS	ACCOUNTS ASSISTANT (PART TIME)	CORK	15185452
PRINCIPLE HR	FINANCIAL ACCOUNTANT EMEA	DUBLIN	15188735
PRINCIPLE HR	ACCOUNT MANAGER	KERRY	15187825
GEMMA HAYES RECRUITMENT	PRACTICE ACCOUNTANT	BUXFORD	15187818
FINANCIAL RECRUITMENT	SENIOR FINANCIAL ACCOUNTANT - MAT LEAVE	LIMERICK	15180900
HOTEL/CATERING/TRAVEL			
RED D	GENERAL MANAGER - BLUE CHIP CATERING	DUB CITY CENTRE	15187725
NOEL RECRUITMENT GROUP	CORPORATE FUNCTION STAFF	CORK	15187732
NOEL RECRUITMENT GROUP	GENERAL MANAGER CATERING	CORK	15187730
THE RED STORE	FOOD AND BEVERAGE SUPERVISOR	CORK	15188104
HERNIM CENTRA	RECEPTION ASSISTANT	CORK	15186299
THE HUNGRY DUCK	CREATIVE CHEF	DUBLIN	15186286
RICHARD LYNCH CONSULTING	DIRECTOR OF SALES & MARKETING S' LEINSTER	KILKENNY	15184855
NOEL RECRUITMENT GROUP	RESERVATIONS MANAGER	KERRY	15187561
IT			
SIGMAR RECRUITMENT	JAVASCRIPT DEVELOPER	CORK	15184341
PRINCIPLE HR	PROGRAM MANAGER / PROJECT MANAGER TELCOM	DUBLIN	15188626
KEY2 RECRUITMENT	AUTOMATED SOFTWARE ENGINEER 2	DUBLIN	15187846
PRINCIPLE HR	INFORMATION SECURITY CONSULTANT	DUBLIN	15188076
COOK MEDICAL	IT INFRASTRUCTURE ENGINEER	LIMERICK	15188016
KEY2 RECRUITMENT	CONTENT SPECIALIST/EDITOR	DUBLIN	15185915
OFFICE/ADMIN/SECRETARIAL			
WATERFORD BUSINESS CENTRE	OFFICE ADMINISTRATOR	CORK	15188128
COMPANY CONFIDENTIAL	OFFICE ADMINISTRATOR / ACCOUNTS ASSISTANT	CORK	15186270
SALES			
WILDCARD SOFTWARE	SOFTWARE SALES EXECUTIVE (OTE 32K-52K)	DUB CITY CENTRE	15186602
LOGISKILLS	RIGHT BUSINESS DEVELOPMENT MANAGER	CORK	15188089
PRINCIPLE HR	HEAD OF SALES TELCO NEW ROLE	DUBLIN	15186700
KEY2 RECRUITMENT	BUSINESS DEVELOPMENT EXEC X 2	CLARE	15186510
RAINBOW RECRUITMENT & TRAINING	RETAIL SALES ASSISTANT DESIGN	LIMERICK	15187974
SCIENCE/PHARMA/FOOD			
MATRIX RECRUITMENT	ASSISTANT PROCUREMENT CATEGORY MANAGER	DUBLIN WEST	15185469
LIFE SCIENCE CONSULTANTS LTD	SYSTEMS PROJECT LEAD	CORK	15185909
LIFE SCIENCE CONSULTANTS LTD	QC ANALYST	CORK	15186563
PE GLOBAL	TECHNICAL SERVICES DEVELOPMENT ENGINEER	CORK	15187831
EUFROFIN'S LANCASTER LABORATORIES	LABORATORY ASSISTANT - SAMPLE INTAKE	WATERFORD	15186791
ABBOTT	PROCESS ENGINEER	LONGFORD	15186759
HARMONICS RECRUITMENT	SENIOR PROCESS ENGINEER	LIMERICK	15187484
HAZELBROOK CONFECTIONERY	FOOD TECHNICAL - QUALITY MANAGER	KILDARE	15188164
LIFE SCIENCE CONSULTANTS LTD	SENIOR CONTINUING VALIDATION ENGINEER	LIMERICK	15186362
SOCIAL/COMMUNITY/CHARITY			
IRISH JOBS DOGS FOR THE BLIND	REGIONAL VOLUNTEER COORDINATOR - EAST REG	CORK	15185551
RETAIL			
THE BLURNEY GROUP	SALES ASSISTANT	CORK	15187214
THE HR SUITE	FRESH FOOD MANAGER	WATERFORD	15186817
MANUFACTURING/PRODUCTION/MATERIALS			
PTP RECRUITMENT	OPERATIONS MANAGER	CAVAN	15187179
GEMMA HAYES RECRUITMENT	WELDERS X 3	CARLOW	15187065
NETWORK PERSONNEL CONSULTANTS	PRODUCTION TRAINER	CORK	15186893
PROTECH PLASTICS	INJECTION MOLDING TECHNICIAN	CORK	15185990
PROTECH PLASTICS	MECHANICAL FITTER	CORK	15186996
AVON COURT PACKAGING	CUSTOMER ACCOUNT MANAGER	CORK	15185467
CHASE RECURSING	PRODUCTION MANAGER	KERRY	15188165
HR/RECRUITMENT/TRAINING			
RPC RECRUITMENT LTD	TRAINING CO-ORDINATOR	WATERFORD	15188212

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