



I H I E @ 40 Celebrating Excellence



**Caroline Dodgeon IEng FIHIE
Business Development and Communications Manager
Amey Infrastructure Services**

Caroline's work exemplifies the way in which highways work embraces a host of important disciplines.

Caroline began as a Payroll Clerk in Cornwall County Council. She got interested in the cost and management accounting aspect of the engineering side of the Council's work. Engineers encouraged her to become technically qualified. Like many IHIE members she worked to acquire her HNC in Civil Engineering, with employer's support, but also passed the HNC in Business and Finance.

Encouraged by a local IHIE member she became a Registered Engineer in 1998 – a time when women engineers were even rarer than today. She remembers being seen “as a bit of a novelty”, and that colleagues initially “ran me ragged to see if I could hack it.” Because she could, she earned their respect, and now knows she is regarded as “an engineer who happens to be a woman, not as that strange creature a woman engineer.”

Caroline finds Amey “very good as employers of women”, and her current job gives her responsibility for developing and using both her business and engineering strengths. She is currently Business Development and Communications Manager on their Local Government contract in Cumbria. Caroline is adamant that there are real problems with encouraging young people, especially young women, to enter civil engineering. She believes educationalists “present science and maths as being too hard, too rigorous, when much of it is accessible with common sense. Science and maths should be “made more enjoyable and less daunting.”

She believes that many more young people would be interested if they understood that civil engineering is “very much about customer service, and working with people.”

Caroline fears that universities “focus on producing Chartered Engineers, although far more IEngs are needed, who can maintain and upgrade existing infrastructure. The middle tier role is being neglected, to the detriment of the ageing national infrastructure.”

She stresses to everyone entering the industry that “registration gives you real credibility”, and believes that “IHIE, with its professional review and clear focus on incorporated engineers, their professional development, career structure, and contribution to society, is the only institution that supports the crucial middle tier of highway engineering: the “real people who do real jobs.”