

INTERNATIONAL  
**WOMEN'S**  
DAY 8 MARCH  
2019

## The 8 March marks International Women's Day and celebrates women's achievements.

At ICTS we are fortunate to work in an environment which both supports and encourages equal opportunities. In the last few months Louise Cameron and Fiona McElroy were promoted to Regional Managers (Aviation) making up a team of four Regional Managers.

We are passionate about encouraging more women to make a career in Security. ICTS has commissioned Perpetuity Research to conduct a research project internationally, which will identify what personal, industry and company enablers will support successful careers for women in Security. The ICTS internal element of this survey is due to be run imminently.

We have asked some of our senior employees what International Women's Day means to them:

### **Nikola Fearnhead. Divisional Director, Corporate Security:**



"I am very proud to stand as one of ICTS' Women in Leadership and especially on a day like International Women's Day. It is well known that in our industry women are not well represented but I firmly believe that one of the greatest attributes you can bring to the table are your interpersonal skills, emotional quotient and ability to communicate. Security has long since been a man's game and naturally people employ people that are "like them" but things are definitely changing.

I am pleased to be part of a company that actively seeks diversity whether that be in gender, sexual orientation, race, culture or belief in order to promote inclusion and that ICTS recognises the value gained from that effort."

## Peter McGowan. Divisional Director, Corporate Security:



“For over 100 years International Women’s Day has been celebrating successes on cultural, political and equality issues. There is still lots more work to undertake and as a Divisional Director at ICTS I continue to champion gender parity in pay and employee conditions. Collaboration is a key value for International Women’s Day so working with my ICTS colleagues and delivering the other nine International Women’s Day values we can achieve that unity that will bring about change in the future.”



Photo (L-R): Neil Hodgson, Fiona McElroy, Louise Cameron and Virinder Singh – ICTS Regional Managers (Aviation Security).

## Louise Cameron. Regional Manager, Scotland – Aviation Security:

“International Women’s Day is an important date in the calendar as it encourages people to take a moment to look around and consider the team they work with. In recent history the long held societal views regarding ‘a woman’s place’ have been consistently challenged and boundaries pushed. In my 20 years with ICTS I can honestly say that I have always felt supported and my contributions valued, not because I am a woman but because of my abilities. I feel extremely lucky to be part of a team of Regional Managers who all complement each other’s expertise, experience and knowledge and work together to achieve our common goals.”



## **Fiona McElroy. Regional Manager, Ireland - Aviation Security:**

“For me, International Women’s day is an extremely momentous day where women are acknowledged for their capabilities and accomplishments without regard to formal or structured divisions. My role as Regional Manager within ICTS affords me a legitimate and undeniable opportunity to facilitate and encourage my team to achieve their professional ambitions within the Aviation Security Sector.”

## **Neil Hodgson. Regional Manager – Aviation Security:**

“During my 20 years within Aviation and Corporate security, I have been fortunate to witness what once was a predominantly male dominated environment, become a sector where female colleagues are recognised for their skills, their approach to challenges and the different style of client and colleague engagement. Key positions within our company, client airlines, handlers and regulatory bodies are held by women. This shift encourages people to consider and appreciate the equality within any team they work with and rely on those qualities to succeed together.

In my 20 years with ICTS I have supported and recognised valued contributions. It is worth pointing out that it’s not always predominantly a woman or a man recognised; it’s simply because of the abilities they bring to our business.

I am fortunate to be part of a team of Regional Managers, who in our entirety create a productive balance by utilising the collective expertise, experience and knowledge to achieve our business and personal targets.”

## **Virinder Singh. Regional Manager – Aviation Security:**

“International Women’s Day is celebrated to pay honour to the great women in our society. We at ICTS are encouraging more women to take senior positions in ICTS. I would encourage everyone (regardless of age and/or previous experiences) to grab any opportunities that come their way in aviation - it’s a very exciting career. Never stop learning and proving yourself, as hard work truly gets noticed at ICTS.”