

INFRASTRUCTURE WOMEN IN FOCUS



WIN NZ has been established to increase the visibility of women in the infrastructure sector. Every month we profile a different woman working in a different part of the industry. If you would like to be profiled, please answer the questions below and send your picture through to [Natasha](#).

We'd like to introduce Tracey as our next Woman of Focus. In addition to her role at Beca, Tracey also sits on the WIN Advisory Board.



TRACEY RYAN

BUSINESS DIRECTOR,
TRANSPORT & INFRASTRUCTURE



1. What company or organisation do you work for and what is your role there?

I am the Business Director for Transport and Infrastructure for Beca based in Auckland. My role also has a Trans-Tasman focus so I spend part of my time travelling across Beca's offices and client locations.

2. Tell us about your career background and how you got to this position/role?

I started out my career as a hydrogeologist cleaning up and regenerating contaminated sites throughout the UK, Ireland and Europe. I moved from the technical site based roles (high vis, steel boots, hard hat etc) and progressed through the traditional manner to client management and leading organisation-wide multi-disciplinary delivery teams.

With a move to NZ in 2008, with a Kiwi husband and 6-month old daughter, I became the Managing Director of the NZ business. Having achieved this, I sought some wider experiences and began leading teams focusing on global issues that we were facing with climate change, urbanisation, population growth, resource scarcity etc. My current role at Beca came about through having experience in working in big picture and global issues and also from having a well-developed network in NZ and Australia.

3. Tell us about a project are you currently working on and why it interests you?

I am incredibly interested in global trends and how they are defining and shaping our future, especially the cities we live in. The interface between changing societies, urban growth, technology, infrastructure and capital investment requirement presents a unique set of opportunities and challenges. I am fortunate to have a role which works across Beca to help realise the potential of our cities as well as supporting regional transformation to deliver sustainable and integrated solutions that make every day better for our people, our communities, and our environment.

4. What's the hardest job you've ever done and why?

The hardest job I've done was leading a consultancy business which had undergone a rapid expansion and then an even faster contraction as the market changed around us. It was hard because the way I am, work is a very personal thing, and impacted on a number of people who I had nurtured and supported in their careers. What I learnt from this is the importance of courage, humility and authenticity to get yourself and those around you through difficult times.

5. Can you think of one example where your "diversity" has materially affected the outcome of a work situation or project, either positively or negatively?

I tend to think of the skills I bring as being behaviourally based, not a function of diversity but I guess you can look at diversity from a number of angles. I often get called in to help projects where relationships need to get built and fostered. A particular example of this was to address a critical business relationship which had deteriorated to the point the project and overall client relationship was at risk. I was able to engage and relate in a way my peers weren't able to, and this quality of relationship had a material impact for both sides. What I brought to this doesn't feel like a diversity strength but a behaviour one based on a social style (I am Irish!!!) which is strongly relationship and people focused.

To learn more about opportunities for a career with Beca please [click here](#).

Or, you can connect with [Tracey on LinkedIn](#).

