



“ As a society, we have not been able to engage enough women with STEM. We need to reinforce our efforts to break the stereotypes, remove unconscious biases and give them more role models with whom they can identify themselves. As key actors on the chain, we all need to be bold and brave to reverse this situation. Only by challenging ourselves we will change.

Martina Tomé

Vice President of Power Systems Iberia at Schneider Electric



.What is your current job title and responsibilities?



I am VP of Power Systems Iberia at Schneider Electric. Throughout my career at Schneider Electric, which has now spanned 12 years, I have been able to develop very different roles, which has been a great enrichment for me on a professional and personal level. During the past 5 years I have held various leadership positions within the company's services business.

What initially interested you, and lead you to this industry?



Science has always interested me. It fascinated me, and it continues to fascinate me. That's the reason why I chose this path and over time, I have realised that, luckily, it is a road with a bright future. From my point of view, digitization and innovation are key enablers that will allow us to overcome our current and future challenges as society, and engineering plays an important role.

Do you have any insights or advice for other women who may not know this industry as a potential sector for them?



The first thing I would tell them is that, if they are even slightly curious about this world, just go and explore it. Do not let stereotypes intimidate you. Whether we are men or women, we can all become what we set out to be. It is normal that many women do not know the potential of these sectors, as we lack female references, but society is experiencing an enormous social transformation, a transformation that demands new profiles, and the opportunities now are greater than ever.

International Women's Day 2021

Do you have any insights into what could be done to encourage more women into this sector?

 First of all, we must address once and for all the issue of work and family conciliation, since there is still a significant gender gap. A gap that has not been favored by the pandemic and confinements, quite the opposite. Secondly, it is necessary for companies to include actions in their short and medium-term strategic plans to increase the number of women in their workforce. In this sense, Schneider Electric can be a perfect example. We have been implementing these kind of initiatives for a long time and, currently, more than 30% of our employees are women, as well as 50% of the management committee in Iberia. Finally, I believe that we must promote more support networks among women to facilitate access to senior management positions under equal conditions. At Schneider Electric, we created the We Mean Tech community 2 years ago and the benefits have been clear.

What do you as a woman bring to the industry?

 I strongly believe that what I bring to the industry is my own knowledge, experience acquired during my professional career and a diverse perspective as any other individual. Engineers are contributing to the biggest advances in our society, helping to solve main challenges we are facing, for instance, the ones related to the climate change. It's about not missing out on the talents of 50% of the population to tackle the biggest challenges we have and as a leader in this industry, I am personally committed to contribute to this purpose.

Where do you see yourself in five years? What is the big goal?

 I feel fortunate to work in a field that I am passionate about and that allows me to grow every day by taking on new challenges. At Schneider Electric we believe that access to energy and digital is a basic human right and our goal is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. Personally, I feel very connected to this purpose and my greatest motivation for the future is to feel that I am moving forward, overcoming new challenges by following the commitment to diversity and inclusion, and being part of the change from a leadership position.
