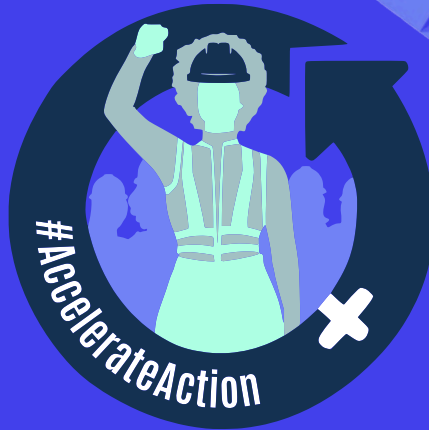




CONSTRUCTION
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INTERNATIONAL WOMEN'S DAY 2025

#CIF2025



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AGENDA

8:30 am



NETWORKING & BREAKFAST

9:00 am

Intro / Live Streaming / Welcome

MC: **Joanne Treacy**, Director, Southern Region, CIF

Social Commentator: **Conor O'Connell**, Director of Housing and Planning, Construction Industry Federation, CIF

9:10 am

Welcome by 3 Industry Presidents

Tara Flynn, President of Master Builders & Contractors Association

Joanne Cluxton, President of Electrical Contractors Association (ECA)

Ingrid Ramberg, President of Master Painters & Decorators Association

9:15 am

Panel 1 - Breaking Ground: Women in Construction of Infrastructure

Moderator: **Paul Sheridan**, Director of Main Contracting & Civil Engineering Services, CIF

PANELLISTS

Val Fox - Sisk

Bronagh Carty - John Paul Construction

Wiktoria Korcz - SUIR Engineering

Aine Healy - Glanua

9:50 am

Panel 2 - Financial Independence Starts Now: Building a Strong Foundation for the Future

Moderator: **Maeve Kearns**, Director of Corporate Affairs, CIF

PANELLISTS

Jennifer McConnell - Living Legacy

Susan O'Mara - CPAS

Sinead Cullen - NFP Ireland

Christa E. Andresky - Dornan Engineering

10:20 am

Keynote Address:

Susan McGarry, Director of Public Affairs and Sustainability with Ecocem Global

10:40 am



COFFEE BREAK

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IMAGES ON SOCIAL MEDIA USING
#CIF2025

11:00 am

Panel 3 - Pioneers in Safety: Women Leading Health & Safety on Ireland's Construction Sites

Moderator: **Sean Downey**, Director of Safety, Education & Training, CIF

PANELLISTS

Sinead Gaines - PJ Hegarty & Sons

Olivia Brennan - Bennett Construction

Clare Kelly - Designer Group

Bernie White - Glenveagh

11:30 am

Keynote Address:

Breda McCague, Co-Founder and Co-Chair of Lean In Ireland

Fiona Buckley, CEO of The She Speaks Agency & Empowerment Coach

12:10 pm

Panel 4 - Building Heroes

Moderator: **Felicity McCarthy**, Programme Manager, Building Heroes

PANELLISTS

Emma Crimmins - Gas Networks Ireland

Shauna Doyle - Doyle's Tarmacadam

Giselle Gallagher - VisionBuilt

Petra O'Flaherty - O'Flaherty Stone

12:40 pm

Inclusio

Laura Stafford, Senior Commercial Manager

12:45 pm

Closing Address from **Hubert Fitzpatrick**,
Director General, CIF

12:50 pm

Wrap Up

Closing remarks - **Joanne Treacy** & **Conor O'Connell**, CIF

1:00 pm



EVENT CLOSE & LUNCH



A Welcome from Our President



Stephen McCarthy,

President, Construction Industry Federation

As President of the Construction Industry Federation (CIF), I am pleased to welcome you to our International Women's Day Summit 2025.

This year's theme, '**Accelerate Action**', underscores the importance of advancing gender equality across all sectors, including construction.

In the construction industry, women currently represent **9.4%** of the workforce, a figure that has remained static in recent years.

We hope that by showcasing distinguished female professionals from across our industry, including infrastructure, health and safety, finance, and contracting, we will inspire future generations to take up the mantle and grow our female workforce.

We are privileged to welcome our female association presidents, representing electrical contractors, master builders, and master painters and decorators in Ireland, and our keynote speakers, who will share insights into their professional journeys, alongside strategies to adapt to challenges along ever-evolving career pathways.

Thank you for joining us to celebrate International Women's Day 2025 and for your commitment to accelerating action toward gender equality in our industry.

A NOTE FROM OUR ORGANISERS

SHARE YOUR IMAGES USING #CIF2025

Welcome to another sold out event with over 650 attendees in person and over 250 registered online

We encourage you to get interactive with us and start posting throughout the event using **#CIF2025** and **#AccelerateAction** across your social media. Utilise our floral display and props to engage your team in celebrating the day.

Together, let's get #CIF2025 trending for the 4th year in a row.

We hope you enjoy the event and thank you for being a valuable part of CIF's IWD 2025 event this year!



WELCOME



Tara Flynn,

President of Master Builders & Contractors Association

Tara Flynn is a Director at Paul Flynn Construction and President of the Master Builders & Contractors association.

Businesswoman and mother of four, Tara has been involved in the construction sector for over 30 years, playing a key role in the development and modernisation of family company Paul Flynn Construction, established by her late father in the 1970s.

The driving force behind the company's business development and finances, Tara is also heavily engaged in the Construction Industry Federation, she was elected as the first female Chairperson of the CIF Galway Branch a number of years ago and also held the MBCA Presidency role in 2021 as the second only female to hold this prestigious position.

Tara is actively involved in her local GAA club, Padraig Pearses and in her spare time helps with club fundraising events.



Joanne Cluxton,

President of Electrical Contractor Association (ECA)

Joanne is the Chief People Officer at Mercury. Having joined in 2007 as a HR Generalist, Joanne's impact was immediate as she was heavily involved in Mercury's Graduate, Apprentice, and Leadership programmes. Joanne's role also involved labour forecasting and scheduling of labour predictions. Her progression hasn't gone unnoticed both within and outside of Mercury. Having been promoted to Group HR Manager, Joanne was shortlisted in the top three nominees for HR Professional of the Year with the Irish Early Career Awards.

Joanne's current role covers all aspects of Human Resources for the Group including Leadership, Talent Management, Succession Planning, Labour Relations, Employment Law Compliance, Employee Relations, Training & Development, Forecasting & Reporting, and Performance Management.

Joanne is the current President of the Electrical Contractors' Association, a constituent association of the CIF and the electrical arm of the Mechanical & Electrical Contractors' Association.



Ingrid Ramberg,

President of Master Painters & Decorators Association

Ingrid Ramberg is the Managing Director of Ramberg Painters & Decorators Ltd., a family business established over 50 years ago. Ramberg Painters & Decorators Ltd have been members of the CIF and Master Painters and Decorators of Ireland for as many years.

The Master Painters and Decorators of Ireland (MPDI) was formed in 1899. Ingrid became the first Female President of the Association in 2023 and is currently the elected President.

With 30 years of experience in the Industry, Ingrid focuses on delivering quality and professional painting and decorating services. Working within all sectors across the Market this company's ethos emphasizes training and developing qualified craftspeople through the Apprenticeship Programme.

The team takes pride in their long-standing customer / client relationships, achieved by their commitment and guarantee to every job undertaken.

YOUR HOSTS



Joanne Treacy,

Director, Southern Region,
CIF

An experienced Construction Industry professional, Joanne joined the CIF in 2022. With 20 years' industry knowledge, Joanne holds qualifications in HR, leadership, health and safety and HSQE auditing. Having previously worked as a HR Manager for a large construction and engineering company spanning Ireland and the UK, her skills include policy development and implementation, employee and industrial relations, organisational change, craft and professional apprenticeship training, and CPD.

Joanne brings her expertise, experience and knowledge to our members servicing the Southern and Eastern Regions providing advice and support, maximising engagement with stakeholders and ensuring member interests are represented on regional committees, state agencies and local authorities.

Joanne is passionate about building on the diversity in our construction workforce, instilling confidence in our young adults, in particular the women of the future, and encouraging them to have the conviction to believe in their dreams.

Conor O'Connell is a highly experienced Director of Housing and Planning from the Construction Industry Federation.

With years of experience in the industry, he is well-versed in the issues and challenges facing the sector. Conor has been our host across previous years and we're delighted to have him leading the online discussions and engaging our live stream audience for this year's event.



Conor O'Connell,

Director of Housing and Planning,
CIF

KEYNOTE SPEAKER



Susan McGarry,

Director of Public Affairs and Sustainability with Ecocem Global

Susan McGarry is a Chartered Civil Engineer and the Director of Public Affairs and Sustainability at Ecocem Global.

Susan began her career at Ecocem as an intern in 2011 and became the first female and youngest Managing Director in the group in 2020, where she played a key role in shaping Ireland's first green public procurement requirements for concrete.

In 2024, she transitioned to her current role, leading Ecocem's sustainability policy, advocacy, and innovation efforts across Europe. Susan sits on the steering committee for Construct Innovate and contributes to key industry committees at both national and European levels.

A strong advocate for diversity in engineering, she actively mentors women in the industry and champions sustainable change in construction.

KEYNOTE SPEAKERS



Breda McCague,

Co-Founder and Co-Chair of Lean In Ireland

Breda is also an Ex-Infantry Army officer who ran her part time Army career parallel to a 24 year Career across Global Finance.

Breda is now a keynote speaker for her company AIMING4AWESOME Ltd where she concentrates in inspiring audiences into new ways of practicing Leadership, Mindset, Emotional Intelligence & Equality.



Fiona Buckley,

CEO of The She Speaks Agency & Empowerment Coach

Fiona is a multi-award winning international keynote speaker and Founder /CEO of Ireland's first female speaker agency . She is also Programme Director of The Women in Construction Programme in the Irish Management Institute (IMI) and a Work Behaviourist.

ADDITIONAL GUEST SPEAKER



Laura Stafford,

Senior Commercial Manager, inclusio

With over 15 years of experience in the tech and telecommunications sector, Laura Stafford is a seasoned Senior Commercial Manager with a proven track record in customer experience, retention, and loyalty strategies. Throughout her career, she has successfully led high-performing teams, driving customer-centric solutions that enhance satisfaction and foster long-term business relationships.

At inclusio, Laura plays a pivotal role in implementing innovative strategies that align with evolving customer needs, ensuring businesses stay ahead in an increasingly competitive market. Her expertise in commercial strategy, stakeholder engagement, and operational excellence makes her a valuable voice in discussions around customer-focused innovation.

As the construction industry embraces digital transformation, Laura brings unique insights into leveraging technology, data, and customer engagement strategies to create more efficient and responsive industry practices.

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HAVE YOUR SAY ABOUT THE CONTENT
OF THE EVENT

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USING #CIF2025



PANELLISTS

Breaking Ground: Women in Construction of Infrastructure



Paul Sheridan,
Director of Main
Contracting and Civil
Engineering Services, CIF



Val Fox,
Sisk



Bronagh Carty,
John Paul Construction



Wiktoria Korcz,
SUIR Engineering



Aine Healy,
Glanua

Financial Independence Starts Now: Building a Strong Foundation for the Future



Maeve Kearns,
Director of Corporate
Affairs, CIF



Jennifer McConnell,
Living Legacy



Susan O'Mara,
CPAS



Sinead Cullen,
NFP Ireland



Christa E. Andresky,
Dorman Engineering

Pioneers in Safety: Women Leading Health & Safety on Ireland's Construction Sites



Sean Downey,
Director of Safety,
Education & Training, CIF



Sinead Gaines,
PJ Hegarty & Sons



Olivia Brennan,
Bennett Construction



Clare Kelly,
Designer Group



Bernie White,
Glenveagh

Building Heroes



Felicity McCarthy,
Programme Manager,
Building Heroes



Emma Crimmins,
Gas Networks Ireland



Shauna Doyle,
Doyle's Tarmacadam



Giselle Gallagher,
VisionBuilt



Petra O'Flaherty,
O'Flaherty Stone

PANEL 1. Breaking Ground: Women in Construction of Infrastructure



Moderated by:

Paul Sheridan,

Director of Main Contracting and
Civil Engineering Services, CIF

Paul Sheridan is a Chartered Chemical Engineer graduating from UCD and holds a Master's in Business Practice and Strategy from the IMI/UCC alongside a postgraduate diploma in Construction Law and Contract Administration from TCD.

Paul is currently the Director of Main Contracting and Civil Engineering Services in the CIF. As part of his brief, Paul represents the Master Builders, General and Civil Engineering Contractors and Water Services Operators; all of whom are essential to constructing Ireland's built environment. Paul is also responsible for both public and private Procurement, Tendering and Contractual Policy in the CIF; in particular, commercial risk and the reform of how Public Infrastructure and Housing under the NDP is procured and constructed.

Paul began his career as a Senior Contracts Manager in the Water and Waste-Water Industry with Earth Tech and Veolia. He previously worked in the Tendering and Contracting Department in the CIF where he represented Mechanical and Electrical Contractors.

He then took on the role as Senior Development Executive with Rohan Holdings in the Property Development sector. Paul was also the Deputy Registrar/Associate Director with Engineers Ireland responsible for professional membership, third level engineering education policy and accreditation, STEM Outreach, ICT and Facilities. Before re-joining the CIF in 2020 he was the Business Excellence Manager with the Royal College of Surgeons responsible for coordinating and facilitating the strategic analysis and business transformation of how Surgical Training and Practice is provided in Ireland.

PANELLISTS



Val Fox,
Sisk

Val Fox has over 35 years' experience delivering large complex construction infrastructure projects and has held senior roles at Sisk for over 15 years. She has built her career in Ireland and abroad in various senior positions including contracts manager and operations director. In her current role as regional director, Val has overall responsibility and accountability for the delivery of major projects. She has vast knowledge and experience of the design and construction process working within environmentally sensitive schemes. Some notable projects Val has worked on include Luas Cross City in Dublin and most recently, Dunkettle Interchange Upgrade Scheme in Cork.



Bronagh Carty,
John Paul Construction

A Chartered Quantity Surveyor, Bronagh graduated in 1995 from DIT Bolton Street, later obtaining a post graduate diploma in Property Development from University of Ulster and undertaking a leadership programme for Senior Managers at IMI. She worked in the PQS side of the industry until 2005, when she relocated back to the west of Ireland and moved into construction delivery in a senior position for a national contractor. Bronagh joined John Paul Construction in 2016, assisting in expanding their presence across the western region with well-established client and supply chain relationships. She is involved in all aspects of regional work in the west across various sectors.



Wiktoria Korcz,
SUIR Engineering

Wiktoria Korcz is an experienced Electrical BIM Technologist and Project Lead with Suir Engineering, a position she has held since July 2020. With a strong background in the construction industry, Wiktoria is an expert in Revit, AutoCAD, SketchUp, and Fabrication CADmep, providing technical solutions to complex design challenges. Her experience as a Detailer has provided her with an intricate understanding of project requirements and a keen attention to detail and graduated with a degree in Architectural Technology from Technological University Dublin. As the Project Lead for the BIM team, she thrives on the responsibility of overseeing projects and finds immense satisfaction in watching digital models transform into real-world built structures. For Wiktoria, the intersection of innovation, technology, and construction is not just a job—it's a rewarding journey of creating impactful, tangible results.



Aine Healy,
Glanua

Aine Healy first joined the Glanua team in 2011 and has progressed to HSQE and Sustainability Director for the Group. She has over 18 years' experience managing the HSQE on large infrastructure projects and has extensive experience working in the Design, Build and Operation sectors in the water and wastewater industry. She is also an elected member of the National Irish Safety Organisation (NISO) National Executive. With over 15 years' experience in management systems, she has the expertise to manage and tailor the Health, Safety, Quality, Environmental and Sustainability Management Systems to ensure alignment with the current construction climate. Aine is extremely committed to increasing sustainable construction, innovation and efficiency across the business. Aine leads by example and constantly aims to increase our HSQES performance and achievements within the BHSL Group.

PANEL 2. Financial Independence Starts Now: Building a Strong Foundation for the Future



Moderated by:

Maeve Kearns,

Director of Corporate Affairs, CIF

Maeve joined the CIF in 2023 as Director of Corporate Affairs. She has held senior leadership roles in both the public and private sector.

She is a fellow of Chartered Accountants Ireland, and holds a Bachelor of Commerce degree from University of Galway.

As Director of Corporate Affairs, Maeve manages the corporate structure of the CIF and its group operations. She has previously held roles in the Health Insurance Authority, and the Housing Finance Agency.

Maeve was formerly Head of Tax with State Street for over eight years and has worked with KPMG Dublin and New York.

PANELLISTS



Jennifer McConnell,

Living Legacy

Jennifer's work background is as varied as her life experiences. Her professional career expands across business network management for female entrepreneurs through the County & City Enterprise Boards (now LEO), human resource development for SME and multi-national organisations, and social enterprise leadership. Jennifer has worked in diverse countries from Haiti to Papua New Guinea and supported international development agencies across Asia Pacific.

Having had a number of professional and personal experiences that cemented the importance of getting plans in place in case of unforeseen events, Jennifer launched Living Legacy in November 2022.

Living Legacy's work supports organisations through succession planning and people development, and individuals and families through advanced planning, end of life planning and life coaching. Supporting a wide range of organisations and individuals with varied backgrounds, Jennifer is keen to help people get effective contingency plans in place.

Jennifer is an accredited executive and life coach, award winning Toastmaster, and certified end of life planning facilitator. She has multiple academic accolades including a Masters in Anthropology and Development, a Graduate Diploma in Applied Social Research, and two Bachelor Degrees - the first in Business & Human Resource Management, followed by a second in Anthropology and Geography.

To learn more about Living Legacy check out www.livinglegacy.ie and following on Instagram @livinglegacy.ie



Sinead Cullen,

NFP Ireland

Sinead is the Head of Wealth and Financial Planning at NFP. She has a Bachelors and Masters which was predominantly finance focused and is a Chartered Tax Adviser.

With over two decades of experience in the finance and pension industry, Sinead has navigated various roles across product development, pensions technical, and tax advisory, serving both the intermediary market and direct clients. She has also served as a Trustee on a significant Defined Benefit pension scheme.

Sinead possesses a keen interest in economic and pension policy, contributing to her role's effectiveness in supporting NFP's Financial Planning team.

Her primary focus lies in delivering tailored lifetime planning solutions to private clients and business owners whilst collaborating with companies to advocate for financial wellness initiatives.



Christa E. Andresky,

Dornan Engineering

Christa Andresky, Executive Vice President and Chief Financial Officer, joined Turner in 2013 as Vice President and Chief Accounting officer. She was promoted to Senior Vice President in 2017, followed by Senior Vice President and Chief Financial Officer in 2020, and her current position as Executive Vice President and CFO in 2021.

Prior to joining Turner in 2013, Christa held several positions within Harman International, Inc. progressing from an operational internal auditor to Vice President and Corporate Controller responsible for fiscal leadership and cost management for Harman's LifeStyle, Infotainment, and Professional divisions in Europe, US, and Asia. Before that, Christa started her accounting career with KPMG in Tampa, Florida in 2000. In her current position, Christa is responsible for leading Turner's Tax, Finance and Accounting groups company wide, as well as Turner's Information Services and Risk Management.

Christa is a CPA and earned a Bachelor's Degree in Accounting from the University of South Florida. She lives in Stamford Connecticut with her husband Fred and their son Alexi.



Susan O'Mara,

CPAS

Susan manages the business development activities within CPAS, responsible for new business, marketing & communications.

CPAS and its industry wide pension schemes have been supporting the construction sector by providing pension, life assurance and illness benefits to thousands of people in the construction industry for nearly 60 years.

Susan is a Director of Milestone Advisory (a subsidiary of CPAS) and is responsible for the insurances/reinsurance mediation business.

PANEL 3. PIONEERS IN SAFETY: WOMEN LEADING HEALTH & SAFETY ON IRELAND'S CONSTRUCTION SITES



Moderated by:

Sean Downey,

Director of Safety, Education & Training, CIF

Sean has over 25 years' experience in technical control, project, contract, and development management roles in Ireland, the UK and mainland Europe. A Chartered and Registered Building Surveyor, he is currently Director of Safety, Education and Training in the Construction Industry Federation.

Sean's role primarily involves acting as secretariat for industry policy committees related to health and safety, as well as advancing the education, apprenticeship, training, and development needs of the sector.

PANELLISTS



Sinead Gaines,
PJ Hegarty & Sons

Sinead has 19 years' experience in environmental, health and safety in the construction industry and joined PJ Hegarty in 2016. Sinead is a member of various committees, including the Construction Safety Partnership Advisory Committee CSPAC, CIF Safety Committee, H.S.A and CIF Collaboration committee and the NSAI committee tasked with the revision of the IS 361 code of practice for the safe use of tower cranes and self-erecting cranes.

PJ Hegarty recently received the Health, Safety and Wellbeing Award at the Irish Construction Excellence awards for their "Don't Walk By" behavioural programme and Sinead was shortlisted again this year for her contribution to digitising a Behavioural base programme. Sinead specialises in psychological and behavioural safety and believes a positive safety culture is a key driver in the recognition of good health and safety practices by the workforce and has personally seen how these initiatives assist in attaining the highest standard of safety on site



Olivia Brennan,
Bennett Construction

Olivia Brennan is the Sustainability and Quality Manager at Bennett Construction, guiding the company's Environmental, Social and Governance (ESG) strategies and ensuring the successful delivery of projects to the highest standards.

With nearly a decade of experience in the construction and waste management industries, Olivia has built a reputation for promoting a culture of quality, safety and sustainability. Her expertise includes delivering award-winning initiatives, advancing ESG frameworks, and delivering impactful EHS awareness campaigns. She holds a Master's degree in Environmental Health and Safety Management and is passionate about driving meaningful change and building a more sustainable future.



Clare Kelly,
Designer Group

Clare is an Experienced EHS Manager with demonstrated experience across many industries. Her passion for the Health, Safety and Wellbeing of those she works with, is clearly evident in the many campaigns she has ran across her sites.

Clare is an accomplished trainer with strong communication skills which is an important trait in the construction industry. Having worked on the largest construction site in Ireland to the smallest projects, she knows how to tackle problems as they arise.

Her studies including a BSc in Occupational Safety and Health to a L8 Certificate in Leadership and Wellbeing in the Workplace and on to a Level 9 Post Grad in Behaviour Based Safety have provided her with a strong knowledge base to compliment her experience. Clare is excited to be progressing in her career with her new role in Designer Group



Bernie White,
Glenveagh

Bernie White is a construction site based Junior Environment, Health & Safety (EHS) Advisor who has been with Glenveagh since 2022.

As one of Ireland's leading homebuilders, Glenveagh is focused on delivering high quality homes in flourishing communities.

Bernie joined in an operations support role before progressing her career into EHS in 2024 through participating in continuing education.

PANEL 4. BUILDING HEROES



Moderated by:

Felicity McCarthy,
Programme Manager,
Building Heroes

Felicity is project manager of the Building Heroes programme, which is an initiative of the Department of Further and Higher Education.

The mission of the program is to bring together young men and women in a range of roles across construction, sharing their experiences on social media, to inform and inspire the next generation of young people to consider a career in construction.

Felicity has been involved in Digital Marketing and Social Media for over 20 years, and is delighted to be working with the amazing participants of the Building Heroes programme to help them tell their varied and fascinating stories.

PANELLISTS



Emma Crimmins,
Gas Networks Ireland

Emma is a plumbing apprentice for Gas Networks Ireland, which she started in 2022.

Interestingly before her current career Emma was a pastry chef working in some of the finest kitchens in Ireland. She swapped her chef's hat for her plumbers belt in 2022 and has never looked back!

Emma is finding her plumbing apprenticeship at Gas Networks Ireland fascinating. She is getting to work in a variety of areas including renewable energy projects.

Emma is proud to be flying the flag for women in construction and in apprenticeships.



Shauna Doyle,
Doyle's Tarmacadam

Shauna is a woman of many talents with a passion for driving heavy goods vehicles (HGVs), operating pavers, and contributing as a labourer at Doyle's Tarmacadam. She is also known as the "tarmacmummy" on Instagram and TikTok.

After making a significant career change from the beauty industry, Shauna brings a unique blend of skills - adaptability, communication, organisation and a strong work ethic to every project. Her journey showcases her ability to embrace change and thrive in diverse environments.

Shauna is regularly asked to contribute on panels about women in business and women in construction, providing mentorship and inspiration to others about balancing her career ambitions and her commitment to family life.



Giselle Gallagher,
VisionBuilt

Giselle Gallagher is a Quality Assurance Technician with a company called VisionBuilt based in Tubbercurry, Co Sligo.

VisionBuilt specialise in the design, manufacturing and installation of offsite rapid permanent building structures using Modern Methods of Construction (MMC).

As Quality Assurance Technician, Giselle must check every aspect and detail in the manufacturing of these modules to ensure it is all to the right specifications and to the highest quality standards.

Prior to her career at VisionBuilt, Giselle was awarded a rugby scholarship to study in the USA. Her stay there was cut short due to injury, and although a career in construction came about quite organically, she has quickly adapted and sees a long and interesting career ahead through her experience so far at VisionBuilt.



Petra O'Flaherty,
O'Flaherty Stone

Petra O' Flaherty is an eighth generation stonemason, and Ireland's first female registered stone-mason in 30 years! With her brother Killian, they are keeping the trade very much alive at O'Flaherty Stone in Ballyknocken Co, Wicklow, and determined to modernise and revolutionise as they go.

Petra started her apprenticeship three years ago and got into the trade after a stint in healthcare. Petra has loved spending time on her apprenticeship at Kerry ETB, which is the only place in Ireland that has a training centre for stone masonry and stone cutting.

Since Petra becoming a stonemason, there is now a second female apprentice stonemason, who was very inspired by Petra's story, making her a trailblazer in her own right, and now a mentor for others following her footsteps – A real life ROCK star!

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Sisk is proud to sponsor the Construction Industry Federation's International Women's Day Event.

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Aine Healy

Glanua HSQE & Sustainability Director

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John Paul Construction

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At Ardmac, we are committed to fostering gender balance within our workforce, with our current ratio standing at 78% male to **22% female**. While this is not yet where we aspire to be, we are proud to be ahead of the industry norm and are actively working to improve through more inclusive recruitment practices.



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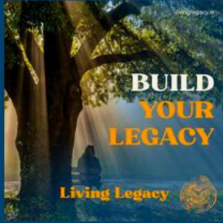
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Sinead Cullen

Head of Wealth and Financial Planning

T: 086 792 5058



Connect on LinkedIn



CONSTRUCTION INDUSTRY FEDERATION

Dublin



Construction House, Canal Road, Dublin 6



(01) 406 6000



info@cif.ie

Cork



4 Eastgate Ave., Little Isl., Cork, T45 YR13



(021) 435 1410



cifcork@cif.ie

Galway



8 Montpellier Tce, The Crescent, Galway, H91 AC96



(091) 502 680



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