



Tammy Maistry
Women in Technology — How we roll at OneConnect

Recruitment is not really for the faint-hearted. People often say you have to wear your hair on your teeth to survive this industry, you have to be born with a flame, a desire and a passion, it's more of a higher calling rather than just a job or career and that is what our foundation at OneConnect is fostered on.

Starting our recruitment journey just over eight years ago, in one of the fastest growing industries globally, we faced many challenges. How was OneConnect any different to the countless recruitment agencies that provided day-to-day staffing services? Exactly how are we going to make a difference in this niche skill industry?

We chose to embrace the power we have to tackle failed recruitment trends

to improve our outcomes. It was quite a rude awakening. The first step was to teach the skills that the industry urgently needed, and so our skills academy was born. Not only did we create niche skills in the market, we also created employment opportunities by training and empowering over 100 interns over the years through various programmes.

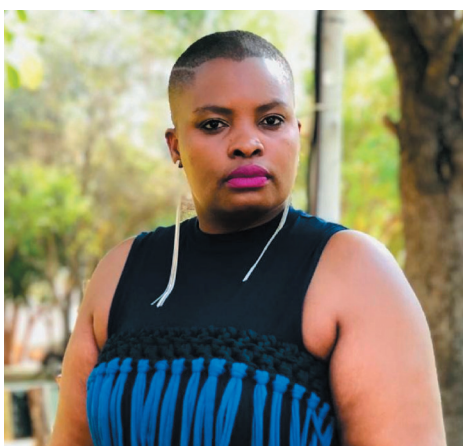
We also enhanced our recruitment process by understanding the business needs of our clients. We became specialists in our field.

We created and improved job descriptions, which simplified and streamlined the process along with assessments to eradicate hiring glitches, such as inadequate job descriptions. Choosing quality over

quantity, we tailored the candidate experience — communicate clearly and succinctly, became our motto.

Our journey over years has moulded and shaped us into a leading tech recruitment house led by a team of pragmatic, persistent and tenacious women who are people-focused, with high emotional intelligence, empathy and creativity. So if you are looking for a recruitment experience with a special touch, reach out to our team of executors.

At OneConnect we believe in gender equality. Women are the backbone of our organisation, and we will continue to support women's empowerment as we continue to fly the flag high.



Lorraine Zwane
Balancing work and life in the ever-changing world of technology

blare most of the time.

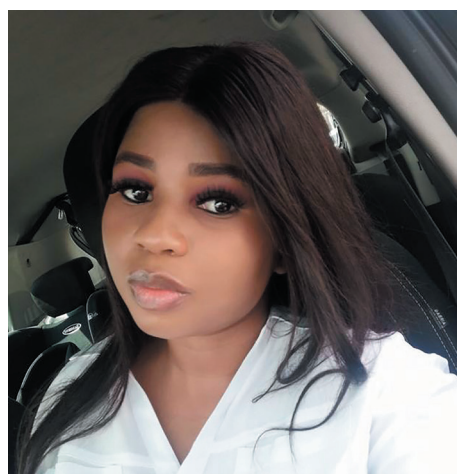
As Business Process Management Technical Lead, and the only woman, I lead the team. This means that I don't only focus on my work, I also support, manage, motivate and drive the team. I believe the reason that I'm a great leader is because of the support that I get from my line manager at Telkom and the OneConnect management, especially the head of human capital. I still struggle a bit with the work-life balance but the invaluable support I receive is what allows me to be more. More of everything — more of a force of nature, more dedicated, more of an example to my daughter that the sky's the limit and more can be achieved regardless of your gender.

Throughout my IT career, I have worked with some of the best people and also some of the worst people if I'm being honest. Through it all, there has never been a dull moment — the work is never mindlessly routine. There is always something new to learn, argue about, criticise and get excited about.

Innovation is the cornerstone of IT — the only constant thing is change. Once you willingly and enthusiastically accept the ever-changing world in technology, a career in this space is a never ending roller-coaster ride.

It feels like I have been in the technology industry for a lifetime, from different sectors of banking and insurance, to government and telecommunications. Throughout my career in this male-dominated industry, I have learned, taught, mentored, been supported, challenged and overlooked at times; but the biggest challenge that I have faced as a career-driven woman is achieving work-life balance.

In technology if you are not ahead, you are way behind. When innovation strikes, the team starts to collaborate at any time of the day or night. For me as a primary caregiver, the balance between work and home life turns to



Bonolo Itumeleng
Women in IT value one another and support one another's empowerment

the openness to do things differently and the fast pace of innovation, I learn something new every day. The tech space is a global industry, and it has afforded me the opportunity to not only to meet and connect with a lot of people, but to travel around the world as well.

I have never experienced difficulties or discrimination due to my gender in my work. The women in the IT community are special because we all value one another and support one another's empowerment. In my experience, tech women naturally bond and want to share knowledge and support one another and the strong corporate culture makes all the difference.

I attribute a large part of my experience to OneConnect Technologies' emphasis on selecting qualified candidates and providing them with opportunities to thrive.

I would like to encourage more women to pursue technology degrees and professions. Young girls need to realise that they have the chance to transform the tech space and make a positive impact. The possibilities go far beyond coding and programming. Girls should never be intimidated or believe the boys are more skilled than them.

Over the past seven years, I have worked as a Developer and System Analyst. I found out early in my life that I wanted to work in a groundbreaking field that is constantly changing and evolving and that is how my journey into the tech space began. I studied for my BSc in Information Technology at North West University. With a degree in hand, the sky has been my limit.

I consider myself fortunate to work in this field because there are no restrictions on what can be done with the extraordinary tools we use. Being a developer is incredibly exciting. The tech space is enticing and because of

I am the mother of two beautiful girls, a business woman, fitness enthusiast and an IT Operations Manager at OneConnect.

I have been in the IT industry for more than 15 years and started as an intern in analysis and development and pre-sales. I moved to operations and back to analysis and design before becoming an operations team leader.

My career development and journey in this industry has been an extremely challenging one, but equally rewarding. When I came into the world of IT, there were very few women in my organisation and none in management and executive roles. I was mostly assigned a male mentor, which was both a blessing and a curse. Immediately when I was assigned a

mentor, my mission was clear, and that was to absorb every ounce of knowledge from them and that part came easily.

However, I found male colleagues were either too helpful to a point where they would do your duties for you, or too neglectful in the hope of reminding you that as a female, your place is not in the boardroom. In some cases, while sitting in meetings, I would be stopped from voicing my opinion by a male colleague saying "I got this", or I would be assigned to take minutes. What this does in the long run, is to teach women self-doubt, to constantly ask for their work to be reviewed prior to submission and seek validation from others.

The ripple effect of this is that it

extends to our children. You cannot teach your children that which you are not. When I started seeing myself in my eldest daughter, I knew change had to happen. I started becoming more vocal, taking on more challenging tasks and I continued to work with the same male colleagues. Although it was uncomfortable at first, the "dudes" started to see me as their equal because I started to treat myself as their equal.

Soladies, yes, IT is still a male-dominated industry and we are changing this daily. It is at OneConnect where I was given limitless opportunities of growth, irrespective of my gender. Opportunities are limitless, but highly contested. Get up and grab yours!



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Let us be your partner in Digitization and sourcing for IT Specialists.

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