



RYGOR
GROUP

Women in Automotive

**Empowering Women to Find Their
Dream Career in Automotive**





Welcome

We believe gender should not be a barrier to more women joining and succeeding in the automotive industry. That's why we are speaking about women's career opportunities in the sector, shining a light on the amazing women who have already succeeded and sharing what it is really like to work in this fulfilling and exciting industry.

We hope you'll find this collection of real-life stories and experiences inspirational and helpful, in whatever career journey you choose to take. No matter what – we believe you have what it takes to succeed!

Best Wishes,

Rygor Group

"The industry is welcoming, accessible, and full of opportunities to make a real impact. While women may still be underrepresented, this shouldn't be seen as a barrier but as a chance to shape the future and bring diverse perspectives." - **Samantha Bettridge, Rygor Group**




Girls, women and those who identify as female are **less likely to consider careers in the automotive sector**, due to a lack of exposure to the incredible opportunities available.

68%

of women still feel **underrepresented** in leadership positions within the automotive industry.

38%

of women noticed some **positive changes** in the industry, in the past two years.

And we are committed to **growing that figure**.

Source: [Industry study 2025: Driving diversity and inclusion for women in automotive industry | Deloitte UK](#)

Opportunities in Automotive

There are so many career opportunities available in the automotive industry, and your career could be whatever you want it to be.

You have the power to create a fantastic career for yourself in the automotive sector. By setting goals, being committed, dedicating yourself to developing, seeking support from others and being open to change - you will discover the very best version of you and create a career that fulfils you.

Explore the roles

We want to empower women to consider a career in automotive, and that starts by outlining the potential roles available.

Technician:

 HGV (Heavy Goods Vehicle), LCV (Light Commercial Vehicle) or Passenger Car. Technicians are responsible for maintaining, diagnosing and repairing vehicles from cars and vans to trucks and buses.

Fleet:

 Within a fleet role, managing the scheduling, maintenance and records of the vehicles owned by an organisation is integral to everyday responsibilities.

Sales:

 A salesperson problem-solves to assist customers in finding their dream vehicle, from providing advice tailored to the customers' needs, to accompanying test drives and negotiating prices.

Service Advisor:

 Service Advisors role act as the main line of communication between customers and the workshop, taking bookings and offering the right service options to the customer.

Parts Advisor:

 Parts Advisors have a good technical understanding and knowledge of how vehicles work, which allows them to share their expertise with customers to advise on how to solve a mechanical problem.

Marketing:

 Marketers connect a brand with its audience through creative solutions that stand out from the competition. Through strategic thinking, marketers help drive customers into the business.

Human Resources:

 Shaping a company's culture through strategic recruiting, onboarding, wellbeing, and learning and development.

"There are also many different roles, from hands-on technical jobs to marketing, HR, creative and leadership positions. Don't be put off by stereotypes. And you don't have to love vehicles!" - **Ellen Plumer, Ben - The Automotive Industry Charity**



What Success Looks Like

All the women featured in these pages **LOVE** their careers in the automotive industry, and you could too!

"The pace, the people, and the variety - every day brings new challenges and opportunities. I also appreciate the strong focus on safety, customer experience, and continuous improvement." - **Samantha Bettridge | Rygor Group**



"There's so much I love about this industry. For me, it's all about the people, the clients I work with across every sector, and the relationships we build together. I genuinely enjoy helping them shape successful campaigns and connecting them with our loyal audience. I've also had the honour of meeting some truly inspirational, powerful women in this space. It feels like we're part of a real shift, entering a new era in an industry that has traditionally been male-dominated. That's exciting."

- **Lizzie Gold | Motor Trader**

"I love my career in automotive. Since starting at Rygor, I've created new relationships, I feel appreciated, and I love learning new things. Ours is an industry which offers a lot of opportunities for development and success. Everyone is friendly and welcoming, and it feels like one big family."

- **Sophie Harris | Rygor Auto**



"I also love how the automotive sector blends tradition with innovation. It's an industry with a rich history, yet it's constantly evolving with advancements in technology, sustainability, and customer experience." - **Kate Ruberry-Shoemack | Rygor Group**



"I love the industry's constant evolution and innovation. Every day presents new challenges and opportunities for improvement. Working for Rygor has been incredible due to the company's commitment to growth, inclusivity, and customer satisfaction. There's a strong focus on providing exceptional service, and the culture encourages collaboration and continuous learning." - **Caron Turtle | Rygor Group**



"The automotive industry is a wonderful environment to work in; it is like one massive family, all looking out for each other."

- **Helen Joyce | Riverside Resourcing & Consultancy Ltd**



"The automotive industry is full of hardworking, down-to-earth individuals who keep us moving, literally. I love that my work helps support them, whether that's making sure they know about the help available through Ben or raising awareness of issues that impact their wellbeing. No two days are the same, and that keeps my job interesting."

- **Ellen Plumer | Ben - The Automotive Industry Charity**



What Success Looks Like

"I absolutely love my career in automotive! I love working with my team, our customers, finding solutions, and flying the flag for Parts. Rygor has given me so many opportunities to do my best."

- **Emma Joyce | Rygor Auto**



Success Stories



Kate Ruberry-Shoemack
Director of People and Communication | Rygor Group

Why did you start a career in automotive?

"Growing up I never knew what I really wanted to do. I was academic and did well at school, but never really had careers advice or guidance, or indeed any exposure to the range of careers available."

Real and robust careers advice programmes are something I want to see in education at a much earlier stage, especially STEM discussions which are historically not targeted at girls and young women."

Creating more opportunities

"As part of our mission to bring more women into automotive, this is something that Rygor is looking to challenge. By providing more resources and support to girls at a younger age, we can provide career advice which empowers young women to aspire to work in any industry and any role."



Kate joined Rygor Group as a Marketing Campaigns Manager

"It's been a whirlwind! I think a huge success for me is the longevity of my career with Rygor Group. It's already been more than a decade, and in that time I feel I have achieved so much, both personally and professionally."



Kate became Rygor's Head of People and Communication

"One of the most personally significant moments in my career was returning to the workplace in 2022 after having my daughter. It was both an exciting and challenging transition, and it deepened my passion for championing workplace equity. I understand first-hand the importance of creating an environment where all team members, particularly working parents, feel supported and empowered. Don't get me wrong, it was a challenge, balancing my passion and love for my work, with being a new mum. So it was pretty amazing to be announced as highly commended at the 2023 Barbara Cox Woman of the Year Awards."



Kate became Rygor's Director of People and Communication

"Being asked to join the Board of Directors in January 2024 stands as a career highlight. Collaborating with the rest of the brilliant Board here at Rygor Group has been both inspiring and educational. Their dedication to steering Rygor toward continued success motivates me daily."

2013

2019

2024

What are you looking forward to heading into the future of your automotive career?

"I am excited to continue our journey together, striving for excellence and nurturing a workplace where everyone feels valued."



What successes have you had in your automotive career?

"Rygor Group has been certified as an official Great Place to Work for multiple years running, as well as picking up other incredible people and culture accolades over the previous few years, such as being a UK Best Workplace, a Best Workplace for Wellbeing and a Best Workplace for Development. This has come from such a drive and passion in the business to be a place where our team loves to work, and alongside my incredible team members (who it is one of my greatest achievements and pleasures to nurture and develop) we look to the future."



Lizzie Gold
Commercial Manager | Motor Trader

Why did you start a career in automotive?

"Honestly, I kind of fell into it by chance. I was working on a property magazine at EMAP, and a door opened at Motor Trader. I decided to go for it and I've never looked back! What started as a spontaneous move turned out to be the beginning of a career I'm incredibly proud of. It's been full of learning, growth, and exciting opportunities."

What successes have you had?

"One of my proudest moments was being promoted to Commercial Manager after just one year. Since then, I've had the privilege of working with an amazing team to launch some truly impactful initiatives, like The Commercial Industry Awards and the first Women in Motor Industry Awards. These have helped spotlight outstanding achievements across the sector and have been incredibly rewarding to be part of."

How are you helping to create a more supportive and inclusive industry?

"I'm passionate about making the industry a more inclusive and rewarding place to work. Whether it's through fostering career development, improving workplace equity, or supporting our team's growth, I feel privileged to contribute to an industry that has given me so many opportunities. Seeing our people succeed and knowing that I've played a part in their journey is truly fulfilling."



Success Stories



Lucy Wysocky

Technician Apprentice LCV | Rygor Auto

Why did you start a career in automotive?

"When I was a child, I dreamt of being a race car driver. I started working in automotive because I'm interested in vehicles and mechanics and working on cars."

What are you looking forward to into the future of your automotive career?

"I love working on vehicles and I'm really looking forward to qualifying as a Level 3 trained Automotive Technician and continuing to work for Rygor."

What successes have you had?

"My role has meant stepping out of my comfort zone and doing things that challenge me – things that scared me initially."

Since starting my apprenticeship, I have achieved success and am now a Level 1 LCV Technician (with another two levels to go)."



Ellen Plumer - Head of Awareness & Experience | Ben - The Automotive Industry Charity

Why did you start a career in automotive?

"One of the things I'm most proud of is helping Ben reach more people across different sectors of the automotive industry. Automotive isn't just about a shiny new car, it includes logistics, design, manufacturing, insurance, disposal and so much more. Many people across automotive don't realise that Ben is there for them, so I've been working hard to make sure they do. Seeing people get the support they need because of that work is so rewarding."

What support have you had in this traditionally male-dominated industry?

"Having people who believe in you makes all the difference. I've worked hard to build a support network of people within the industry who understand what I'm trying to achieve. They will always advocate for me and seek out opportunities on my behalf, which I'm so grateful for. That's why I try to do the same for others as it's so important to help each other up. Successful people know that working together is the best way to achieve things, make changes, and thrive in the industry."



Elaine Bamford

Customer Service Manager | Rygor Auto

Why did you start a career in automotive?

"My interest in the automotive industry started at around 7 years old. My dad drove a concrete mixer and whenever I had the opportunity, I'd jump at going to work with him in his noisy old truck!"

I joined the industry in 1990 (just out of my teens) as a rental receptionist and progressed in that role to internal auditing & relief management that took me all over the UK, until starting a family in 1999.

Fast forward to 2001 and I started back in my first workshop role as an administrator for a heavy commercial and crane hire business before joining Rygor as a service advisor in 2009."

What successes have you had?

"I soon moved into workshop control and in 2013 became the first female in the UK to complete the Mercedes Benz workshop controller development programme – nothing is more inspiring to me than being named the first female in something, particularly in a male dominated industry!"

What are you looking forward to heading into the future of your automotive career?

"There's still so much more to do! I want to keep growing awareness so that everyone in the industry knows Ben is there for them. I'm also really passionate about making the industry more inclusive. There's still a long way to go, but change is happening, and I want to be part of that. Personally, I'm always learning and developing. In my role, I'm lucky that I meet all sorts of people doing various roles across the industry, so I take any lessons and experiences I can from them."



Samantha Betteridge

People Relations Manager | Rygor Group

Why did you start a career in automotive?

"To be truthfully honest, it wasn't the industry itself that initially drew me in, but rather an inspiring female who opened my eyes to the opportunities it offered. Her passion and insight sparked my curiosity."

I recognise that under-representation and stereotypes can sometimes be barriers. However, I've found the industry to be welcoming, and by building strong relationships and demonstrating expertise, I've seen firsthand that opportunities are there for those who seek them. By staying proactive, adaptable, and open to learning, I've found that respect and opportunities have come naturally."

What successes have you had?

"Being part of a team that embraces change and seeks creative solutions has been a key success. Contributing to initiatives that enhance processes and drive positive change has been particularly rewarding."

What support have you had in this traditionally male-dominated industry?

"The training and development opportunities at Rygor are like nothing I have experienced in any job before. I feel I have benefited and learnt so much from the fantastic opportunities offered!"

Success Stories



Sara Sloman
Chief Strategy Officer | Paythru

**"A powerful woman in my career once said to me:
No one will thank you for going alone – but they will all thank you
for taking them with you - and in turn, will take you further."**



Why did you start a career in automotive?

"My mother was a mechanical technician, making it into her local paper as one of the youngest and first females to complete that qualification at the time. She was told she couldn't or wouldn't be able to - but she did. I learned a lot from this message – by looking up to people and seeing how they achieved their success.

I knew, from a young age that the transport sector would always have my heart."

What successes have you had?

"My career started in Road Safety Teams within local councils and naturally turned to EV (electric vehicle) in 2010 when the first chargers were installed.

Needless to say - my heart was ignited, because I have always fought for clean air by supporting sustainable transport initiatives. Cycling in Bath as a student (where I pulled over coughing and feeling like I was going to be sick from the fumes) I made it my mission to affect change using my brain and my voice."



Helen Joyce - Owner | Riverside Resourcing & Consultancy Ltd - automotive sector recruitment

Why did you start a career in automotive?

"I have been working in the automotive industry for over 30 years, always in recruitment. My recruitment career started in a High Street agency, where I supplied temporary office staff to companies locally. I loved it as it was fast-paced and exciting.

Whilst working in this business, I had friends who worked in the automotive industry who explained that they had struggled to get staff, particularly in the bodyshop industry. My new career began. I set up my first business supplying temporary panel beaters and sprayers to the bodyshop industry. It was so successful, I ended up placing all of my temps into permanent roles! I was then approached to work for Sewells Training and Consultancy, setting up their automotive recruitment division. While here, I was approached by Mercedes-Benz UK to do the same for them."

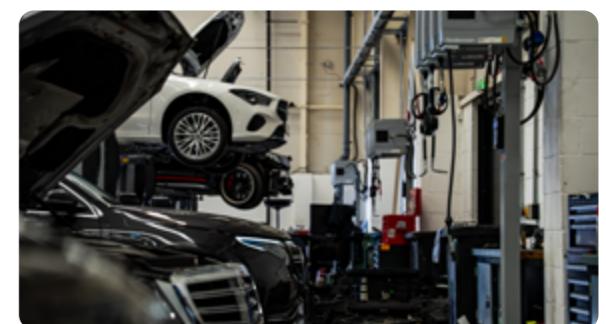
What has your career path looked like working in the automotive industry?

"I spent 21 years with Mercedes-Benz. Along with my team, we were responsible for helping the Mercedes-Benz car, truck and van dealer network recruit great people. Sadly, in 2019, my position was made redundant.

Having spoken with some of my Mercedes-Benz clients, I decided to go it alone and set up Riverside Resourcing & Consultancy Ltd, and here we are in 2025, still going strong, and still working with some of those businesses.

As you can imagine, I have placed hundreds of people into jobs within the motor trade, whether that be managing directors, technicians or administrators. All have been a pleasure to deal with. I love helping people find their dream job; it's what motivates me.

The automotive industry has always been predominantly male-oriented, more so when I joined the industry all those years ago! However, it is wonderful to see so many women in the business, particularly in managerial roles. The thing about our wonderful industry is that it is challenging, it is rewarding, and it is fun. There are so many opportunities available to women, whether that be working in sales or after-sales and being able to develop long, successful careers."



What support have you had in this traditionally male-dominated industry?

"Challenges were as common as success, and I clung onto those people who shared my vision, and who were willing to lift one another up. In every role I have held, there has always been someone I looked forward to seeing, working with, listening to and learning from. These people are typically those who are open and communicative, kind and intelligent. I respect the people who stand tall, regardless of the adversity in their way, and I firmly believe that it is our own responsibility as women to know our own strengths and have confidence in them. I believe the secret to women's success boils down to being bold, being seen and heard."



What have you loved about your career in automotive?

"Whilst with Mercedes-Benz UK, I had the opportunity to travel with my role, which was fascinating, seeing how other cultures recruit, train and develop their people.

I have also loved working on the numerous projects to recruit trainee sales executives into the Mercedes-Benz network, particularly when we introduced smart into the UK and helping create the Mercedes-Benz Van Talent Programme and the Trainee Truck Sales Executive Programme. Some of those trainees have gone on to fantastic things within Mercedes-Benz, which makes me very proud."

Success Stories



Rachel Clift

CEO | Ben - The Automotive Industry Charity

What did you dream of being when you were a child?

"I'm not sure I really dreamt of anything particularly. By the time I finished my A-Levels I still wasn't sure what I wanted to do. I studied A-Level biology, physical education and psychology. I knew I wanted to do something more vocational at the time, so physiotherapy seemed like an obvious choice. I went on to complete my degree in physiotherapy at the University of Birmingham. It's a wonderful profession and I loved it. My career took some very different and fluid turns, but my health professional background has honestly stood me in a great position with so many transferable strengths including compassion, forging relationships as well leadership and management."



What successes have you had?

"Securing the health & wellbeing director role in the first instance. This gave me the opportunity to transform Ben's health and wellbeing services and support as well as significantly increase our charitable impact. We've supported over 400% more individuals since 2018, something which I do feel very proud to be a part of."

Being appointed to the CEO of Ben last year is clearly a huge highlight for me too, even more so during a period of what will be the next chapter in Ben's evolution. We've got some challenging strategic aims and objectives between now and 2030; we're transforming as an organisation internally but also have work to do to increase our visibility across the whole industry. This will need significant engagement with senior leaders and stakeholders, but I do feel in a very privileged position to lead Ben through this period of change. For over a century, Ben has been a lifeline to thousands of people across the industry, offering support for life and soon we'll be launching our new vision roadmap to meet the growing health and wellbeing needs of automotive people and their families."

Why did you start working in the automotive industry?

"This was one of those fluid turns. Apart from providing some onsite MSK Physiotherapy at a manufacturing site in Coventry many years ago, I had never worked or considered working in the automotive industry. I moved into the work, health and wellbeing space some years before, delivering various programmes of support for those who were long term unemployed and those struggling within work. I was lucky to work for some large commercial employability providers for longer than average lengths of time which led to me being able to further enhance and put in practice my leadership and management skills. I was ready for an executive director role and the health & wellbeing director role at Ben came about in 2018. It was and still is to a degree, due to the vastness of the industry, a learning curve – I learn something new about the industry most days still, there are so many pockets of skills and it's a great industry to be serving as its dedicated charity."



What do you love about working in automotive?

"The people. I find the industry and its people totally fascinating. There is a family and camaraderie feel to the industry as well. It's why we refer to and include ourselves as being part of our 'automotive family'. It's never been an easy industry to work in, there is a high degree of pressure, but it's exciting, with new products and innovation. Change is constant and technology keeps evolving, something we all need to work hard to promote to younger generations to attract them into what is a really key and brilliant industry to work in."

I feel very fortunate to work for the charity that supports automotive people. It is a privilege working for a charity full stop, knowing that everything you do, the decisions you make, you're making a difference to people's lives. Whether it be someone in crisis, or struggling with day-to-day worries, changing and saving lives gives us all at Ben a real sense of purpose and it massively grounds me personally."

What words of wisdom would you give to women looking to work in automotive?

"Automotive is open to anyone. There are so many different parts of the industry, different roles and opportunities to consider, there is literally something for everyone. Women shouldn't feel like it's not an industry made for them, now more than ever the industry is needing to respond to a growing skills gap and wanting to encourage people from all backgrounds. Now is certainly a very good time for women to advance their careers in the industry or take a leap of faith and join the family."



Teresa Grove

VMU Service Manager | Rygor Service Solutions

Why did you start a career in automotive?

"My Dad owned a garage when I was a child and my favourite thing to do was visit him at work and watch him repair cars whilst I danced in the rainbow puddles."

Fast forward to my late twenties and I still had no idea what I wanted to do when 'I grew up', but then I saw a job advertised in a local garage and my mind swept back to the rainbow puddles I danced in as a child – so I applied!"

What successes have you had?

"I have had such a varied career full of successes. I have held positions that were created around my skillset, I've overachieved on budgets, and I have achieved my long service award at Rygor Group."

What support have you had in this traditionally male-dominated industry?

"I took every opportunity I could find to help further my career, gain experience and knowledge. Even when at times it felt as if I were taking a side-step (rather than moving forward) I always did so with the thought that the more I learned and knew, the closer I would get to achieving my ambition."

Success Stories



Dal Dosanjh
Marketing Director | Europe Fleet & Maintenance

Why did you start a career in automotive?

"I've always aspired to excel in the marketing and creative sectors, blending strategy with innovation to create meaningful impact."

The automotive industry caught my attention as an innovative, fast-paced sector that directly impacts people's lives. While it wasn't my initial aspiration, the chance to contribute creatively and strategically within such a transformative industry was compelling.

It's a man's world. Entering a space so deeply steeped in traditional structures was both a challenge and an opportunity to explore what could change."

What support have you had in this traditionally male-dominated industry?

"Support has come from mentors, allies, and my personal network, who've provided guidance and advocacy. The most transformative support came from those who truly listened and encouraged me to trust in my own value."



What are you looking forward to into the future of your automotive career?

"I'm excited to announce my new role as Marketing Director for Europe Fleet & Maintenance. This new chapter brings an extra layer of challenge and opportunity - an opportunity to redefine how we communicate, connect, and innovate in a dynamic, ever-evolving sector but in new markets, which I am excited to explore."

My vision extends beyond campaigns and strategies. I aim to create a legacy of meaningful impact - not through accolades, but through the influence I leave on people, industries, and communities. I hope to champion work that fosters belonging, bridges differences, and challenges the status quo, making creativity a force for connection and progress.

The road ahead is exciting, and I look forward to embracing the challenges, opportunities, and collaborations that will undoubtedly shape this next chapter. Here's to bold ideas, shared successes, and the continued pursuit of impact and excellence."



Emma Joyce
Area Parts Manager | Rygor Auto

Why did you start a career in automotive?

"As I loved cars (my brothers and I used to work on them together, lowering them and changing the alloys) I started looking at career options as a mechanic, but back then – there just weren't the roles available for women."

My mum then found an advert for a Parts Apprentice, so I went for it!"

What successes have you had?

"As my career has progressed, I've achieved many successes, from winning Apprentice of the Year (when I was training) to moving into my current role as Area Parts Manager for Rygor Auto. I absolutely love my career in automotive".

What support have you had in this traditionally male-dominated industry?

"As a young woman in automotive in the early 2000's, there weren't many women working in Parts, and I found I used to have to work hard to be taken seriously by customers, prove myself and show that I knew what I was talking about."

I ensured I learned everything I could, to become an expert in my field and as I gained confidence in my own knowledge and ability – I found this element much easier to handle. Now – it's just not an issue.

I've never felt I couldn't achieve exactly what I wanted and what I was aiming for. Being a woman at Rygor is celebrated – there is room to grow, develop and succeed!"



Success Stories



Emily Walsh

People & Culture Executive | Rygor Group

Why did you start a career in automotive?

"I was never completely certain of my path. However, when I discovered Human Resources during my university studies and learned about the direct impact it can have on employees' lives, I realised that my skills were perfectly aligned with the demands of the role."

The automotive industry was one I had never worked in or been particularly familiar with, so it presented an exciting opportunity for personal growth and development. Additionally, I felt inspired to contribute to shifting the narrative for women working in automotive.

I love working closely with successful women in the industry, and this has helped reduce the sense of

intimidation. Their guidance and achievements have shown me that there are opportunities for women to thrive and succeed in this industry.

I have learned to trust my decisions and approach, even during moments of uncertainty. Additionally, I'm fortunate to work closely with three incredible women who provide support whenever I encounter obstacles.

Their encouragement and guidance have been invaluable in building my confidence and helping me navigate challenges."

What are you looking forward to into the future of your automotive career?

"I appreciate being part of a growing movement that encourages more diversity and inclusion in a traditionally male-dominated field. It's inspiring to see other women thrive in technical or leadership positions, proving that the automotive industry has room for everyone. The chance to contribute to this shift, inspire young women, and be part of an industry that is evolving toward greater inclusivity makes my work even more rewarding."



Sophie Harris

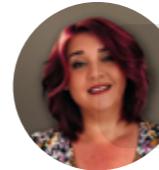
Contracts Administrator | Rygor Auto

Why did you start a career in automotive?

"I chose to work in the automotive industry as I've always had an interest in motorsports (it's something I grew up around) and when I was considering my career pathway, I wanted a new challenge for myself."

What are you looking forward to heading into the future of your automotive career?

"I would love to develop my knowledge in the current role I'm in and progress further in my career. I am excited to see where my path leads in the automotive industry and especially with Rygor, as I've loved working here."



Caron Turtle

Head of Marketing | Rygor Group

Why did you start a career in automotive?

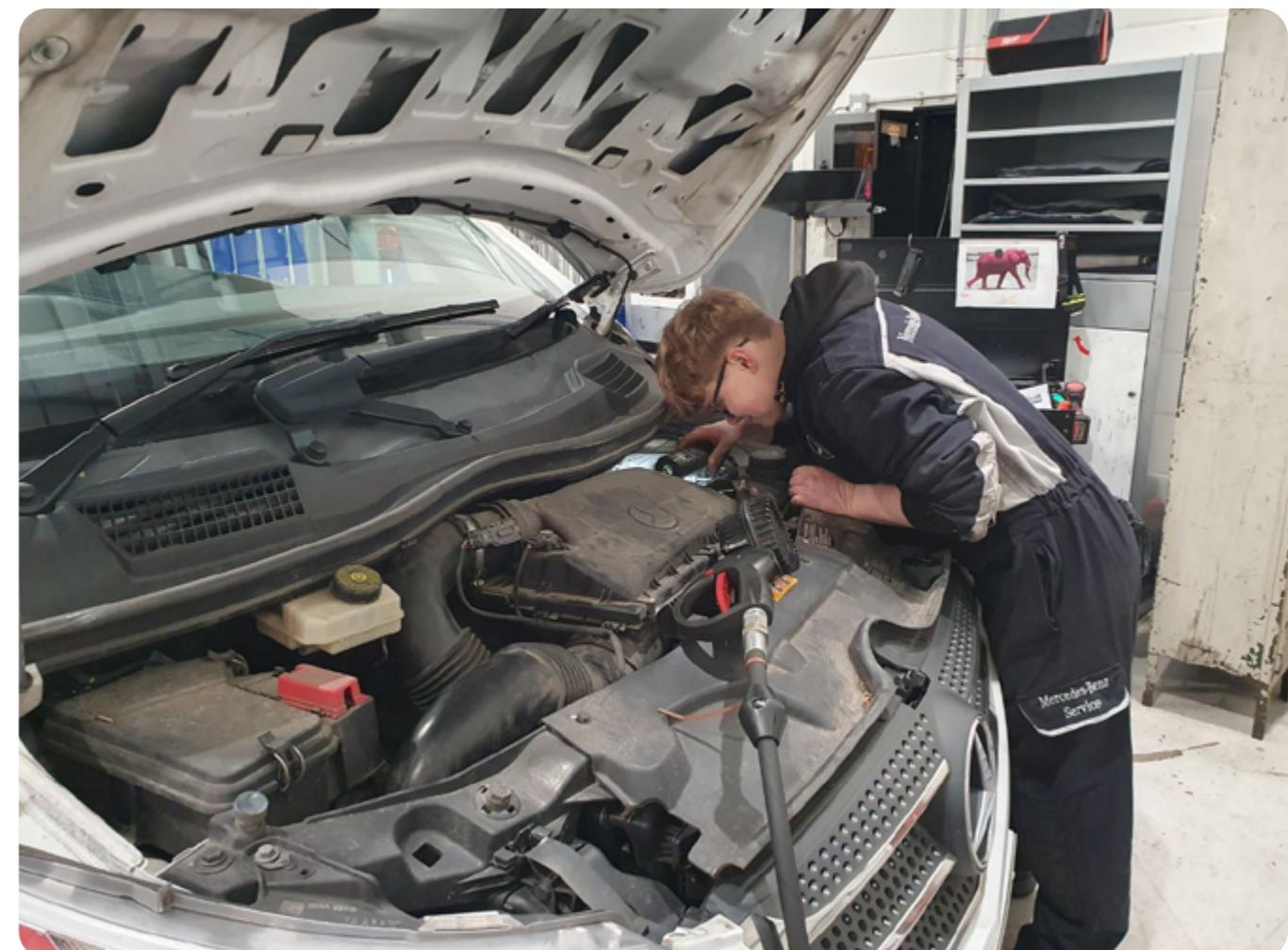
"I was drawn to the fast-paced nature of the industry; it felt like a different path than everyone else at the time which I found appealing, along with the challenge it presented."

What successes have you had?

"Some key successes include leading projects and earning recognition for my contributions. I've also had the privilege of mentoring others and watching them thrive in the industry."

How have you overcome challenges faced as a woman working in the automotive industry?

"One challenge I've faced is the stereotype that the automotive industry is predominantly male-dominated. In the beginning, my expertise was sometimes questioned because of my gender. However, I've learned to handle those situations with confidence and resilience and this view has since changed. I overcame these challenges by proving myself through hard work, continuously developing my skills, and focusing on delivering results. I also sought out mentors and other women in the industry who shared advice and encouragement, which helped me build my confidence!"



Advice For Women Getting Started in Automotive

"Keep learning and develop your wisdom and confidence. Every day is a school day, so don't be afraid to ask questions and take on as much information as you can. If you want to succeed – you will." - **Emma Joyce | Rygor Auto**



"Believe in yourself. Keep going, even when it feels tough. You are capable of anything and everything you set your mind to. The automotive industry is full of opportunities - more than many people realise - and there's so much room for women to thrive. Don't be afraid to take up space and make your mark. You belong here."

- **Lizzie Gold | Motor Trader**



"To women entering the industry: You belong here. Step boldly into spaces that weren't designed for you and help redefine them. To my younger self: Stop waiting for others to validate your worth. Trust in your competence, embrace challenges, and don't shy away from action, even small steps can spark change."

- **Dal Dosanjh | Europe Fleet & Maintenance**



"Never underestimate your potential. The automotive industry needs diverse perspectives and skill sets, and there's a place for everyone. Don't be afraid to take on challenges, ask questions, and push the boundaries of what you can achieve. Surround yourself with supportive people and always stay curious."

- **Caron Turtle | Rygor Group**

"Go for it with confidence, and know that you can absolutely build the most engaging and exciting career in this sector. The automotive sector has evolved so much, and there is a place for diverse voices, perspectives, and talents. The automotive world is not just about vehicles. It's about people, innovation, problem-solving, and leadership - areas where women excel."

Surround yourself with people who uplift and inspire you. Seek out mentorship from those who have navigated similar paths, whether inside or outside the industry.

As you progress, lift others up with you. Share your experiences, advocate for inclusivity, and create opportunities for the next generation of women in the industry." - **Kate Ruberry-Shoemack | Rygor Group**



"Be open-minded, work hard, and be kind. If you are ambitious, this industry is fascinating, challenging and oh so much fun. Oh, and you can earn a lot of money, if that floats your boat."

- **Helen Joyce | Riverside Resourcing & Consultancy Ltd**



"Remember who you are, pay it forward and take others with you, throughout all you set out to achieve."

- **Sara Sloman | Paythru**



"Go for it! There are many amazing women working in the industry, so there is always space for you."

- **Ellen Plumer | Ben - Automotive Industry Chairty**



"If I could give one word of advice to my younger self, it would be: "Be yourself". I truly feel that when we're true to ourselves, understand ourselves and importantly, like who we are, we achieve the best results."

- **Elaine Bamford | Rygor Auto**

"I would encourage any woman considering a career in the automotive industry not to hesitate or be deterred by outdated stereotypes. This industry offers plenty of opportunities for women to not only thrive but also grow into successful professionals. There is room for both personal and professional development, and women have the potential to make a significant impact."

- Emily Walsh | Rygor Group



Interested in a Career in Automotive? Find Support to Get Started

We have compiled a range of resources to help get you started in a career in automotive. Explore available apprenticeship schemes, our self-development and employability platforms and interesting podcasts which explore topics surrounding getting more women into the industry.

Supporting Your Journey

No matter what industry we join, it's important to identify the support available to us as we build fulfilling careers.

Self-Development Journal

We want to inspire success and actively support self-development. You can access Rygor's Self Development Journal via our website, free of charge. Using the journal, you can set your own life goals, decide your own timescales and feel empowered to achieve.

Career Hub

We've also developed a dedicated Career Hub, which you can use to prepare, ahead of applying for a new role or job. This supportive, free of charge resource can be found here and contains CV templates and 'how to' guides, interview tips, help writing 'stand-out' applications, plus information about returning to work after a career break.

Women at Rygor

We want women at Rygor to feel supported at every stage of their lives. This is why we've invested in wellbeing, with dedicated menopause training and resources, period dignity packs at all our sites, supportive policies, enhanced maternity pay and supportive phased return to work after maternity leave.

The image shows two screenshots of Rygor's digital resources. The left screenshot is the 'RYGOR SELF DEVELOPMENT JOURNAL' page, featuring a red and white design with various sections for tracking personal growth, challenges, and goals. The right screenshot is the 'RYGOR CAREER HUB' page, which includes a 'Great Place To Work Certified' badge and a grid of icons representing various career support services like interview tips, application processes, and interview stages.



"My apprenticeship is teaching me so much about myself. In addition to learning the skills I need to drive my career forward." - Erin Alexander | Technician Apprentice HGV



Survey: What Prevents Women From Considering the Automotive Sector as a Career Option

Rygor Group conducted a small-scale research project into what prevents women from considering the automotive sector as a career option. The aim of this was to, in turn, understand how we could attract more women into the industry as a whole, regardless of role or company and organisation they choose to join.

If we can encourage just one more woman to join this inspiring industry, then our Women In Automotive project has been a success.

But we still want to know more.

If you have 5 minutes, please complete the short survey via the QR code to enable us to have more insight into what would encourage you to join the industry or stay within it. Our ambition is to gain data from women across the sector and publish the results, to enable us all to do as much as we can to encourage women to join the automotive sector.

TAKE THE SURVEY



Thank you to all the women who included their stories!



We want to thank Motor Trader for their support in empowering women to find their dream careers in automotive and for contributing their experiences and advice to women getting started in the industry.

Since 1905, Motor Trader has been a trusted source of the latest news, insights and analysis on the UK's automotive industry, continuing to inform businesses and employees about the fast changing market.



"Go for it! You won't regret it, and you will thrive!"

- Sophie Harris | Rygor Auto



If you'd like further information about a career in automotive at Rygor, or about any of the information contained in this booklet, please contact us at careers@rygor.co.uk

We wish you every future success in your career and remember...

Dream Big.

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Podcasts Worth a Listen



On the Move Podcast:
Women in Automotive Technology

Women In The Drivers Seat Podcast:
Autotrader

Secrets of Confident Women Podcast:
Rise Women



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