

International Women's Day

Interview with People Director, Aimee Haller

Can you tell us a little about the beginnings of your career path (what job did you aspire to do when you were young, and how this may – or may not – have changed throughout the years)?

When I left high school, I had no idea what I wanted to do career wise. I went straight to university to study a Business Degree. As I had just finished school, my attention span for university was not where it needed to be, and I gave it up after six months!

After this, I decided to embark on a Hairdressing Apprenticeship, which I completed over the next three years. I still wasn't satisfied on what I wanted to do and then studied a qualification in International Travel, as I thought I wanted to be a Travel Agent and loved to travel. Whilst I studied, I started a job at a resort as a Food & Beverage Attendant. (Cont.)"



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"(Cont.) I loved the job so much, I stayed at the resort post study and moved into a Supervisory role. I just loved the thrill of a busy service period, sometimes responsible for a team of over 30 people taking care of over 1,200 guests at once. Was a rush

I saw a role come available in HR at the resort, I was intrigued to understand what it meant to take care of the 'internal' customer (colleagues) as an alternative to the consumer-customer. I applied, was successful and then began my career in HR, leaving the resort four years later.

I took the leap and moved over to the UK where I secured a couple of HR positions over the years in hotels, before I found my feet at Community Fibre Limited where I have been now for almost four years."



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Is there anyone who inspired you throughout your career? If so, please tell us a bit about them and what effect they had on you.

"I have had many inspiring people in my life, but a couple spring to mind who have inspired me with my career in mind, particularly in my earlier days.

I had a Supervisor during my Food & Beverage Attendant role that taught me the importance of communication and expectation setting with people. How to motivate and get the best out of people in incredibly busy, high stress situations. Her **subtle leadership qualities are skills I've chosen to embrace** over the years and continue to apply via my own leadership style. Most importantly, she taught me that you can achieve all of this while having fun. (Cont.)"



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"Cont.) My manager during my time as HR Manager for the resort is another who comes to mind as inspirational for me. He taught me the ability to see the potential in people, to harness this and coach them to unlock their true potential, not to hold back.

Give people that safe space to thrive. He also showed me the impact and influence that HR can have on a highly reactive and busy environment. How HR can be applied in a way that can ensure the continued success of busy day to day operation. Also, how important it is to **have a sense of humour and to stop and smell the roses**. All of which are things I take with me in what I do, to this day."





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Let us know your role at Community Fibre and how it interacts with the broader company.

"My role at Community Fibre is People Director.

I am responsible for the direction of the people strategy for the company. Covering talent acquisition, people culture and experience, people development and HR operations. My role interacts with and impacts all areas of the broader company."



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Why did you choose to take up this role, and what drew you towards a role in telecoms?

"I chose to take up this role for a few reasons.

An employee of Community Fibre I knew at the time, asked if I would be interested in the role available. They spoke really highly of the Company and the idea of a start-up environment really appealed to me, being able to build the foundations of a people strategy for the company while it was small and evolve/adapt this over time as the company grew was a really exciting prospect for me.

Working in a brand-new industry was also something that really appealed to me. At the time, **I didn't quite appreciate how transferable my skills developed in Hospitality would be** when applied to Community Fibre. (Cont.)"



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Why did you choose to take up this role, and what drew you towards a role in telecoms?

"(Cont.) Being able to thrive under high pressure situations and support a team whilst doing this has certainly served me well at Community Fibre.

Lastly, I felt the fit and feel of the company was great for me and was excited to work with likeminded people, all really passionate about building something great that can give back to the community."



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What do some of the International Women's Day slogans, like #BalanceForBetter or #EmbraceEquity, mean for you in your work life?

"For me, it means understanding what more we can do to educate and encourage women to consider careers in job roles or industries that they otherwise wouldn't have considered previously.

Understanding how we can make this happen more than ever, finding the right partners to drive this forward and make it successful."



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Have you faced any barriers in your career or in performing a role due to being a woman? If so, how did you overcome them?

"I am very fortunate that I have never encountered any barriers regarding being a woman during my career."



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Do you think there is currently enough visibility and resources to ensure that more women can take advantage of career opportunities commonly underrepresented by women? If not, how can we all do our part to improve this?



"I believe there is always more we can do in this space.

Some examples:

Schools allowing Industry leaders to educate and talk with young women about the opportunities available to them, which they otherwise would not have considered, is a great way to build this awareness.

Also, **partnering with schools** to run **work experience or traineeship opportunities** is another way to drive this. (Cont.)"

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"(Cont.) There could also be **opportunities for colleges to partner with Industry leaders** for certain modules of relevant qualifications, where the practical 'on the job' elements could be taught 'on the job' via the industry leaders in partnership with the college."



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What is the most important advice you have been given throughout your career?

"'Stop and smell the roses' – Don't forget to take a moment to look back at all you have achieved and be proud of yourself. You did this, own it!

'If it is to be, it's up to me' – Don't waste time waiting for others validation. Be confident, believe in yourself. Go and make it happen – You got this.

'You've got to make mistakes; it's how you learn' – I cannot stress this enough. The most successful person in the world only got there through learning from their mistakes. It's how you grow and develop. Own your flaws.

Lastly, do what makes you happy."



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What advice would you give to women pursuing specialist careers, entrepreneurship or senior leadership roles.

"Honestly, if it is to be, it is up to you!

Don't hesitate. Don't second guess yourself. Don't psyche yourself out. **Be confident. Believe in yourself and your abilities.** Sometimes you've got to wing it and that is OK! Go and get it – It's yours for the taking."



Happy International Women's Day

What final message would you
like to send out, Aimee?



"Powerful. Belief. Achieve."



You can check out more experiences from Community Fibre's female talent [here](#).