

SUBMISSION FROM JACQUELINE HOGG

I will be attending the panel as a private individual. I have worked in IT for 16 years and have risen to the level of Project Manager. Whilst primarily working in Scotland I have also worked in Amsterdam and Cambridge. I have a full working knowledge of software development and release of software to the general public.

I was made redundant on returning to work after my maternity leave and so decided to take some time out to look after my child. I have been looking for work for the past 2 years and am finding it very difficult to get through to interview stage and secure employment in my professional area.

I have used the services of the Scottish Resource Centre who have assisted me with updating my CV and identifying the positive aspects of my work experience. These have helped me strengthen my resolve to continue seeking a position back in IT.

I believe that my experience of the current job market and the interview selection process will be of interest to the panel. I have spoken to a selection of employment agency representatives and have feedback from employers from interviews and failed job applications.

It is my understanding that while employers may be happy to have women short listed for the interview the job description often does not reflect the actual job. This makes it easy for employers to reject candidates on technical grounds when in fact there can be other criteria that are more pertinent. For example the perception of how long the prospective employer thinks that candidate is going to stay in the position can be a major consideration as the process for finding a suitable employee is so difficult due to the high volume of applications for most positions advertised.

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