

# INFRASTRUCTURE WOMEN IN FOCUS



WIN NZ has been established to increase the visibility of women in the infrastructure sector.

Every month we profile a different woman working in a different part of the industry. If you would like to be profiled, or would like to nominate someone to be profiled, please answer the questions below and send your picture through to [Tara](#).

**We'd like to introduce Letitia Garmonsway as our next Woman of Focus. In addition to her role at WSP, Letitia also acts as the Deputy Chair of the WIN Waikato committee.**



**LETITIA GARMONSWAY**  
**TRANSPORT ENGINEER**



**1. What company or organisation do you work for and what is your role there?**

I am a Transport Engineer on the Transport Planning and Advisory team at WSP in Hamilton.

**2. Tell us about your career background and how you got to this position/role?**

After studying Civil Engineering at Canterbury University, I started as a Graduate Transport Engineer with WSP in 2013. I wasn't entirely sure what I wanted to do in terms of engineering when I started my career, so I tried to keep my experience broad and take on opportunities as they presented themselves. This led to one of my first projects, the Hamilton Section of the Waikato Expressway (specimen design and procurement phases). Since then, I've continued to keep my experience broad and have worked on projects of varying scale, from initiation to construction completion. This has been for a range of clients including the NZ Transport Agency, local authorities and the private sector. I particularly enjoy working on multi-disciplinary roading projects that enable me to undertake both technical and project management roles. I am passionate about getting involved in internal and external groups/committees that look at enhancing the development and growth of people and connecting people together. This has led me to get involved in the WIN Waikato Chapter as Deputy Chair and, prior to that, Engineering NZ Young Professionals.

**3. Tell us about a project are you currently working on and why it interests you?**

I recently finished a local intersection upgrade in Hamilton which was known for having a high crash rate. The intersection was ranked the 18<sup>th</sup> worst intersection in NZ for safety and has become increasingly busy, used by around 16,000 vehicles per day. I was involved from the initial planning phase, through the detailed business case, detailed design and design support through construction. Given the level of risk the intersection posed to human life it was decided to trial an innovative new approach. Working alongside the NZ Transport Agency and local council, the design included traffic lights with a raised safety platform (RSP) on the high-speed approaches to slow traffic down to 50kph or less. While RSPs have been used at pedestrian crossings, they've never been used to slow traffic at intersections in New Zealand. They have been successfully trialed overseas, however. This project was particularly interesting for me as it was in my local area, it included a new concept for NZ which required thorough investigation and pre and post implementation monitoring, and I was able to see a project from planning on paper to on site completion. I obtained a number of skills in working with multiple stakeholders, including the wider public and contractor.

It was also very rewarding to be involved in a project with the sole purpose of creating a safer road network for

current and future generations.

**4. What's the hardest job you've ever done and why?**

My experience to date has mostly been in the public sector, working for organisations with systems and processes in place and a wide range of experience. I have been involved in a few projects in the private sector that have enabled me to see a new perspective. My role in these has been to prepare a Traffic Impact Assessment to support a resource consent application. In many cases, these types of new activities or developments can have an impact on local residents and involve a number of stakeholders. It can be difficult to balance the acknowledgement of these very real concerns with assessing the effects from a traffic perspective.

**5. Can you think of one example where your "diversity" has materially affected the outcome of a work situation or project, either positively or negatively?**

I'm currently involved in an internal project focused on change management and culture. The purpose of this team is to represent a diverse group of 180 colleagues and therefore it is important that this group be diverse as well. The team is multi-disciplinary, of mixed background, differing hierarchical level within the company as well as diverse in age, gender, religious beliefs, culture etc. The group is extremely passionate, creative and driven to succeed. By enabling each individual to speak up and share their views and ideas we've arrived at creative and innovative ways of thinking that we didn't know were possible at the start of the conversation. We have learnt that each person will bring a different element to the team, and by listening, acknowledging and being inclusive we can get the best outcome for a project.

To learn more about opportunities for a career with WSP click [here](#).

Or, you can connect with Letitia on [LinkedIn](#).

