

INTERNATIONAL WOMEN'S DAY 2024

CELEBRATING THE WOMEN OF TAVISTOCK

March 2024

Surmounting bias, fostering mentorship and paying it forward: Amy Chidgey

In celebration of International Women's Day 2024, Tavistock Investments is shining a spotlight on some of our colleagues and their journeys within the finance and investment sector. From overcoming challenges to taking control of their careers and championing gender equality, these profiles aim to inspire and highlight the integral role women play in driving forward our industry. Here, we speak with Amy Chidgey, Group Financial Controller.



TELL US ABOUT YOUR CAREER PATH TO DATE AND WHAT YOU ARE MOST PROUD OF.

I studied Economics at Exeter since it struck the right balance between being analytical and mathematical and graduated with First class honours in 2014.

Having particularly enjoyed studying the accountancy modules within my degree, I applied for a 3-year qualification to train as a Chartered Accountant after graduating. While working full-time as an auditor, I completed my ACA exams and became a member of the Institute of Chartered Accountants in England and Wales in 2017. My next step was to apply my knowledge within a financial services sphere.

I joined Tavistock Investments in November 2017 as its Group Accountant. Over the years, I progressed into more senior roles as the company developed and became Group Financial Controller in December 2021.

Amongst my proudest achievements is being invited to join the board of Tavistock at the age of 30. This recognition of my capabilities and leadership potential reflects my dedication and hard work throughout my career. It serves as a source of immense pride, motivating me to continue striving for excellence and making valuable contributions to our organisation.

WHAT CHALLENGES HAVE YOU FACED AND WHAT ADVICE WOULD YOU GIVE TO OTHER?

Generally, there is an underrepresentation of women in senior roles. This makes it harder for aspiring female professionals to picture themselves reaching these levels.

I have encountered individuals over my career who fell to the stereotype of underestimating my abilities due to my gender or age. In turn, I have proven them wrong and realigned their misconceptions. The greater lesson I have learnt from this is that pigeonholing people based on preconceptions is detrimental to an inclusive, innovative environment. Therefore, I pride myself on focusing on the merit of ideas rather than the attributes of their contributors.

My advice to others is don't be deterred!

HAVE YOU HAD ANY MENTORS OR ROLE MODELS WHO HAVE SIGNIFICANTLY INFLUENCED YOUR CAREER?

I've been fortunate to have been mentored and it has been one of the biggest reasons I've stayed with Tavistock as my career has developed. There is a supportive culture where people are championed and encouraged to do well.

Having recognised the power of mentorship, I try to pay it forward and help others by tailoring my guidance and expertise to their specific skill set and ambitions. It's important to let people choose their own path. I use my position to open up conversations and create opportunities for others within the



company, allowing them to progress within the industry.

HOW IMPORTANT IS DIVERSITY AND INCLUSION IN THE FINANCIAL SECTOR?

Diversity and inclusion are vital. It's about reflecting the society we live in and serve. When we have a team that represents a wide array of backgrounds and experiences, the decisions we make are more well-rounded and better informed. It's simple really; different perspectives foster innovation.

Having a diverse team leads to a broader range of ideas, as everyone comes to the table with their own unique viewpoint. Diversity of thought is invaluable when it comes to navigating the complex financial landscape and setting strategies that are forward-thinking and robust.