

Mott MacDonald appoints Frances McAndrew as group head of inclusion and responsibility

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Frances McAndrew has joined Mott MacDonald as the company's group head of inclusion and responsibility.

She will work closely with the company's growing network of regional equality, diversity and inclusion (EDI) leads and Advance employee network to make sure that everyone in Mott MacDonald across the world is represented in the company's discussions and actions.

Frances has spent over 20 years researching, leading and implementing employee diversity and inclusion strategies. Most recently lead for diversity and inclusion at Transport for London (TfL), Frances ran a programme of activity covering diversity and inclusion for their 27,000 people.

She also worked to improve accessibility and inclusion for the millions of TfL passengers as well as the embedding of diversity and inclusion through procurement. Prior to this Frances worked for the Greater London Authority and Network Rail. Frances holds an MBA from Ashridge Business School and a BA in Psychology from the University of Manchester.

Frances said: “I’m incredibly impressed by the wealth of talent at Mott MacDonald and keen to engage in all the great work that is happening globally. One of the biggest attractions of joining the company is the commitment to hardwiring social outcomes into everything it does. I’m really looking forward to helping the company take its next steps on its diversity and inclusion journey.”

Graeme Clarke, Mott MacDonald’s group head of people, said: “I’m absolutely delighted to welcome Frances to Mott MacDonald. She brings tremendous subject matter expertise at a key time for us on our journey. I have every confidence that she will positively advance our diversity and inclusion agenda across the company.”

Photo credit: Mott MacDonald