

Trailblazer and Transformer:

*Jacqueline
Musuka-Moyo's***Inspirational Engineering Journey**

Jacqueline's story is a vivid testament to the resilience and tenacity required to navigate not just the geographical transitions from Zimbabwe to Australia but also the cultural and professional shifts within the engineering sector, whether in Zimbabwe, South Africa or Australia – a field notoriously dominated by men. Many people see her now and the number one question on their list is “how do you do it?”. A wife, mother to 4 children, her simple answer is “there is power in showing up!” She now specialises in advisory roles for asset intensive companies in business strategies, business transaction and operational governance.



Born and educated in Zimbabwe, Jacqueline embarked on her engineering career with a solid foundation from the University of Zimbabwe. She spent her early career in the trenches working for BHP Platinum and Turnall Fibre Cement, where things happened, machines operated and broke down. She was on the plant helping to problem solve and fix broken equipment. Her career continued to flourish when she moved to South Africa, where she continued to develop advanced skills and expertise especially on Risk and Asset Management. Working for major organisations such as Eskom and Sasol exposed her to high standards of operations as well to the global community. However, driven by a desire for new challenges and always looking for better opportunities as well as a secure place to raise a family, Jacqueline and her husband decided to move to Australia – an endeavour that promised advancement but came with its own set of unforeseen challenges.



Upon arriving in Melbourne, Jacqueline faced immediate hurdles. Her first engineering role was short-lived due to cultural misfits and expectations that did not align with her professional ethos. Having two young children (1 and 4 years old) in a new place with no support only made the work-life balance a challenge. Described by her employer as a “round peg in a square hole,” she was unceremoniously offered a ticket back to South Africa. But Jacqueline and her husband chose to stay as they were determined to raise their family in Australia, leading to a move across the country to Perth, where she eventually secured another position.

In Perth, the challenges persisted but so did Jacqueline's determination. While navigating her role in a male-dominated construction site, Jacqueline became pregnant with her third child. The physical demands of the job, combined with the subtle prejudices of a workspace not accustomed to accommodating pregnant women, particularly those of African descent, made her daily professional life exceedingly difficult. Jacqueline's struggles were compounded by a lack of HR support and a dismissive management structure, leaving her to fend for herself in a challenging work environment.

This break, however, was not just a retreat but a reformation period for Jacqueline. She immersed herself in community and volunteer work, particularly focusing on STEM education. Recognizing the gap in support for children and young learners in her community, Jacqueline initiated a STEM club, providing weekly programs that encouraged problem-solving and scientific inquiry, skills she deemed essential for future generations. She had support from the local library as well as local schools who were excited to have STEM programs for kids. During this time, she also joined networking groups, attended events and stayed connected to what was happening in the industry. Engineers Australia was a place she continuously sought for information on what was happening around Australia and the world.



Jacqueline's return to the workforce was marked by a newfound vigour to advocate for women and mothers in engineering. Her experiences during her hiatus had equipped her with unique insights into the systemic barriers women face in STEM fields, particularly those returning after a career break. She leveraged her story and her struggles to mentor young professionals, emphasizing the importance of resilience, empathy, and strategic networking. Her advocacy efforts extended beyond mentoring to actively participating in diversity and inclusion initiatives, where she worked to ensure that workplaces became more accommodating to women. Through her involvement, Jacqueline pushed for policies that would not only allow for flexible working hours but also ensure that women returning from maternity leave would find a supportive and understanding environment.

Following the birth of her son through a Caesarian section and a brief maternity leave of just 50 days, the lack of support at her workplace became untenable. She faced an uphill battle balancing her responsibilities as a mother of three young children with the demands of her job. This period of intense stress and isolation eventually led her to take a four and a half-year career break, during which she focused on raising her family and reassessing her professional life.

Key Insights:

- **Endurance Amidst Adversity:** Jacqueline's journey illustrates the profound resilience needed to overcome both professional and personal challenges in a foreign country.
- **Knowledge and Experience:** Through the skills gained over the years, coupled with her knowledge, across many industries, she now helps organisations make strategic decisions on the end-to-end operations of their businesses.
- **Champion of Change:** Through her STEM advocacy and community engagement, Jacqueline has become a pivotal figure in promoting science and technology education among the youth.
- **Advocate for Workplace Equity:** Her experiences have made her a staunch advocate for more inclusive workplace policies that consider the unique challenges faced by women in STEM.
- **Empowerment Through Mentorship:** Jacqueline uses her journey as a tool to empower other women in engineering, emphasizing the power of support networks and perseverance.

Jacqueline Moyo's story is not just one of survival but of flourishing against the odds, making her a beacon for aspiring engineers, especially women, who seek to transform challenges into stepping stones for success.

Scan to connect!





Her Story

Alone You Have
power
Together We Have
force!

Well-behaved
women
Rarely Make
history

Do Something *Today*
That Your *future* Self
Will Thank You For

fear
Can Make You
Cling To The
strangest things

Your life is a
storybook

Riverside Oral Surgery

Our Vision

Our vision is to create a global network of women supporting and empowering each other through stories. We invite you to help to create this dream to co create this dream as we strive towards making the impossible possible. Our mission is to introduce Ubuntu a we-philosophy that comprises of empathy, collaboration, connection, community.

Compassion as a way of being. Meeting the needs to rethink how we address sustainability issues, starting from the base empowering global citizens, giving the simple tool and opening up the agenda for broad citizen engagement. The Herstory Circle supports women and children globally. The Herstory circle provides a platform for women to connect in both virtual and physical spaces, facilitating a sharing and learning environment. Your life is a storybook live the story you want to tell.

“For until the lion learns how to write; every story will glorify the hunter.” ~ African proverb



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