



CASE STUDY

Lucy Guitton - Bouygues UK



About Lucy:



From a young age, problem solving was a big part of my life—my dad encouraged me to think creatively and find solutions, whether it was fixing things around the house or taking on little projects. Initially, I dreamed of being a construction worker, drawn to the energy of building sites and fascinated by watching how things came together, long before I even knew what engineering was.

As a visual learner, I loved seeing construction in action and understanding how physical processes work. Despite my enthusiasm, I faced discouragement along the way, with teachers telling me I wasn't good enough to become an engineer. However, I persevered, determined to prove that I could succeed in this industry.

Moving from France to Wales, I earned my Master's degree in Civil and Environmental Engineering from Cardiff University and set out to gain international experience—studying abroad in Canada and volunteering on construction projects in Vanuatu and Uganda. Now, working in contracting at Bouygues UK, the challenges can be tough, but it's incredibly rewarding to know that I'm overcoming barriers and contributing to major projects as a woman in construction. Serving as Chair of the ICE Wales Early Careers Committee and receiving the Hammermen David K. Harrison Student Award for my research on sustainable concrete are reminders of how far I've come—and how important it is to keep opening doors for others in this field.

Why Lucy wanted to get involved with this initiative:

Having overcome doubts and barriers myself, I'm passionate about showing others what's possible and helping create a more inclusive and supportive industry for the next generation. I hope that by sharing my story I can help break down those barriers and encourage girls and young women to pursue their passions.

Building Confidence, Capability and Representation in Construction

Overview

Lucy Guitton's journey into construction and engineering highlights the importance of resilience, representation and real-world experience. Her story shows how early curiosity, combined with determination and visible female role models, can encourage more girls and young women to see construction as a viable and rewarding career.

Early Influences and Career Aspirations

From a young age, Lucy was encouraged to think creatively and solve problems, often through practical projects at home with her dad. She was fascinated by construction sites and the process of building long before she understood what engineering was, drawn to seeing ideas become reality.

As a visual learner, Lucy thrived on understanding how things work in practice. Despite this enthusiasm, she faced discouragement at school when a teacher told her she was "not good enough" to become an engineer. Rather than allowing this to hold her back, Lucy used it as motivation.

"When faced with opinions like these, I try and turn them into motivation. I find that succeeding when other people have expressed disapproval is all the more rewarding."

Education and Broadening Experience

Originally from France, Lucy moved to Wales to pursue her studies and completed a Master's degree in Civil and Environmental Engineering at Cardiff University. Keen to broaden her perspective, she sought out international opportunities, studying abroad in Canada and volunteering on construction projects in Vanuatu and Uganda.

These experiences helped Lucy develop confidence, adaptability and a strong understanding of the wider impact of engineering on communities.



Professional Career and Leadership

Lucy now works in contracting at Bouygues UK, contributing to major construction projects across Wales. While working in a male-dominated industry can be challenging, she finds the work deeply rewarding, particularly when seeing the positive impact of completed projects.

"I recently went to the opening ceremony of a leisure centre that I helped build and it was such a full circle moment for me."

Alongside her professional role, Lucy has taken on leadership responsibilities within the industry. She joined the Institution of Civil Engineers (ICE) Early Careers Group early in her career and later became Chair of the ICE Wales Early Careers Committee. This experience allowed her to build strong networks, develop leadership skills and support others entering the profession. Her achievements have also been recognised through the Hammermen David K. Harrison Student Award for her research into sustainable concrete.

Representation and Encouraging the Next Generation

Lucy is passionate about the importance of representation within construction and engineering. She believes that seeing women succeed locally helps girls and young women to visualise themselves in similar roles and feel more confident entering a traditionally male-dominated sector.

“The more women work and succeed in these career paths, the more girls will witness this and be encouraged to also join this industry.”

She also highlights the wide range of career options available within construction, from technical engineering and environmental roles to quality, social value and community-focused positions.

Advice to Young Women

When speaking to girls and young women who are interested in construction but worried about others' opinions, Lucy encourages them to focus on their own interests and seek out as many opportunities as possible to gain experience.

“To be successful in a career it's important to be passionate and care about what you do, so you might as well follow your passions.”

She emphasises the value of work experience, placements and varied roles in helping young people understand the breadth of the industry and build confidence in their career choices.

Conclusion

Lucy's story demonstrates how perseverance, opportunity and visible role models can help break down barriers in construction and engineering. By sharing her experiences openly, she continues to inspire the next generation to view the industry as accessible, rewarding and full of possibility.

