



# Return & Rebuild: equipping refugees for effective leadership in the post-war Ukraine

Monday, 17<sup>th</sup> – Tuesday, 18<sup>th</sup> July 2023

## Participant Biographies



### **Nina Allard**

Nina Allard has worked in the third sector for over 15 years, starting her career at Comic Relief in international grant making and more recently heading up the fundraising function at the children's charity, Make A Wish UK.

Nina joined The Pret Foundation team at the end of 2020. The charity's core purpose is to alleviate hunger, poverty, and homelessness and one of its key initiatives is the Rising Stars employment programme which supports anyone experiencing homelessness or at risk (including refugees) into sustainable employment. Since the programme started in 2008, over 650 people have been supported into jobs at Pret and elsewhere.

More recently, in response to the conflict in Ukraine, The Pret Foundation launched the Ukrainian Employment Programme which has helped over 300 women access jobs and develop their careers in the UK.

In 2022 the charity was awarded 'Best Foundation' at the Corporate Engagement Awards for its work in this space and Nina continues to be passionate about unlocking opportunities for all. When she's not at work, Nina is busy at home moulding the minds of 2 young girls!



### **Susannah Baker**

Susannah Baker is one of the founders, a trustee, and the Refugee and Asylum Director for the Pickwell Foundation; Co-Chair of the Community Sponsorship Alliance-UK and an Advisor to the Home Office and DLUHC (department for levelling up) on the refugee Community Sponsorship scheme, the Homes for Ukraine Scheme and other Government routes to Resettlement. More recently the local work has expanded to include people seeking asylum, accommodated in a hotel.

The Pickwell Foundation, based in North Devon, is a grant-giving (and hands-on) trust working in the areas of the Climate emergency and displaced people. They are two families who, 15 years ago, wanted to explore a new way of living and working together, which continues until today.

Susannah has just been awarded an MBE for services to Ukraine.



### **Igor Bartkiv**

As the Ukraine Project Manager at the London Chamber of Commerce and Industry, Igor Bartkiv brings a business development, project management, and sales background. Currently, he focuses on providing multi-level support to Ukrainians in London, collaborating with diverse stakeholders ranging from local authorities to HMG, Ukrainian officials, and business associations. Igor facilitates connections and opportunities for individuals and businesses, fostering growth and success. With a proactive approach, strong interpersonal skills, and an extensive network, he is committed to upholding integrity, service, and excellence. His goal is to empower the Ukrainian community during these critical times and drive impactful initiatives.



### **Stan Beneš**

Stan Beneš is the Managing Director of Opora, having been involved with the charity since its founding at the beginning of the full-scale invasion of Ukraine. Through this involvement, he has extensive operational and strategic expertise relating to the impact of the Ukraine crisis in the UK.

Prior to joining Opora, Stan was working on his PhD at the University of Manchester on the topic of integration of co-production and lived experience into homelessness decision-making in Greater Manchester.



### **Alexander Betts**

Alexander Betts is Professor of Forced Migration and International Affairs and Director of the Refugee Studies Centre, at the University of Oxford. His books include *The Wealth of Refugees: How Displaced People Can Build Economies* (Oxford University Press, 2021). His research mainly focuses on the political economy of refugee rights, with a focus on Africa and Europe. He has worked for UNHCR and as an advisor to a range of governments, businesses, and NGOs. His awards include the ESRC's Outstanding International Impact Award and the ISA's best book award in the Ethnicity, Nationalism, and Migration section. He has been recognised by Foreign Policy magazine as among the world's top-100 global thinkers. He recently began a new role as the University's Local and Global Engagement Officer.



### **Waqas Bhatti**

Waqas Bhatti is currently the head of student experience at the School of Technology at BPP. He has 8 years of experience in the apprenticeship world with various roles and a wealth of expertise in apprenticeships and student experience.

Waqas was involved in the world of tech from the young age of 16 where he was hired by his secondary/6th form school as a tech support assistant. This sparked his desire to learn more about technology. He then went on to complete a BSc in Computing from London Metropolitan University and shortly after found himself in the apprenticeship industry as a software developer coach. Supporting the growth of learners is his passion and building their confidence and helping them hone in on their skills and see their growth both personally and professionally. Waqas has a true desire for developing the future talent in the tech industry and helping apprentices build their personal brand.



### **John Bowen**

John Bowen has been working for Sanctuary Foundation for 1 year, filming and editing video content and making graphic design materials, seeking to promote issues relating to refugees. This has so far involved filming with Dr Krish Kandiah at 10 Downing Street, the National Theatre, the British Library, Oxford University, St. Martin-in-the-fields church and a fact finding trip in Albania. Personal highlights for John have been filming an interview with Lord Alf Dubs, poetry performed by Sir Jonathan Pryce CBE and hearing the stories of refugees from Ukraine, Sudan and Afghanistan.



### **Nimisha Brahmbhatt**

Nimisha Brahmbhatt is an award-winning management consultant, investor and entrepreneur with a flair for innovation.

With a proven track record of implementing large scale business transformation in FTSE 100, Fortune 500 companies and government bodies, Nimisha specialises in developing new business & operating models to help her clients future proof their business and build stakeholder value.

Having consulted with all of the Big Six Utilities in the UK, and 2 Global Major Oil companies, Nimisha has developed a key understanding of the delivery of the energy transition across geographies like Europe, North America and Africa. As a technology enthusiast, Nimisha combines leading technology/IOT and digital experience to help companies predict and adapt to their dramatically shifting landscape, addressing challenges like, customer expectations, regulation, market shifts and technological disruption. She regularly advised companies on their transition to cleaner energy and net zero operations.

Nimisha has also spent the last eight years working with over 100 start-ups, SMEs, charities and impact focused organisations developing strategies for growth and scale. Through her work, she has developed a deeper understanding of how organisations can work together to create

meaningful impact within societies across the globe and speaks regularly on topics of venture development, impact creation and sustainability.

Passionate about youth and education, Nimisha also sits on the RISE Board of the Prince's Trust and is a UK Trustee for The BecomingX Foundation, who recently launched their platform "Becoming X Ukraine".



### **David Burrowes**

David Burrowes was appointed the Prime Minister's Deputy Special Envoy for Freedom of Religion or Belief on 20 January 2022.

David is a solicitor specialising in criminal law. Before being elected Member of Parliament for Enfield Southgate in 2005, David was a local Councillor in the Borough of Enfield.

As an MP between 2005 and 2017, David championed freedom of religion or belief for all and was a founding member of the All Party Parliamentary Group on International Religious Freedom. Since 2017, David has been the Parliamentary Adviser to Fiona Bruce MP and Parliamentary Director of the Conservative Christian Fellowship, which he co-founded.



### **Melissa Butcher**

Melissa Butcher joined Cumberland Lodge in 2023 and is responsible for managing the centre's programme development and implementation, focusing on ethical leadership and transformative learning to address social conflict. She has over two decades experience leading major programmes and international research projects in the UK, Europe and Asia. Melissa has held academic posts at Birkbeck, University of London, where she was Professor of Social and Cultural Geography, as well as the Open University, and Trinity College, Dublin, in addition to previous experience in the media, youth work, development education, intercultural consultancy and diversity training. Melissa enjoys collaborating with a range of stakeholders, including youth organisations, artists, NGOs, and the corporate sector, to create education programmes that supports social cohesion, conflict reduction, and understanding processes of change.



### **Neil Cullen**

Neil Cullen has worked in education and technology for over 20 years, being involved with large scale national and international programmes with organisations such as Ofsted and the DfE. His technical, operational and education sector knowledge has led to the successfully implementation of technology supporting both the management and delivery of improved education outcomes. Recently, Neil has been working with BecomingX to design and build the technology platform which supports their work with Ukrainian refugees.



### **Anna Dezyk (also known as Hanya informally)**

Anna Dezyk is an AUGB Board Director and currently serves as Deputy Chair. She administers the Help Ukraine Appeal raising over £3.5 million and is on the steering committee of the Ukrainian Welcome Centre, a joint venture refugee service. Anna has spoken about Ukrainian refugee needs on numerous panels including for the Public Policy Exchange, Migration Exchange, DLUHC Humanitarian TaskForce, Labour Friends of Ukraine and at Oxford University. She is a member of the DLUHC Core Delivery Group and also a governor of St.Mary's Ukrainian School. She had a long career as a senior director in Financial Investment research and has a degree in Geography from St.Hugh's College, Oxford University.



### **Stephen Doughty**

Stephen Doughty was elected as Welsh Labour & Co-operative Member of Parliament for Cardiff South and Penarth in a by-election in November 2012. He was re-elected in the General Elections of 2015, 2017 and 2019. Born and educated in Cardiff and the Vale of Glamorgan, he went on to study in Canada, Oxford and St Andrews, later working for the OSCE Parliamentary Assembly in Denmark, the National Assembly for Wales and then humanitarian NGOs World Vision UK, Oxfam, and as a special adviser on poverty, development, trade and humanitarian affairs to the then Secretary of State for International Development in the last Labour Government, Douglas Alexander.

Following the 2019 election, he was given the role of Shadow Foreign Affairs and International Development Minister, covering Africa initially, and is now Labour's Shadow Minister for Europe, North America and the Overseas Territories. He has previously held shadow ministerial and other roles in the Shadow Treasury, Business and Foreign Affairs teams, was also an Opposition Whip, and has served on the Wales, International Development and Home Affairs Select Committees.



### **Pete Flynn**

Peter Flynn is a technology entrepreneur and business leader since 2003. He is CEO and one of three co-founders of Libryo.com (founded Feb 2016, and acquired by ERM in late 2022). He is a Partner at ERM.com

Peter works on business development and the technology & design side of product development. His area of expertise is technology to support environmental, social, and governance regulatory requirements and compliance in the private sector.



### **Mike Gallagher**

Mike Gallagher is a Home Office civil servant serving as a middle manager and policy adviser in the Ukraine Strategic Response Team since February 2022, which is part of the Migration and Borders Group. Previous areas of work have been leadership of Country-of-Origin Information Service (COIS), lead on unaccompanied asylum-seeking children policies, Syrian resettlement, human rights and family migration, and child safeguarding.

Outside work Mike enjoys walking, reading, watching sport and being with family and friends.



### **Michael Hastings**

Lord Dr Michael Hastings CBE is the Chairman of the University of London's School of Oriental and African Studies & the Professor of Leadership at the Huntsman Business School, USA ; he is a Governor of the MPESA Academy in Nairobi and a former Trustee of the Vodafone Group Foundation as well as being the former Global Head of Citizenship at KPMG and before the Head of Public Affairs at the BBC.

Lord Hastings is an Independent Member of the House of Lords – the Upper Chamber of the UK Parliament. As a former teacher, he is now a Director of the National Institute of Teaching and was the recent Chancellor of Regents University London. Lord Hastings is the President of UK Community Foundations and a Vice President of UNICEF.



### **Nichola Hay**

Nichola Hay has worked in the Further Education sector for over 20 years. She was Operations Director for Quantica Training, one of the largest training providers in London. Following this, Nichola went on to start her own business and is one of the founding directors of Outsource Training and Development, which was acquired by Seetec Group in 2016. She stayed with the business to support the integration into Seetec Outsource Training. Nichola then joined the Executive Board of Estio Training as the Chief Operating Officer, a specialist provider of digital and tech apprenticeships.

In Oct 2021 Estio Training was acquired by BPP Education Group, a global leader in professional and vocational education with over 80,000 learners (17,000 apprentices) and university awarding powers. In November 2022 Nichola moved across to join the senior leadership team as the Director of Apprenticeship Strategy and Policy for the group.

In addition to her role at BPP, she chairs the board of Association of Employment and Learning Providers (AELP), Chair of AELP London, a member of the Greater London Authority's Skills for Londoners Board and the BusinessLDN LSIP Stakeholder Steering Group. Nichola is a member of the Aviation Industry Skills Board (AISB) and takes an active role in 14-19 strategic groups, policy groups and committees.

Nichola passionately believes in the power of apprenticeships. As a result, she was recognised for her services to apprenticeships and skills in Her Majesty the Queen's 2021 New Year Honours List, where she was awarded an MBE.



### **Viktoriia Horbachevska**

Viktoriia Horbachevska is from the capital of Ukraine- Kyiv. Her two sons 14 and 9 years old accompanied her to the UK a year ago escaping from the war. Viktoriia's husband was mobilised as a doctor in April 2022.

Before the war she worked as an Administrative Director in The Union of Dairy Enterprises of Ukraine. She was a part of a team who launched the company in 2020 and dealt with all questions in the Union. She would deal with queries, administrative tasks, supported the HR team, accounting administration (office bills, members' bills, control income/ costs, calculation of the salary), organised meetings and events.

Before Viktoriia worked as a Data Analyst at Dairy production. She has experience in analytical and administrative support of the sales and marketing department. During her work, she developed her acquirements as high competence in working with Excel, maintaining databases, analysing data and providing conclusions.

Viktoriia is an experienced administrative manager looking to further her career. She is keen to enhance skills already gained, develop new skills and contribute to the success of a business.



### **Inna Hryhorovych**

Inna Hryhorovych was born and grew up in Chernivtsi in Western Ukraine where she gained her Bachelor's with Honours and Master's degrees in Linguistics. After teaching for six years as an Associate Professor at Chernivtsi National University College of Foreign Languages, she moved to the UK in 2009. She worked as a primary school teacher in London, has NPQSL status gained in the UK, and a total of 21 years of teaching experience.

Inna joined St. Mary's Ukrainian School in 2014 as Headmistress and believes that 'to be successful a school has to be a happy school'. The last year has been the most challenging of Inna's life and career as she has led her school through the impact of the war in Ukraine, supporting children, staff and parents with the ultimate aim of ensuring the pupil's childhood remains safe, vibrant and, above all, happy.

Since March 2022, Inna has been leading Humanitarian Relief Projects for Ukrainian Displaced Children in UK as a Chair of the Association of Ukrainian Teachers in UK and an Executive Head of the 9 satellites within St Mary's Ukrainian school. In June 2023, Inna was awarded Member of the Order of the British Empire in His Majesty The King's Birthday Honour List 2023 in recognition of her role as Head Teacher, St Mary's Ukrainian school, RBKC, for services to Education and to the Ukrainian Community in the UK.

'Teaching is a deeply-rooted calling within my family spanning across three generations - it helps me balance the old and new educational methods and adapt strategies to the specific needs of our bilingual children living outside the natural language environment. I am incredibly proud of my Teaching Team and empower them to develop their individual pedagogical talents and experiment with new methods to drive our school forward.



### **Weston Hyde**

Weston Hyde is from Layton, Utah in the United States. He earned his undergraduate degree in marketing from Utah State University and worked as a program coordinator at The Stephen R. Covey Leadership Center. At the Covey Center, he taught courses on *The 7 Habits of Highly Effective People*, empowering individuals to reach their full potential. Currently, Weston is a first-year MBA student at the University of Notre Dame, with a focus on leadership consulting. He is interning in the UK for the summer at One Young World and BecomingX, where he is involved in leadership and Ukrainian refugee support.



### **Krish Kandiah**

Dr Krish Kandiah is a social entrepreneur with a vision to help solve some of society's seemingly intractable problems through building partnerships across civil society, faith communities, government and philanthropy.

Krish is the founder of The Sanctuary Foundation. A charity supporting refugees to find welcome, work and worthwhile housing in the UK.

He is recognised as an expert in refugee resettlement, child welfare reform, educational innovation and civil society mobilisation.

He served as the chair of the Adoption and Special Guardianship Leadership Board where he brings strategic leadership to the finding of permanent loving families for children in the care system working across the sector and advising the English government.

Krish has led the charge on mobilising civil society groups and churches as they have supported recent arrivals from Hong Kong, Afghanistan, Ukraine and Sudan. He has helped to inspire and train thousands to care for vulnerable adults and children.

He is a regular broadcaster on the BBC and has written for publications as diverse as *The Guardian*, *The Daily Express*, *The Spectator*, *The Times*, *The Sunday Times*, *Christianity Today* and *The Church Times*.



### **Chloe Kenny**

Chloe Kenny is the Policy and Strategy Adviser in the Resettlement Directorate at the Department for Levelling-Up, Housing and Communities. She is particularly focussed on integration of Ukrainians and other resettled refugees whilst they are living in the UK.





### **Liz Kingston**

A specialist in creating inclusive, consistent selection and hiring strategies, Liz Kingston has worked in the arena of Talent Acquisition for over twenty years. As part of the UK Apprenticeship Team Liz works across the business to identify and simplify talent pathways into Amazon's apprenticeship programmes. In the UK Amazon has been hiring apprentices for ten years, is ranked in the top 25 of Apprentice Employers and is committed to offering career growth opportunities. Over the last five years Amazon has trained more than 3,000 apprentices in STEM with 80% taking permanent higher-level roles in the business after completing their programmes.



### **Lana Kropyvna**

Born in Ukraine, Lana Kropyvna moved to the UK in 2010 where she has now become a British Citizen and works as an Experience Strategy Manager at Accenture. In her role she has been fortunate to provide help and assistance to Ukrainian refugees, helping them to find suitable jobs and career paths in the UK. As a designer, strategist and AI specialist, Lana brings creativity and design thinking to find innovative ways to solve problems.



### **Richard Kwiatkowski**

BSc MSc PhD CSci C.Couns.Psychol. C.Occ.Psychol HCPCRegPsych CMCIPD AFBPS SFHEA FAcSS

Richard Kwiatkowski has been developing people and organisations for over 40 years; he is an applied psychologist who has worked in industry, consulting, the NHS and Academia. He is Professor of Organizational Psychology at Cranfield University where he mostly teaches postgraduate executives. (The FT rates OB in the top 10 world wide).

He is former Chair of The Division of Occupational Psychology and of the Ethics Committee of the British Psychological Society, and former Trustee of the BPS and of The Cranfield Trust.

He was named as one of the '50 most Influential Researchers Whose Work Could Help Shape 21st Century Politicians' by the Apolitical Foundation 2022. A child of WWII migrants, he was the first in his family to attend University.



### **Tim Leunig**

Dr Tim Leunig is an international prize winning economist. He has taught at the London School of Economics for 25 years and has just spent 12 years in government as Economic Adviser to two Chancellors (Sajid Javid, Rishi Sunak), three Secretary of State for Health, four for Education, three for Housing, and one at Defra, and as Chief Analyst and Chief Scientific Adviser at the Department for Education. He joins Public First Consultancy later this week. Tim is an Anglican and attends Christ Church Surbiton Hill. He will open his garden on July 2, <https://findagarden.ngs.org.uk/garden/18183/52-a-berrylands-road>



### **Scott Matafwali**

Scott Matafwali is a Cumberland Lodge Fellow currently pursuing a PhD at the London School of Hygiene and Tropical Medicine. His research is crucially focused on the quality of medicines in low-medium income countries (LMICs), with a specialised interest in antibiotics and antimalarials. Scott's passion is deeply rooted in striving for health equity, promoting access to affordable quality-assured medicines for all individuals, particularly in disadvantaged regions.



### **Khrystyna Mukha**

Khrystyna Mukha is a 27-year-old architect. She was born in the city of Sambir, Ukraine, but for the past 25 years, she has lived in the Kharkiv region. She pursued her education in Architecture and Urban Planning at Kharkiv National University of Civil Engineering and Architecture, where she gained a strong foundation in her field.

Upon completing her master's degree, she worked as an architect and project coordinator, where she had the opportunity to contribute to various projects. One of her notable achievements was her involvement as a key team member on the Sarzhin Yar Park project. This project received nominations for the prestigious Architizer A+Awards and the Architecture MasterPrize in 2022.

In addition to her professional experience, she also dedicated three years to practising architecture and gained valuable expertise during her two-year tenure at the Private Institute «Kharkiv School of Architecture.» At the institute, she served as a tutor, coordinator of technical modules, and head of the academic department. This role allowed Khrystyna to share her knowledge and contribute to the growth and development of aspiring architects.

Eight months ago, due to the escalating war and destruction in her hometown caused by Russia, Khrystyna made the difficult decision to move to London. She wanted to continue her architectural practice and expand her skills in a safe and stable environment. Currently, she is actively engaged in the architectural practice, working at a studio in London. Her goal is to gain new insights and experiences that she can eventually bring back to her home country to contribute to its rebuilding efforts.

Khrystyna aspires to return to Ukraine one day armed with the knowledge and skills she has acquired abroad and to play an active role in the reconstruction and development of her city and nation.



### **Nataliia Novokhatska**

Nataliia Novokhatska is from Ukraine. She joined Diamond Light Source as the Engagement Coordinator in November 2022. It is the UK's national synchrotron science facility, located at the Harwell Science and Innovation Campus in Oxfordshire. She graduated from Kyiv National Linguistic University in 2006 with a master's degree in translation. She also holds a PhD in linguistics. She had been working at Kyiv National Trade and Economics University for 15 years as an associate professor before she came to the UK in May 2022. Nataliia also did translation and interpreting in Ukraine and had a chance to practice interpreting skills here in the UK.



### **Beverlea Parkhill**

Beverlea Parkhill joined Sanctuary Foundation in October 2022 as Director for Operations & Projects. She has worked in the charitable sector for over 25 years, mainly in the areas of HR and general administration, both in the UK and East Asia.



### **Kat Roarty**

Kat Roarty joined Diamond Light Source, the UK's national synchrotron initially in October 2017 and has a diverse range of skills which has enabled her to work on a number of different projects at Diamond spanning human resources and communications. Kat was appointed as Impact Manager in November 2022, to build and demonstrate the evidence base for the impact of Diamond's proposed upgrade, facilitating the monitoring and evaluation, whilst contributing to the development and implementation of the impact strategy.

Diamond is a world-leading centre for synchrotron science, driving and supporting science at UK universities and research institutes with over 16,000 users across the globe. As a cornerstone of a world-class site for scientific discovery and innovation at Harwell, Diamond is regarded as internationally excellent, enabling essential research and development for UK industry.



### **Cat Ross**

Cat Ross is the CEO at Baby Basics UK, the largest network of baby banks in the country & a founding trustee of Sanctuary Foundation. Cat is passionate about social justice especially for vulnerable families. With over a 25-year career in the charity sector both in the UK and internationally, Cat is skilled in developing and scaling projects which make a tangible difference to the lives of people who need support.



### **Daksha Stancilas**

Daksha Stancilas currently leads the emerging talent and development agenda, at Pret A Manger, this includes early careers - the education and attraction of diverse talent, commercial qualifications as well as Pret's apprenticeship strategy; aligned and tailored to business objectives. Daksha is passionate about inspiring and preparing young people for their futures, regardless of background, and is committed to providing great career opportunities for anyone looking to work in the hospitality sector and with Pret.



### **Natalia Sushko**

Natalia Sushko is one of the leading consultants in assessment and talent development in Ukraine with more than 18 years of experience. She is a certified practitioner of a number of psychometric instruments as well as assessment centres and 360 degree which she uses to offer assessment and development solutions for individuals and teams. She is also a Business Coach and TA practitioner.

In partnership with her clients Natalia offers powerful solutions for building leadership and developing talent.

From the beginning of the war, she has been supporting her clients in Ukraine to manage and strengthen themselves and their teams during the biggest crisis one can face.



### **Olga Tokariuk**

Olga Tokariuk is an independent journalist, non-resident fellow at CEPA (Center for European Policy Analysis) and former fellow at the Reuters Institute for the Study of Journalism in Oxford, where she is currently based. Her main professional interests are international affairs and research on disinformation.

Olga has vast experience in Ukrainian and international media. Her reports and op-eds have been featured in TIME, The Washington Post, The Daily Beast, NPR, BBC, Monocle, EFE (Spain), Il Foglio, ANSA (Italy). She is a former head of foreign news desk at the independent Ukrainian Hromadske TV.

As a journalist and researcher, Olga extensively covered the topic of migration and collaborated with an Italian NGO in projects empowering second-generation immigrants. She was a reviewer of a series of articles for the upcoming issue of Forced Migration Review, dedicated to refugees from Ukraine.



## **David Trickey**

David Trickey is a Consultant Clinical Psychologist who has specialised in working with traumatised children, young people and their families since 2000. He is Co-director of the UK Trauma Council which harnesses the expertise of the UK's leading child trauma experts to produce resources for those working with traumatised children and young people, as well as guidance and policy briefings based on the best available evidence.

As a clinician he continues to focus on direct clinical work and the training and supervision of other clinicians around the world working with traumatised children and young people. He presents at international conferences and supervises doctoral research. He acts as an expert witness in civil and criminal cases involving children and trauma, particularly those bereaved by family homicide. He was a member of the committee responsible for the 2018 revision of the NICE Guidelines for PTSD. In all his roles he draws heavily on and contributes to the published research literature.



## **Wincie Wong**

Wincie Wong uses her background at the leading edge of creative and disruptive innovation in the banking industry to break down barriers and transform the shape and diversity of the tech and data workforce. An international speaker and a digital evangelist, she is passionate about spearheading the growth of a diverse technology workforce as co-founder of the NatWest Girls Can Code network and founding member of Tech She Can, a charity representing 250+ corporates working together to increase the number of women in technology roles in the UK through education.

In her work, she is responsible for NatWest Skillbank which, working with the Scottish Government and City of Edinburgh Council, converted NatWest property in Edinburgh to become a Welcome Centre for Ukrainian refugees and went on to welcome over 10,000 displaced Ukrainians. In March 2023, she also launched the first of its kind career switcher reskilling programme in collaboration with Code First Girls to offer displaced Ukrainian females in Scotland tech training and permanent jobs within the bank.

She is also co-host of the NatWest Technically Speaking podcast series discussing current topics in the evolving world of tech. She has a background working with the UK government to tap into the huge unrealised economic potential of female entrepreneurs by making the UK one of the best countries in the world for women to start and grow a new business as recommended in the Alison Rose Review of Female Entrepreneurship. A serial entrepreneur herself, she has been featured in Season 2 of BBC's My Million Pound Menu with host Fred Sirix for her business running Burmese supper clubs – now available on Netflix globally. In 2023, she was awarded Woman of the Year at the Women in IT Awards and was named one of the Top 100 Most Influential BAME Leaders in UK Tech by Inclusive Boards & the Financial Times in 2019. Having grown up in New York City, she's spent the last 14+ years across the pond in London where she is passionate about making innovation useful for customers.



## Serhii Yurchuk and Anna Yskhno

Serhii Yurchuk and his wife Anna Yskhno are from Ukraine. After the death of Anna's four-year-old son in this terrible war, they were forced to leave their home in Kyiv and come to the United Kingdom under the Homes for Ukraine scheme. They are very grateful to the people of Great Britain for the fantastic support of their homeland and to them personally.



Anna went through a period of rehabilitation and despite all the blows of fate, they are optimistic about the future. During their stay in the UK, they have actively communicated with the press (newspapers "THE SUN", magazines, radio "BBC") talking about the difficulties Ukrainian society is going through now. They also volunteered to support the Ukrainian military, and Anna shared her experience with others who had also suffered a tragedy.

In Ukraine, Serhii was a civil servant and knows very well the history of the political and economic structure of his country, its features, weaknesses and potentialities of the Ukrainian state. He has extensive experience in the development of civil society and the introduction of European experience in the public administration system. Serhii was active in all democratic processes in Ukraine. While in a leadership position, he developed international cooperation between Ukraine and EU countries in the field of environmental protection and formed a completely new law enforcement body on a public basis. He believes in a bright future for Ukraine with the support of the United Kingdom, as a model of democracy and a worthy example to the whole world. He is aware of the complexity of the situation, but nevertheless he is full of confidence that our countries are destined to a long-lasting friendship and mutually beneficial cooperation. Separately, Serhii wants to emphasize the fantastic potential of British values for all mankind.

More recently, Serhii has been actively involved in medial rehabilitation equipment and has been developing this project in collaboration with equipment manufacturers from South Korea.

Serhii and Anna are looking for an opportunity to realize their talents and energy and become useful to both the United Kingdom and Ukraine for the benefit of both countries and the wider world.