



# Diversity & Inclusion Case Study

**Spotlight on Therese O'Rourke**  
Chief Technology Officer – Kerry Europe  
& Russia

July 2020

**BORD BIA**  
IRISH FOOD BOARD



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# Spotlight on Therese O'Rourke - This month's AgDif case study focusing on Diversity & Inclusion inspiring stories.



Therese is passionate about creating an environment where people can thrive and be at their best. From her starting point as a graduate in Kerry, to her current role as Chief Technology Officer, she has been a role model in achieving her professional goals, alongside her personal goals in life. Hear more from Therese on her experience below.

## Inspired by Food

Growing up on a family farm in Ireland, we always had great pride in our role at the beginning of the food chain. When choosing my career path, the food industry was a natural choice. I had a very humble upbringing through which I learned the value of positivity, resilience & good fun. I have been lucky to have positive personal influencers encouraging me to aim high, believe in myself and set my own standards. I would not be where I am today without the role-models, mentors & sponsors I met along my journey, people who have travelled the path that I want to follow and who advocate for me I'm not in the room.

## Culture of innovatio

n  
What I love about leading our Research, Development & Applications function at Kerry is that I get to work with passionate people from all over the world, with different experiences, backgrounds and ideas, who collectively bring our purpose to life everyday – Inspire Food, Nourish Life. We focus on the consumer and how we can meet their evolving needs through nutritious and great-tasting food and beverages. Every day brings new challenges and opportunities from the world's most exciting brands as we help them to stay relevant in a fastpaced marketplace. As a collaborative team spanning scientists, innovators and application experts, we develop sustainable solutions that help our customers grow their business. There is nothing more rewarding than seeing our product idea turn into a reality on the supermarket shelf or a restaurant menu!

## Believing in yourself

My advice for women aspiring to progress is to be extremely clear about your goals in all aspects of your life. Believe in yourself and always go for the opportunity that helps you reach those goals. I was promoted into my current role while I was on maternity leave, demonstrating that you can continue to progress your career as you achieve goals in other parts of your life. It's important that you set yourself up for success. Make it clear to your employer what you need to thrive, personally and professionally, and create a support structure to enable you.

## Enabling our people to thrive

For me, Diversity, Inclusion & Belonging is about creating an environment where people can be themselves, thrive and be at their best. When it works, leaders take ownership and make it part of the everyday conversation, leading the organisation by example. We love to celebrate occasions like Pride and International Women's Day, but these are the icing on the cake. We need to shine a light on the great progress that we are making every day as a collective Food & Beverage industry in Ireland.

Find out more about how to build and execute your D&I strategy by using [the AgDif toolkit](#), to create an environment where your employees can thrive and where you can attract the best talent to your business.

a collaborative initiative to advance and support diversity and inclusion within the Irish Food, Drink and Horticulture industry led by

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