

## Women of reference:

# Meet Susana Delgado Peña



**Susana Delgado Peña**, head of the IB Zone Facilities Department at COMSA Industrial.

Susana Delgado began her professional career at COMSA Corporación in 2003. She started out in the drafting department, working first on the Barcelona Forum project and later, on the Fira Barcelona project. **It was then that she decided to take the next step in her career and begin studying engineering, with the clear goal of becoming a site manager.** Her professional development progressed steadily: she moved to the technical office, where she was promoted to production manager, and later took on responsibilities as site manager and in special projects. Susana currently heads the Facilities Department at COMSA Industrial in Zone IB, which

mainly covers Catalonia, the Balearic Islands and the Valencian Community.

Her main responsibilities include monthly monitoring of costs, sales and production, invoicing and resolving queries from the team. She acknowledges that she pays special attention to safety on site and provides support to her team, as well as participating in meetings with clients when incidents arise.

Over the years, Susana has learned how valuable it is to have a team she can fully trust. On more than one occasion, she says, some of her colleagues have replaced her in a specific task and the managers have taken on responsibilities that correspond to a production manager: **‘They have extensive knowledge and are always willing to help when a problem arises,’** she adds.

Susana is proud to have a stable team that supports her every day. For her, **it is essential to recognise the work of others and encourage good communication.** That is why she promotes an atmosphere of trust and cohesion that reinforces collaboration among everyone in her department.

She also stresses the importance of technical training throughout one’s professional career, especially in a constantly evolving sector, and

highlights the opportunities offered by the group to do so.

Susana also focuses on the challenges related to **advances in sustainability, especially regarding carbon footprint:** ‘Awareness of sustainability has grown significantly and, although more and more is being demanded of us, changes are being implemented at a reasonable pace, which facilitates their application,’ she explains. In this context, she highlights the **improvements in waste management on construction sites and the key role played by the Environment Department (PCMA) in this process.**

What Susana loves most about her profession is the design and variety of projects, which prevents her tasks from becoming monotonous. She also enjoys teamwork and particularly values the moments shared during lunch breaks on site: ‘We have a really talented team, people who know what they’re doing,’ she states.

Her arrival in the engineering sector was the result of chance. Born in Burgos, Susana studied Documentation at the University of Salamanca and, **after completing her degree, moved to England to improve her English. It was there that her career took an unexpected turn:** she lived with a family whose grandfather,

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an electrical engineer, offered her the opportunity to work with him, which sparked her interest in the world of engineering. On her return to Spain, she joined a construction project in Barcelona, which turned out to be her gateway to COMSA Industrial.



Although she has had positive experiences, Susana acknowledges that in the past she has faced situations of gender inequality. 'When I wanted to apply for the position of site manager, they required me to have a university degree in engineering, something that was not a requirement for other colleagues who already held that position,' she recalls. However, she points out that **COMSA Industrial has been one of the companies in the group with the highest female presence, even considered a pioneer in incorporating women into construction work.** Regarding equal pay, she notes: 'Historically, there have been differences between men and women, but in recent years there have been significant advances.'

Susana has always had the support of managers, clients and operators, who have never treated her differently because she is a woman. Even so, she acknowledges that women have had to prove themselves more to gain the same recognition.

For Susana, there are several prejudices that limit us from childhood, but it is possible to break these gender stereotypes if we work on them from an early age. **'There is no denying that men and women are different. The key is to respect diversity and offer the same opportunities to everyone, regardless of their gender,'** she claims. 'In my work environment, I see more and more women in technical roles; change is possible.'

She also highlights the **importance of making the work done in the sector visible to new generations.** For her, communicating what is done and highlighting the details that allow everything to function properly is essential. For example, ensuring that the air in an operating theatre is adequate, that the lighting is precise so that a surgeon can operate clearly, that the cables are perfectly tidied away to facilitate maximum mobility within the room... All of this is part of our work, and if we don't show it, how will our children know?