

## Female role models: Meet Marga Bello



Marga Bello, director of Administration and Control of the Infrastructures, Engineering, Services and Concessions businesses of COMSA Corporación.

Marga Bello joined the company in 1997 as head of administration in the Galicia delegation. Subsequently, in 2006, she became administrative manager of the civil works, railway and the first concessions of the group, extending its geographical scope to Asturias and Cantabria and, in 2010, Castilla y León, Madrid, Aragón and Andalucía. Years later, in 2013, she became head of Economic Control of National and International Engineering and Systems, moving to Madrid. In 2015, she was appointed head of Control and Administration until 2019, when she became head of Administration and Control of National and International Engineering and Infrastructures. Finally, since 2021, she has held her current position as director of Administration and Control of the Infrastructures, Engineering, Services and Concessions businesses.

Over the more than 25 years that Marga has worked in the company, she highlights her greatest learning experience as teamwork, accompanying, training and managing both multidisciplinary and multicultural teams. "I like to see the birth and growth of a project, and I especially like each and every one of the people who make up our company, our greatest asset", she says. She is proud to recognise that she is surrounded by great professionals with a high level of

commitment, who feel part of a common goal and who, in addition to being good at management, are also good at day-to-day collaboration. For this reason, she says she has been very fortunate to have received the trust of her superiors, their support and valuable advice, and this has helped her to promote herself. However, her greatest achievement will be to be able to continue to pass on the same spirit.

Marga says that one of the challenges she has faced as a woman in the company has been to create a team without gender distinctions. "When I arrived at this company, women made up no more than 8% of the workforce, and today we are more than 20%. I am proud to be part of this growth of women in the world of construction, although I am aware that there is still a long way to go", she explains. She recalls an anecdote in Colombia where the department consisted entirely of women. "If we take into account that we are always looking to hire the best professionals, seeing that we were all women speaks of the parameters within which this company operates", she says.

As Marga says: "We have broken the glass ceiling in this mostly male sector, but only in central departments. We still have a way to go to break through the concrete ceiling of the construction site".

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