



# Closing The Gender Tech Gap

*girlcode.*



## The Why...

### 72% **'Bro Culture'**

women in tech report experiencing a "bro culture" at work

### 50% **Leaving the Industry**

women in tech have left the industry by age 35, highlighting persistent retention challenges

### 35% **Women in Tech**

Women currently represent only 35% of the global tech workforce, highlighting the persistent gender gap

### 8% **CTO's**

Female representation in leadership is especially low —only 8% of CTOs are women, and the Big Five tech companies have never had a female CEO

# We are GirlCode

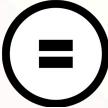
Looking to Attract More Diverse Talent? Partner with GirlCode!

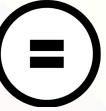
If you're a tech company seeking to build a more diverse workforce, consider partnering with GirlCode—a global online community of women in tech on a mission to close the gender gap in the industry.

As an official company partner, you'll gain access to a talented, diverse pool of women who are passionate about technology and eager for career opportunities. Our members come from a wide range of backgrounds and experiences, and we believe that diversity is key to driving innovation and success in tech.

GirlCode provides its members with valuable tools and resources, including mentorship programs, job boards, online courses, and networking events. By partnering with us, you'll not only connect with top female talent but also demonstrate your company's commitment to diversity and inclusion. A more diverse team leads to better innovation, broader perspectives, and stronger connections with a diverse customer base.

Together, we can create a more inclusive and equitable tech industry. If you're ready to attract exceptional talent and champion diversity in tech, we'd love to have you as an official GirlCode company partner!





## GirlCode Events

With over 100,000 members from around the world, we are committed to creating opportunities for women in tech to connect, network, and advance their careers.

As a tech company, we understand that you are always on the lookout for talented individuals to join your teams. That's why we would like to invite you to get involved with our virtual, hybrid, and in-person events, where you can connect with our community members and discover talented individuals who are passionate about technology and innovation.

Our events provide a platform for women in tech to showcase their skills and experiences, network with other professionals, and learn from industry experts.

By partnering with us, you'll have the opportunity to meet our members and learn more about their backgrounds, experiences, and career aspirations.

So, if you're looking for talented individuals to join your teams, we encourage you to get involved with our community events. We're excited to work with you and help you find the perfect candidate for your company!

Feel free to watch recording of previous events we have held with our company partners which can be found on the community pages of our website!



# What our Clients Say About Us



**Isabella Cross**

Talent Acquisition Manager  
(Shapr3D)

“Incredible platform that seamlessly connects us with a diverse pool of tech talent! Its user-friendliness and the unmistakable advantages of becoming a hiring partner are evident—enabling us to effortlessly connect with exceptional engineers via the search tool and establish a prominent company profile on the platform.”



**Rob Eatwell**

Director Global Talent Acquisition(Beatport)

“Incredible platform that seamlessly connects us with a diverse pool of tech talent! Its user-friendliness and the unmistakable advantages of becoming a hiring partner are evident—enabling us to Our second year with GirlCode and have found the community to be really engaged and friendly with a personalised experience where we feel just as important to the community as the community is to us. The job board, newsletter and social sharing have been the main features we've used however we are extremely keen to do an event with GirlCode in the future. Overall a great partner that has supported and also recognised our commitment to diversity and inclusion.

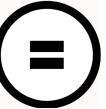


**Louise Skriver**

Senior Talent Acquisition Partner  
(Nordcloud)

Hosted multiple events with Girlcode. Great for helping bringing the community together across different countries.

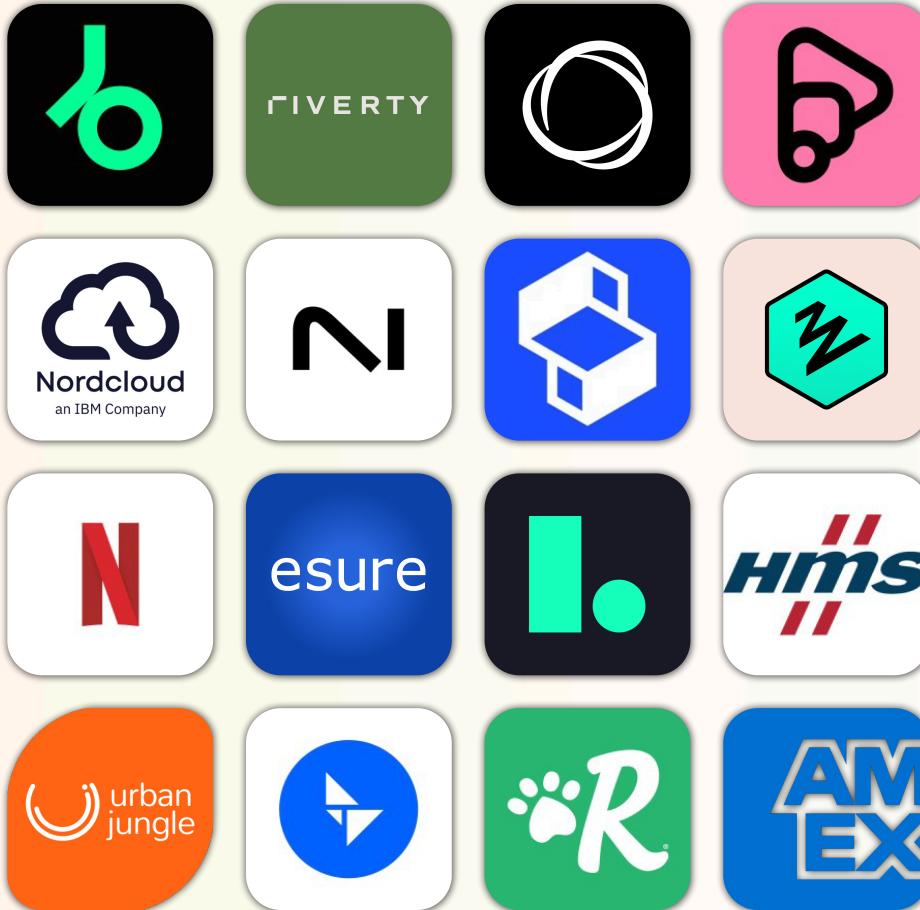
# Official Company Partners



Hello there! Are you looking to advertise tech jobs to a diverse and talented pool of candidates? Look no further than our Women in Tech community job board. Our job board is specifically designed to help connect employers with skilled and qualified women in tech. By advertising your tech jobs with us, you'll have access to a community of talented women who are passionate about technology and eager to advance their careers.

Research has shown that diverse teams lead to better innovation and increased profitability. By advertising your tech jobs on our Women in Tech community job board, you'll be demonstrating your commitment to building a diverse and inclusive workplace. Plus, you'll be helping to close the gender gap in the tech industry by giving qualified women access to the job opportunities they deserve.

So, whether you're looking to fill a leadership position or entry-level role, we encourage you to advertise your tech jobs on our Women in Tech community job board. Let's work together to create a more diverse and inclusive tech industry!



# Client Login Portal



Our official company partners get full access to log into our client portal whenever you need to. Here you are presented with a branded hiring hub in which you will be able to view all tools and resources available to you as a company.

## This Includes:

**Home** - Quick overview of progress and analytics tools

**Add Team Members** - Grant access to additional email addresses so your team can work collaboratively with you on the platform.

**Edit Company Profile Page** - Update company info

**Candidate Search Tool** - Search for members open to new opportunities.

**Send Event Request** - Organize an event with us!

**Post & Manage Job Adverts** - Post, Edit, Delete Jobs as and when you need to. You can also pause jobs for a period of time and then re-release them.

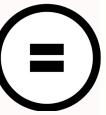
**View Saved Candidates** - Keep track of your saved candidates and view candidates saved by other team members.

**View Interview Tracker** - Keep track of progress of candidates.

The Client Login Portal is a branded hiring hub for company partners. It features a sidebar with icons for Home, Add Team Members, Edit Company Profile Page, Candidate Search Tool, Send Event Request, Post & Manage Job Adverts, View Saved Candidates, and View Interview Tracker. The main interface includes:

- Candidate Search Tool:** Displays search filters for Candidate Viewed, Actively Looking, Passively Looking, Not Looking, and New. It shows search results for Myriam Azouz and Nasrin Raha, each with a profile picture, name, gender, current position (Fullstack Developer, Software Engineer), current company (SBS, RupedGroup), location (Paris, Lisbon), desired salary (\$46000, \$60000), notice period (Not Provided, Not Provided), and current work type (Permanent, Permanent/Contract). Each profile includes a Boosted Profile button and relevant technology icons (Java, Angular, Python, SQL).
- Time and Date:** Shows the date (24/11/2023) and time (18:48:34).
- Your Saved Candidates:** Shows a grid of saved candidate profiles, including U. Raha, M. Azouz, G. Raha, and T. Jon Paul.
- Edit Company Profile Page:** Shows the company profile for "girlcode." with a progress bar at 40% completion. It includes sections for Basic Company Information, Basic Company Profile, and Company Profile Page.

# Key Membership Stats



## Locations

**London:** 49.8% of UK (~17,280)

**Manchester:** 12.1% (~4,200)

**Edinburgh / Glasgow / Birmingham / Leeds (combined):**  
18.2% (~6,320)

**Rest of UK:** 19.9% (~6,920)

**Germany:** 34.6% (~8,760)

**France:** 19.7% (~4,990)

**USA:** 11.9% (~3,010)

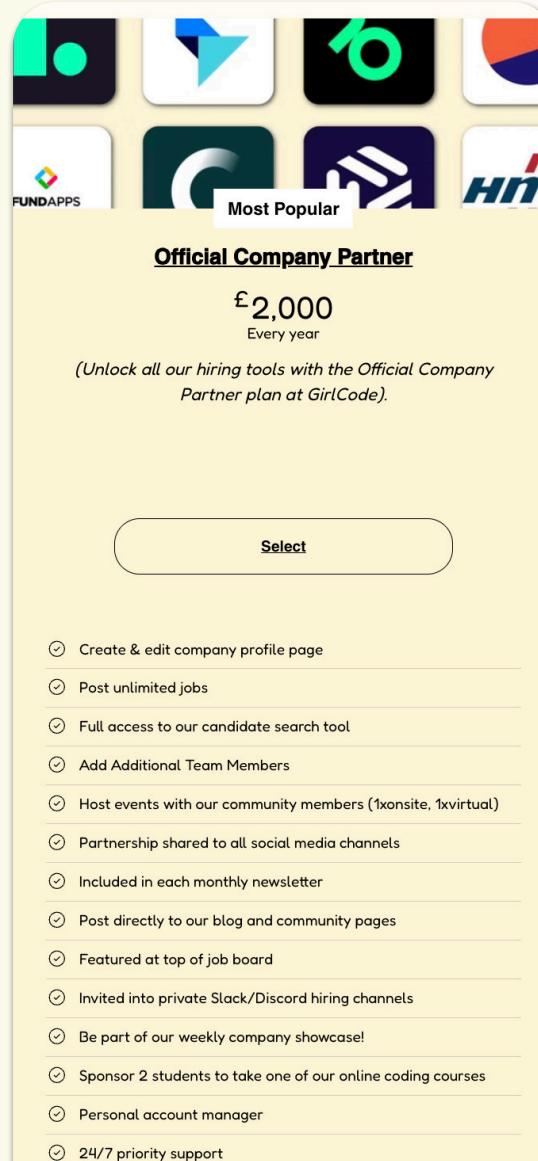
**Spain:** 18.1% (~4,570)

**Poland:** 15.7% (~3,980)



# Official Company Partner Plan

- Create and Edit Company Profile Page
- Partnership Shared to all our social media
- Included in our monthly newsletter
- Post Directly to our Blog and Community Pages as a Company
- Full Access to our Candidate Search Tool
- Host Events with our Community
- Featured at Top of Job Board
- Full Access to our Hiring Hub and our Tools
- Invited into Private Slack Hiring Channel
- Be part of our Weekly Company Showcase!
- Personal Account Manager
- 24/7 Priority Support
- Post Unlimited Jobs
- Sponsor 2 Students to take one of our Coding Courses (Optional)





**Will your  
Company  
Be Part of  
the  
Change?**

*girlcode.*