



WOMEN  
IN GREEN  
SHIPPING

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TOTAL ENERGIES MARINE FUELS

“ THE MARITIME SECTOR HAS MADE SIGNIFICANT STRIDES IN EMBRACING THE TALENT AND VALUE OF WOMEN, THOUGH THERE IS STILL PROGRESS TO BE MADE. ”



## **Please share something about your background: your studies, your early career ambition(s), any jobs you had before you started to work in shipping.**

I hold two engineering diplomas, one in naval architecture (ENSTA Bretagne, 2018) and another one in computer sciences (Mohammadia School of Engineers, 2016). I started out my career as a safety surveyor at Bureau Veritas Marine & Offshore in Paris. I was in charge of the design approval for liquefied natural gas (LNG)-fuelled vessels at first, then it slowly evolved into alternative-fuelled vessels (methanol and hydrogen mostly). I was later appointed as New Fuels Technical project leader, ensuring proper technical follow-up for ongoing alternative fuel projects. Then, after three and a half years in the classification society section, I moved to BV Solutions (consulting services) and worked as a risk engineer for 18 months, conducting qualitative and quantitative risk assessments, still for LNG and alternative fuels. Having spent five years in the BV group, I started working with for a short time Dassault Systèmes as a business consultant for the marine and offshore industry and then Genesis Energies as a senior safety and risk engineer. I finally joined Total Energies Marine Fuels team in November 2024 as an LNG bunkering solutions engineer.

## **How did you come to work in the alternative fuels shipping industry?**

Through my work in Bureau Veritas. I started working on IGF vessels back in 2018. Since then, my role as a safety and risk engineer in the marine and offshore industry has allowed me to dive into the challenges of the zero carbon roadmaps that many companies have set, and to get a closer look at the new technologies available in the market that apply to new alternative

fuels such as hydrogen, ammonia and methanol. The first task for these projects is to perform a risk assessment proving that the potential hazards have been mitigated to a maximum and this can then serve as a vote of confidence in the future for governments and authorities in particular; and that is where my experience in my previous role comes into play. The objectives are clear, but the path towards it is not always so straightforward because the regulations might either not be mature or may be open to many interpretations, and the technologies still need to be assessed and their operability and effectiveness need to be demonstrated.

## **What is it about working in this sector that makes you want to get up in the morning?**

Working in the shipping industry excites me for several reasons. First, it's a dynamic and fast-paced environment where every day presents new challenges and opportunities. I'm constantly learning about different technologies, new designs and different regulations. Second, I find fulfilment in being part of a sector that's playing a crucial role in connecting people and economies worldwide. Lastly, I have been immersed into the maritime industry thanks to my family background in it. In a nutshell, it is both a rewarding feeling and a familiar one for me.

## **What is your current role? Please describe what you do.**

In my new role, I am responsible for several key aspects. First, I oversee technical matters for our time-chartered vessels, maintaining daily communication with our operators. Additionally, I focus on the bunkering equipment on board. I also stay informed about market changes and regulatory developments by attending seminars and representing the company as needed

or required. Finally, I participate in the development of marine fuel bunkering activities, including LNG, biofuels, and methanol.

## **What are the biggest challenges or compromises in your job? How have you tackled them?**

I only assumed responsibilities in my current job last month so I can't really say yet what the big challenges are. However, I can draw on the experiences I had in my previous position. Participating in some risk assessment workshops as the only young woman was initially quite intimidating, especially when confronted with a difficult audience. In environments where gender and age often influence people's perceptions of knowledge, relevancy and credibility, my greatest challenge was earning respect for my work. I felt an intense pressure to succeed.

## **What are you most proud of having achieved in your role?**

I take great pride in having contributed to changing perceptions among clients, partners, and even colleagues. It has been particularly gratifying to hear that my efforts have influenced their behaviour, leading to greater acceptance and openness towards their female colleagues in the industry. Seeing my success in contributing to a more cohesive work environment and receiving positive feedback have been incredibly rewarding.

## **How do you see your career developing in the future?**

I see my career developing through a combination of continuous learning and taking on leadership roles in the maritime industry. In the near future, I aim to deepen my expertise in marine operations and sustainability/ decarbonisation practices while pursuing relevant

training and certification. My long-term goal would be to move into a leadership position where I hope to drive more initiatives and mentor women in the industry, contributing to an inclusive and equitable environment.

## How do you feel the maritime sector has embraced the talent and value of women?

The maritime sector has made significant strides in embracing the talent and value of women, though there is still progress to be made. Many organisations are actively promoting diversity and inclusion initiatives, recognising that a diverse workforce enhances innovation and decision-making. Women are increasingly occupying leadership roles, which helps to challenge stereotypes and to inspire the next generation of female professionals in the industry. I myself have been very honoured to have had two female direct managers in my short six years' experience.

## What more could it be doing to attract women to work in the industry?

Mentorship programs and networking opportunities could be established to support women's career development. Increasing awareness about career opportunities in the maritime sector through targeted educational programs could also help. Many women do not know that they can apply to, or be part of, the industry. This could include partnerships with schools and universities to promote maritime studies and career paths. Offering flexible work schedules and remote work options could also make careers

in shipping more appealing, particularly for women balancing professional and personal responsibilities.

## The industry is making an effort overall to be more diverse, but have you felt that being a woman has had a negative impact on your career in shipping? Or perhaps a positive one? If so, please describe this impact and how you've addressed it.

Not particularly. I've been lucky enough to be part of an open and inclusive environment where diversity is not just celebrated but rather required.

## What would be your three top career tips for women who would like to enter, or have recently joined, the shipping industry?

- ✧ Don't shy away from expressing your technical opinion and sharing your ideas. Be confident and resilient. Your perspective is valuable, and your contributions can drive positive change in the industry.
- ✧ Network actively. Building a strong professional network is crucial. It will help you to stay informed about industry trends and challenges and will only enrich your experience.
- ✧ Be hungry to learn. The shipping industry is dynamic and always evolving. Even more so, if we add on top all the regulatory constraints and objectives. Continuing to learn will enhance your skills and make your experience worthwhile.

## What value do you see in the WiGS initiative?

WiGS brings value by promoting diversity and inclusion, which are crucial for innovation in sustainability. Women can contribute unique perspectives that drive effective solutions to environmental challenges. The initiative empowers women through networking, mentorship, and resources, encouraging more of us to enter the sector.

## What more could we do to boost women's profiles and careers in the industry?

Offering leadership and professional development training tailored to women, through the WiGS network and via experience sharing, could help women gain the skills necessary for advancing in their careers or for navigating their current roles. Highlighting the achievements of women in the industry through campaigns, awards, and greater media coverage would inspire others and raise awareness. Another topic could be to advocate for workplace policies that promote gender equality, such as flexible work arrangements, to create a more inclusive environment.

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