



Sarawak Energy Young Women Talent

Women in Sarawak Energy comprise about 22% of the total workforce, far below the 48.5% that is representative of Malaysia's female population. However, women in our workforce are making their mark by being seen and heard, often making a visible difference in their fields.

As we work towards greater diversity and inclusiveness as part of our efforts in building a High Performance Culture, we feature four of our younger colleagues as examples of women in our company who are pushing boundaries in pursuit of growth and development in conjunction with International Women's Day 2021 and the theme "Choose To Challenge".

Darylenn Chung Yiu Li

Senior Executive in Corporate Social Responsibility & Sustainability



Darylenn started her journey in Sarawak Energy as an Executive in Health, Safety and Environment in April 2011. She moved into the Sustainability team in 2018 because she believed she could deliver real value by helping the company to drive sustainability standards and strategy.

Her portfolio has now expanded to ensuring sustainable hydropower development in accordance with the International Hydropower Association's (IHA) Hydropower Sustainability Assessment Protocol (HSAP) framework. Her team also looks at the environment, social and governance or ESG aspects of the business while working with the business to embed sustainability best practices.

Transitioning from a single discipline in environmental management to a multidisciplinary role in Sustainability Division was a steep learning curve and she had to cope with the new responsibility of fast tracking through the new vocabulary of sustainability. With determination, she is now an IHA provisionally accredited assessor and had recently participated in an Official Hydropower Environmental, Social and Governance (HESG) Assessment for a hydropower plant in Riau, Indonesia.

"The change in responsibility and the need to quickly gain knowledge in all areas of sustainability were so new to me that I started to doubt myself, but I was able to overcome it by not focusing on what I lacked but to work on things that I needed to improve on," she said.



Daryllynn now looks back at how she discovered her strength and determination to overcome her struggles and is thankful for not giving up. On top of sharing thoughts and ideas with peers, she is driven by her interest for continuous learning and to understand her current role better. Daryllynn believes that “life begins at the end of your comfort zone” is the key motivator of her decision to further her studies. Being a mother of two young boys, she had recently completed her Master’s in Business Administration on Sarawak Energy scholarship.

Bolstered by a good support system at work and home which allows her to fully focus on her priorities, Daryllynn shared that it brings her joy to see that her sacrifices have paid off. Reflecting on this, she strives to give the best support to others as she understands how the surrounding people are an important factor in one’s success and well-being. She also owes her achievement to her manager and colleagues for being very supportive and understanding.

“My manager encourages me to keep up with new ideas, learn new skills and to not be complacent. He has been very understanding of my situation which allows me to manage my studies and balance work and family at the same time,” she shared.

Recognising that a role model is helpful for self-improvement, Daryllynn looks up to her late mother of whom she hopes to emulate in life.

“Role models do not need to be prominent figures like Oprah Winfrey; you can find exemplary behaviour in someone near and with whom you can personally communicate with. My late mother had always been my role model. She had taught me to be resilient and optimistic in the face of adversity,” she said.

Daryllynn believes that in order to perform the best in our work, we should always reflect on what we can contribute to the company and to always have the company’s best interest at heart. She revealed that the principle she practises is to love what you do if you cannot do what you love.

“Adaptability is an important attribute that everyone should have in life, so instead of feeling stagnant in your work, actively build a passion for it and find ways to sustain it,” said Daryllynn.

Susana Jill Anak Alfred Nihas

Senior Engineer in Rural Electrification

In 2014, Susana was determined to grow in her career as an engineer, and she felt the way to achieve this was by joining Sarawak Energy. Following a successful application, Susana began with a role in Strategy & Corporate Development (SCD), which she found presented a new and welcome set of challenges.

“This job was on a whole new level to me – having to deal with local, national and international stakeholders was strenuous but honestly fun,” she said.

Her supervisors and colleagues nurtured a supportive and enabling work environment, with a big confidence-booster whenever she was given the opportunity to handle major tasks with minimal supervision.

On why she shifted from a management focused role in SCD to a technical role in Rural Electrification Scheme (RES), Susana explained that she ventured outside her comfort zone in the belief that hard work, deliberate choices and persistence and different experiences will shape a person for the better and make them ready for progression opportunities.

“Sometimes, I have to make sacrifices to achieve my goals, but it is often in the beginning. The results are not as important to me as long as I feel I have tried my best instead of not trying at all,” she said.

With this attitude, she is always open to new opportunities and does not shy away from challenges. She believes a good challenge can bring out the best in herself and build her confidence in order to progress in her career. At times, she tries to push her limits to see how far she can progress in her career.

A good support system is crucial to shape future leaders and she is appreciative of the support that Susana has received from her supervisors and colleagues.

“My supervisors and colleagues guide me well while letting me learn through experience, which I am always ready to do,” she commented on her lifelong learning mindset.



In a position now where she is in a team that is lighting up communities and inspiring people around her, Susana always reminds herself to carry out her role with sincerity in lieu of expectations of returns. This is also her personal and professional code of conduct.

In challenging conventional ladder-based definitions of what it means to have ‘successful career’, Susana encourages young executives to take up new challenges to break the barriers that hold them back.

“I know that I have a successful career when I feel happy to go to work and when I feel my job adds value and meaning to my life. I am excited at the idea of getting new assignments and every experience is interesting and enjoyable,” said Susana.

She urges colleagues to not be afraid of change and to explore new opportunities to gain invaluable experience and achieve greater things.

“It does not take an expert to try new things. We just need to shift our mentality from ‘I am not ready’ to ‘I will learn by doing it’,” she said.



Norsuraya Binti Radzuan

Distribution Engineer of Western Region

Prior to joining the Distribution department, Norsuraya was in Sarawak Energy's Strategy & Corporate Development department in 2014 where she was tasked with load forecasting and generation planning.

The opportunity for career advancement came in early 2019 when an opening in the distribution team became available. As a young executive then, she initially doubted herself but Norsuraya attributed her decision to take up the new role thanks to encouragement from managers and colleagues. She now coordinates and guides a team of eight consisting of engineers assistants, technicians and clerk.



"A manager from another department gave me the confidence to broaden my portfolio and build my competency. I am happy with my decision because I know if I had kept hesitating, my progression might have been stunted and I would not know if I'd be right for the job," she said.

As her previous role in system planning involves coordination with the distribution team, she was already familiar with the operations of distribution. With an existing network of good relationships, she was able to adapt to the new role faster while also receiving support from her new colleagues and manager.

Sarawak Energy's continuing efforts in diversity and inclusiveness mean all are given access to the same opportunity. Norsuraya also believes in being inclusive, and the willingness to listen and learn from others has allowed Norsuraya to work well with her team.



"My team comprises mostly non-executives and I learn a lot from them by understanding their technical knowledge and positions of being in the field," she said.

To become a good leader, Norsuraya believes that she needs to understand her team well and be open to suggestions. A woman leader that she looks up to is Ng Shou Fui, General Manager of Retail, who is ready to support her employees and maintain an open-door policy for all.

"I am impressed with her charisma and confidence. She is easy to talk to because she does not impose a top-down management style and she is ready to defend her staff where applicable," she said.

As an advocate of accountability in everything she does, Norsuraya is determined to complete a task assigned to her with sincerity.

"Whenever work is assigned to me, I do not complete the task without giving 100 per cent effort. I find this is crucial when you are aiming for progression," she said.

She holds on to the belief that respecting colleagues from all levels is important to cultivate unity and work effectively.

Drawing on her principle that nothing is impossible as long as you put your mind to it, Norsuraya is inspired by the progress of her colleagues and self-motivates to reach her goals especially in Sarawak Energy's fast-moving environment.

Sarawak Energy provides a good opportunity for development and growth. In encouraging others to step up and grab the opportunity, Norsuraya's advice is to not limit oneself but to take up the task and try their best.

"When given an opportunity, just try because you never know what will happen. You may even discover a new talent or strength about yourself," she said.

Farah Hanan binti Tipol

Senior Civil Engineer in Hydro Department



Farah began as a civil engineer in Sarawak Energy's Civil Asset Infrastructure division in 2013. Her role in the Company has since evolved from focusing specifically on dam safety to disaster risk reduction (DRR) in line with UN SDG Goal 6 – Clean water and sanitation, Goal 11 – Sustainable cities and communities and Goal 13 – Climate action.

"I set a goal for almost anything I commit to, whether it is something small or a major undertaking," said Farah, who professed that she always keeps a planner close and attributed this habit of maintaining structure in what she wants to accomplish as the driving force behind her career progression.

One such accomplishment that has garnered her recognition within the Company and outside is as a speaker at the World Hydropower Congress 2019 in Paris, organised by IHA. Knowing that presenting at the event would come with the responsibility of representing her field, company and self, Farah disclosed that she initially felt the corresponding immense pressure. However, she decided to say yes and try her best.



"You need to recognise that it's not easy for your superior to put their trust in you for something so significant and it's understandable to have uncertainty when you're presented with a big opportunity, as how it was in my experience. But it is your choice to take up the challenge and see it through. Bloom where you are planted," she said.

As an engineer, Farah takes pride in performing her job well but above all, she believes that it is important to bring value to any commitment, be it as an employee, student, mother or mentor. Currently enrolled at Universiti Teknologi Malaysia (UTM) in a master's degree programme in research on DRR while also growing her family, Farah does not consider it as spreading herself too thinly. She said, "I think it makes sense to do everything I can to grow my potential, especially while I'm still young and since Sarawak Energy offers the opportunity for me to do so thanks to its scholarship provision." She also shared that one of her non-executive teammates was inspired to take up a degree course, led by her example.

In advice to her fellow colleagues, Farah said, "Always aim to explore the different areas in your work experience, such as through collaborations with other departments. Also find your own ways to diversify your set of experiences – incidentally this is the reason I joined the SELWN (Sarawak Energy Leading Women Network) and Little Power Genius committees. It's okay to feel overwhelmed and to not know everything off the cuff; don't be afraid to ask for help."

Crediting her strong support system comprised of her husband, teammates and manager as her motivators, Farah concluded, "Be kind in everything you do and always treat others with respect."