



CAREERS MENTORING PROGRAMME CASE STUDY



Paul Lockley of Device Authority

Paul Lockley is Vice President of Device Authority, a company which specialises in Identity and Access Management (IAM) for the Internet of Things (IoT). The company provides security to help firms keep their devices safe from malicious attacks and protect their brand integrity.

Paul has worked in all aspects of the IT industry for more than 25 years. He is keen to point out the variety of jobs his young mentees could be looking at within a company like Device Authority.

“Tech is about so much more than programming and it’s ok not to know the role that’s right for you straight away. It’s fine to have view of what you think you would like to do - try it and if you don’t like it, try something else. This is an industry that absolutely supports your ability to move between roles.”

What makes a good mentor?

I think it’s the ability to listen and giving students the opportunity to visualise what their future could look like.

What makes you a good mentor?

I’m passionate about helping people understand that life is a curious thing, and you should embrace it, not worry about the things that could go wrong.

When I was at school, you didn’t have somebody that would come in and give you a view of their industry, so I’m really happy to inspire hope.

What do you want your mentees to learn from you?

They all seem very driven, and I think they all have a fantastic opportunity when they leave UTC.

The biggest thing I would impart to them is don’t be scared, because no one is supposed to leave with all the answers. Most people that they will interact with in life want them to succeed because everybody gets value from that.

The second thing is don’t be scared to fail, because in failing, we discover the things we don’t like, or the things that we need to improve, and that makes you valuable to an employer.

I want them to look at what they can get from working for small and bigger companies, in that smaller companies will give them a very deep immersion into a specific subject, whereas a bigger company can provide the latitude you need to hop across different disciplines.

Wherever they land they should aim to be in absorption mode, listening to all the people that have been there and filter out the positive and the negative and work out how to have a glass half full view of everything.