



2023 Women in Construction: Puja Doni, Shawmut Design and Construction

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Puja Doni
Estimating Manager

Shawmut Design and Construction

In the past year, what project or accomplishment are you most proud of? I am proud of how much I have grown in my career recently. Part of this is because I've had the opportunity to work on some of the largest and complex projects in New York. Working on these projects has allowed me to hone my skills and has also helped me gain confidence in my work. In the last year, I've also had the opportunity to work on projects at multiple public libraries in NYC, which serve the local community—aligning with my values of giving back.

What was a pivotal point in your career? A pivotal point in my career was actually when I decided to take a step back from it and focus on my family. Being able to take that time to focus on my children allowed me to come back with a rejuvenated focus on my career. Having the ability to work from home helped with my transition and prior to the pandemic, Shawmut's flex program gave me that opportunity. Having flexibility and not having to commute enabled me to effectively balance both work and home commitments. Now as a mother, I am at the best point in my career.

How can AEC companies recruit more women? Companies can recruit more women by having more women in leadership positions. Women will be more excited to join a company if they see women in leadership roles. Support the women already at your company and provide them the opportunities grow into leaders. Cultivate a company culture that supports and advocates for equity in the workplace. It can be especially tough for mothers, like myself, to balance home and work life, but companies can support them by offering flexible schedules and comprehensive benefits.

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