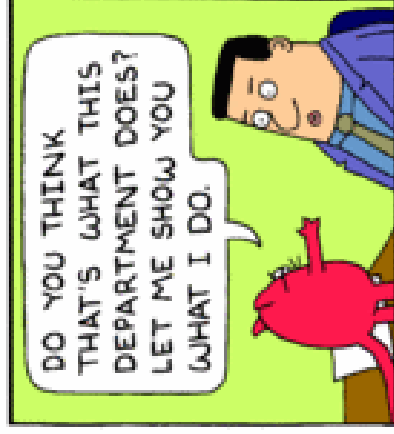
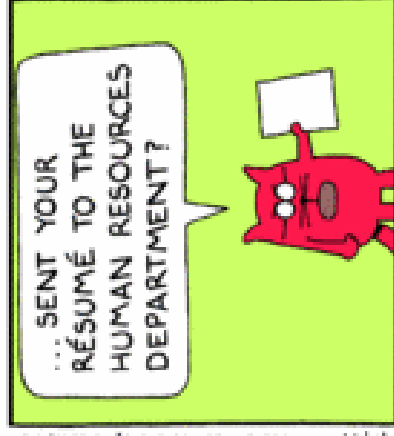
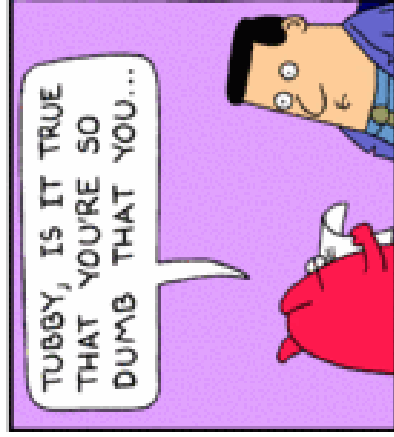


The Recruitment Journey

Rachel Disney
HR Manager - UK
RWE npower renewables

Recognise this?



The basic facts ...

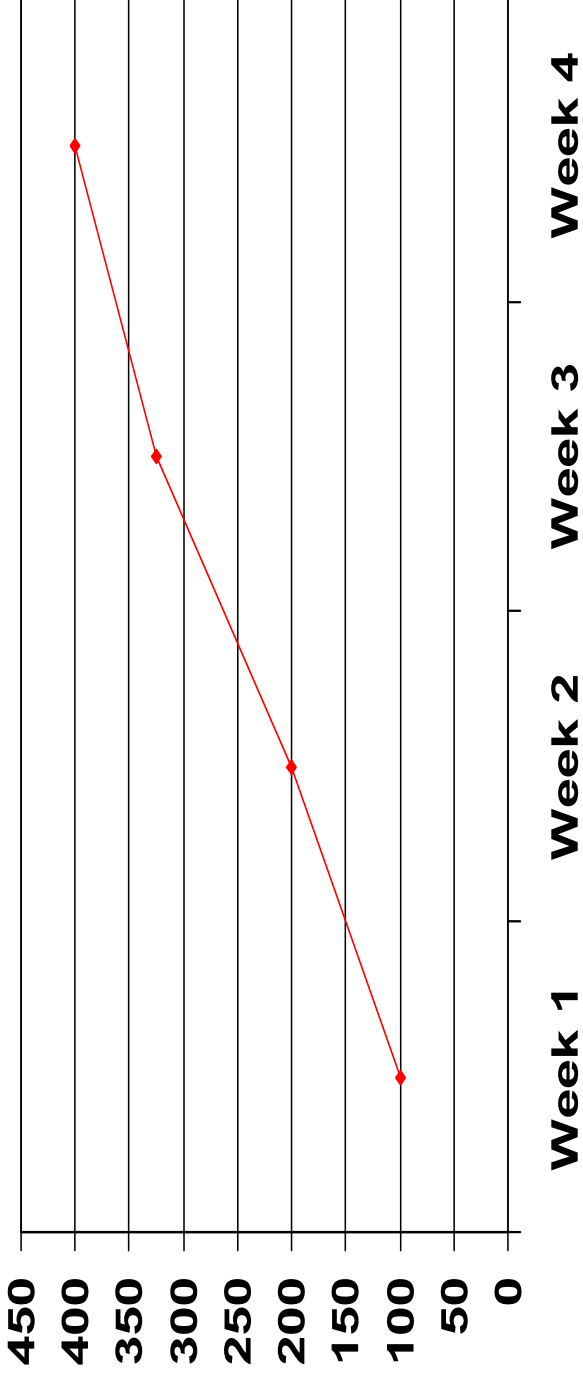
- > The WWT industry will require a large number of new recruits in the next decade (and beyond)
- > Offshore is an area of significant growth over the next decade
- > The scale of Round 3 is significantly different to the Round 1 and Round 2 Builds
- > Round 3 Offshore Wind will require construction and maintenance strategies and practices not currently used in the industry
 - BUT
- > Round 3 won't go into construction until 2014/15

So what about now and the next few years ...

- > Offshore (and Onshore) construction and operation will still be happening
- > The industry needs to build up the skills and capabilities required to build and operate the increasing wind portfolio
- > Continual technological advancement means the industry needs to continue to create an up to date skill set.

Recruitment – ‘My’ Viewpoint

A Real Example

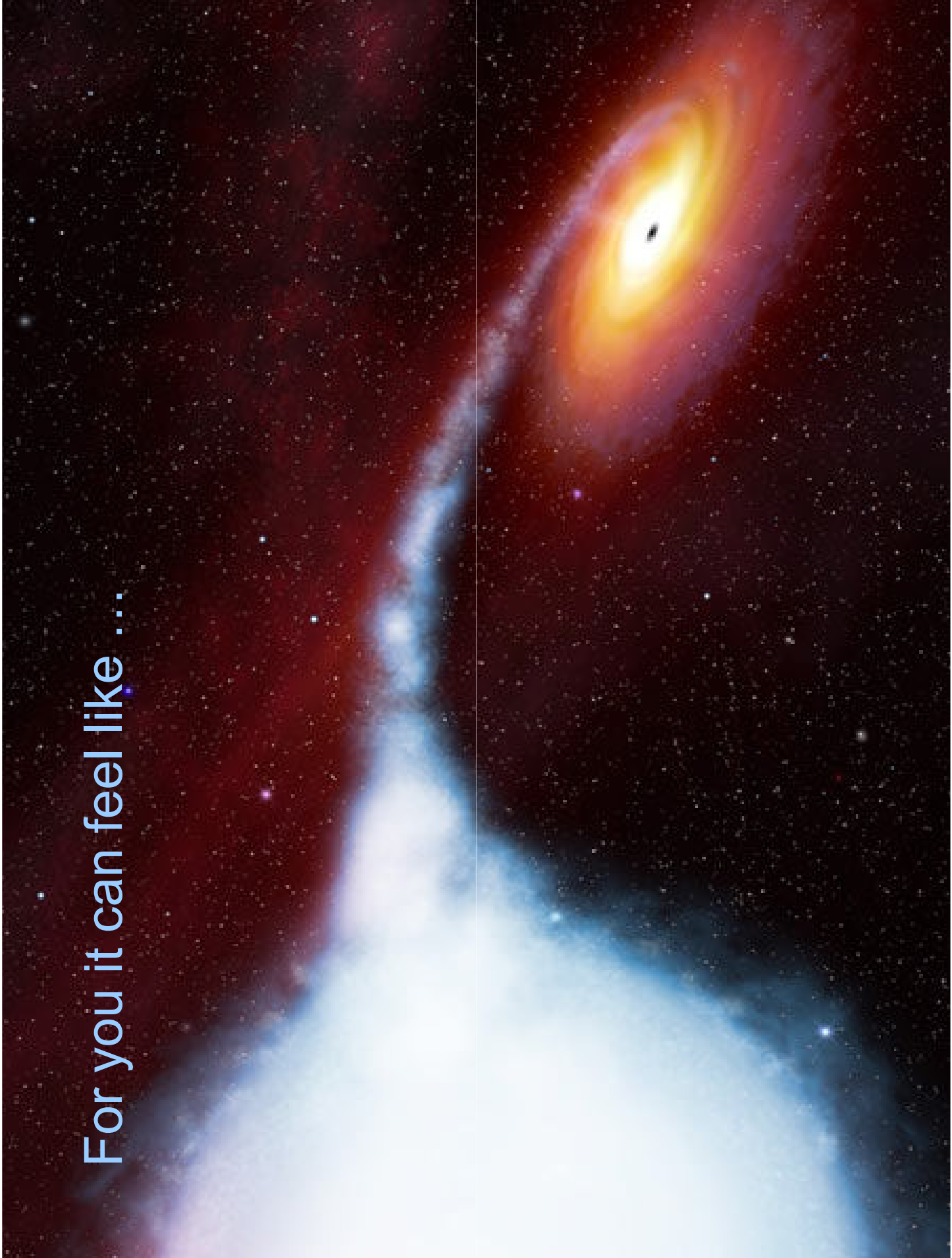


- > Adverts placed in 3 remote areas for technicians – Advertised on BWEA, Local Press and Job Centres
- > Over 400 applications in just a few weeks

RWE then ...

- > For us as an organisation each application needs logging and tracking
- > Diversity and Inclusion data asked for and tracked separately
- > Each CV and cover letter needs reading and a shortlist creating
- > Candidates are then invited to interview
- > Final decisions are made and candidates offered
- > Letters/Emails need to be sent to each unsuccessful candidate at each point in the process

For you it can feel like ...



Imagine



> How do you make your journey easier for you to get what you want

Key Points

- > Read the requirements of the role
 - Highlight the required skills only
 - Level of authorisations
 - Accredited Training
 - Previous roles
 - Prose should be towards the end

Other challenges ...

- > Companies tend to recruit 'to role'
- > Which company does what ???
 - Which part of which company does what ???
- > Research specifics!
- > Use already present relationships – to find out what the organisation does and also to send your information to.

Thank You