



Powering a Sustainable Future Together

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Foreword:



In the ever-evolving landscape of renewable energy, one of the most pressing challenges we face is the scarcity of skilled talent. As demand for renewable energy solutions continues to surge, the need for qualified professionals who can drive innovation and implementation has never been more urgent.

At Darwin, we recognize the complexities and obstacles inherent in building a robust workforce capable of meeting the demands of the renewable energy sector. From shortages in specific skill sets to the difficulties of attracting and retaining top talent, these challenges can hinder progress and stifle growth.

In response, we have developed a range of tailored workforce solutions aimed at tackling these issues head-on. Our innovative hiring and reskilling strategies are designed to identify and nurture talent, bridging the gap between supply and demand in the renewable energy job market. Whether you're looking to fill critical positions or develop the skills of your existing workforce, we're here to help you navigate the complexities of talent acquisition and development in the renewable energy sector.

JO STEPHENS, RENEWABLE ENERGY BUSINESS MANAGER, EUROPE

Our Renewable Talent Focus:



BIOGAS &
EFW



HYDROGEN



BESS & GRID
STRATEGY



SOLAR



WIND

Our Workforce Solutions:

CONTINGENCY RECRUITMENT:

You'll be designated a team of specialist recruiters, split by geographic region and renewable energy specialism, dedicated to sourcing and nurturing highly skilled talent pools. You only pay for successful hire once the candidate accepts your job offer. We'll work closely with your business to deliver suitable profiles, guide them through the interview process, and manage compensation negotiations and the rejection of unsuitable candidates, all before you've spent any money.

EMPLOYED LEASING:

Our Employed Leasing Solutions provide access to skilled employees at more cost-effective rates than hiring freelancers or onboarding permanent staff. Our innovative models attract top freelancers who gain exposure to both high-profile projects and consistent employment. Our clients enjoy swift staffing solutions, reduced administrative burden, and significant cost savings compared to typical freelance models.

RELOCATION SOLUTIONS:

According to the IEA, 40-75% of Renewable Energy roles are site-specific and cannot be offshored or worked remotely. The share of companies offering overseas transfers rose to 58% in 2023 from 52% in 2022, but relocating candidates poses logistical challenges and significant costs. Through our TalentReach Solution, you can achieve your hiring goals and build a diverse, innovative, and inclusive workforce.

For more information see page 4



RESKILLING SOLUTIONS:

The global renewable energy sector is projected to grow by 10 million workers by 2030 but the faces a shortage of skilled labor. At Darwin, we offer tailored solutions to build a sustainable talent pipeline, building industry-specific training partnerships to close the skills gap. **For more information see page 5**

Relocating Renewable Talent with TalentReach

THE PROBLEM:

One of the pivotal elements driving rapid expansion in the renewables industry is the accessibility of skilled talent. Globally, energy companies voice apprehensions about talent shortages and the challenges in sourcing workers, identifying it as a significant barrier to potential growth. This scarcity arises from the fact that many professions required in renewable energy, spanning from entry-level construction and manufacturing roles to skilled craftsmen and electrical engineers, are in demand across various sectors, leading to insufficient workforce availability.

Hiring and relocating candidates internationally is a viable solution, but creates additional logistical challenges which require extensive internal resources, and often additional costs when working with relocation agencies

THE SOLUTION:

Our TalentReach solution facilitates international recruitment and relocation, minimizing costs and internal administrative burdens, whilst enhancing the candidate experience. With our support, your candidates will also receive a 'Best In Class' relocation experience, which will positively impact employee happiness and retention.

BENEFITS OF THE TALENT REACH SERVICE:

Hassle-free candidate relocation: We'll take complete accountability for the visa and relocation process.

Reduced costs: No need to pay relocation partners, or hire costly temporary workers to fill talent gaps.

Reduced resources: Time spent on relocation logistics can be invested into other areas of the business.

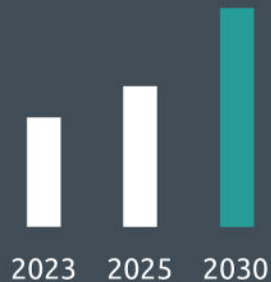
1. We assess 'inclusivity in your environment'

2. We build global pipelines that meet requirements

3. We manage all logistics from Visas & Permits to Insurance & Back Accounts.

4. Our streamlined service gives and 'best in class' candidate experience

Nurturing Transferrable Skills to Meet Demand



In 2023, the **global workforce** in the renewable energy sector reached 14.9 million and projections indicate that this will continue to surge, with an anticipated annual growth rate of 18% through 2025, reaching 17.5 million workers. This growth trajectory is expected to accelerate further, with a projected 49% increase by 2030, surpassing 24 million employees.

According to data from the IEA, technicians and installers in the energy industry are paid on average 15% more than employees with similar positions in non-energy industries in advanced economies, and even higher differentials in emerging economies (25-40%).

Relocating and re-skilling professionals from other industries is imperative to meet talent demand. For example, workers from the oil and gas field present a viable talent pool for transition.

Leveraging on-the-job training and specialized programs can help bridge the skills gap.

Sustained investment in new talent, coupled with collaboration with industry training partners, is essential for closing the skills gap. Darwin Recruitment stands ready to offer businesses unique recruiting and training solutions designed to build a sustainable talent pipeline, ensuring continued growth and success in the renewable energy sector.





The Re-Skill Solution

We can provide a cost-effective solution to help our customers build sustainable pipelines of new talent.



Our hybrid recruitment and training solution equips engineers with the specific domain knowledge required to work in this field. The training is delivered by industry experts in partnership with **TU Delft**.



The program can be customized to suit the requirements of your environment and you'll hire workers in a transition program for 18 months into your employment.

WE'RE DEVELOPING TALENT IN THE FOLLOWING AREAS:



GRID EXPERTS



PROCESS ENGINEERS
For the Biogas Sector



PROJECT DEVELOPERS
Solar, BESS & Wind

OUR TRAINING PARTNERS:



We're Trusted By:



Our Vision

To be the Global Renewable Energy talent partner of choice.



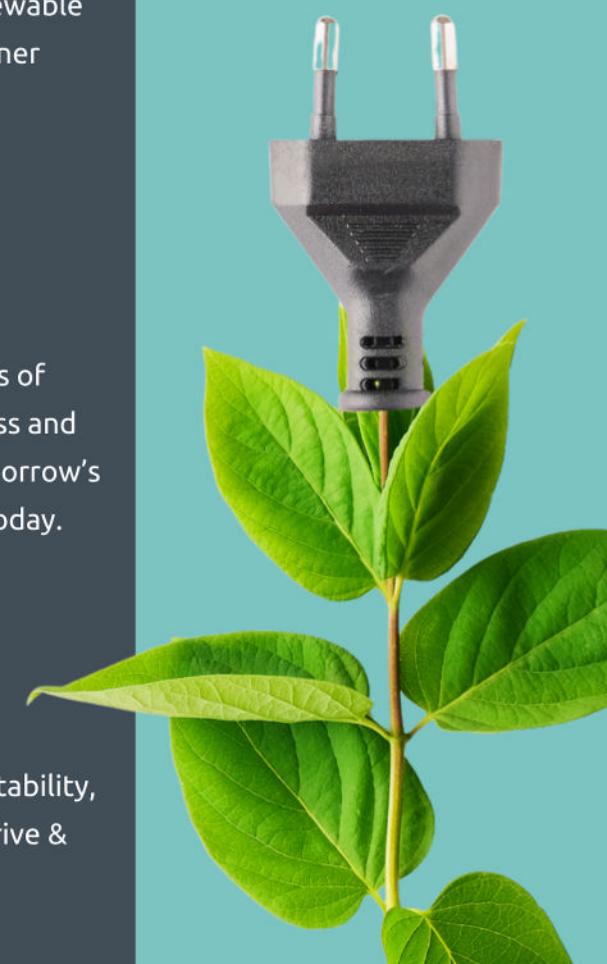
Our Mission

Pushing boundaries of sustainability, business and people – providing tomorrow's energy solutions – today.



Our Values

Responsibility, Accountability, Passion, Integrity, Drive & EVOLUTION.



Providing global solutions is what we do:


No location is off limits when it comes to our desire to serve our clients' needs around the globe.

Due to Darwin's locations in Amsterdam, Baltimore, London, Munich, and Zurich, we are strategically positioned to mirror the renewable industry's main growth and investment areas.



We are a KUNUNU 2024 Top Company:
We have been awarded the Top Company Award 2024 by Kununu, awarded to less than 5% of all companies in Germany.

According to a recent YouGov study, the Top Company seal is relevant for 45 percent of job seekers during applications.

 Click on the icons next to each photo to reach out via email or to connect on LinkedIn



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