



EXPERT TALENT

The background image shows a large industrial facility, likely a power plant, with several tall, cylindrical smokestacks and cooling towers. Thick white steam or smoke is rising from the structures, filling the sky. The sky is a mix of blue and orange, suggesting a sunset or sunrise. The entire image is overlaid with a semi-transparent green filter.

AVA Energy

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# About us



AVA Energy is a highly specialized energy recruiter.

We have invested significantly in developing our global presence. Our global reach enables us to offer our clients access to the very best candidates and our candidates the opportunity to develop a global career search exclusively with one agency. Our vision is to offer our clients a total staffing solution, covering all candidate niches across the markets.

AVA provides the complete Human Capital Management solution across the full energy market from upstream concept identification and exploration & production, to midstream transportation, storage and commodity trading, through to downstream retail and consumer channels.

Within our experienced network, AVA is organised and focused through the following structure:

- Executive & Business
- Management Functions
- Technical & Operations



# Our approach

Our core market is from middle to senior level professionals, across all disciplines.

Due to the seniority of the market we serve it is critical that we have a strong operating model. Our model ensures that consultants are true experts within their field and are able to consistently source and secure top talent for our clients.

The majority of candidates we work with are not actively looking for a new role. Our candidates tend to be top performers with their current employer, and on average we will have held a relationship with them for 21 months before successfully moving them.

Our operating model has two key elements which enable us to effectively build long standing relationships with top performing candidates:

## CONSULTANT FOCUS

- Each consultant has a clear niche to enable them to be a true expert within their field and offer valuable consultative advice to both candidates and clients.
- This focus sees each consultant specialise on contract or staffing, a specific location and one candidate discipline.
- An overarching client account manager acts as a single point of contact, ensures continuity across requirements and aids smooth management reporting.

## CANDIDATE ATTRACTION MODEL

- A clear, limited client partnership model – our strategy is to partner with a maximum of 50% of the available market.
- A single global database of over 60,000 unique candidates, growing everyday.
- Long term relationships with high performing, passive candidates.
- Genuine multi level headhunting offering.

This model allows our teams the flexibility to build trusted relationships and successfully move top performing professionals, without conflict of interest.



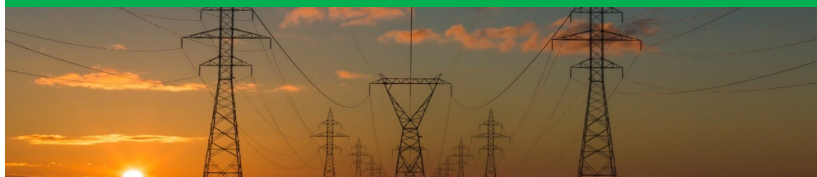
# Specialist sectors



Renewable Energy



Power Generation



Transmission & Distribution



Nuclear Power



Energy Management



Oil & Gas

# Renewable Energy



Within the renewable energy human capital markets there is a serious shortage of skilled professionals, creating a fight for talent on a global scale. Our success results from an understanding of these factors combined with a highly effective strategic working model that sees each consultant focusing on a specific client sector, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

We have invested significantly in developing our global presence with offices covering all core renewable energy hubs. This global reach enables us to offer our clients access to the very best candidates and our candidates the opportunity to develop a global career search exclusively with one agency.

Our consultants understand the complexity of the renewable energy market and regularly work on major client projects that require the relocation of engineering professionals around the globe.

We actively place candidates in a wide range of roles within the renewables energy market.

Our Renewables specialist sectors:

- Solar
- Onshore wind Offshore wind
- Battery Storage
- Solar
- Geothermal
- Thermosolar





# Power Generation



With many countries facing power shortages, conventional power plants remain the most reliable and affordable form of electricity production and the sector is expected to continue growth until 2030. Combined with increasing demand for electricity, power plant construction projects are being fast-tracked so creating a shortage of skilled professionals and a fight for talent on a global scale.

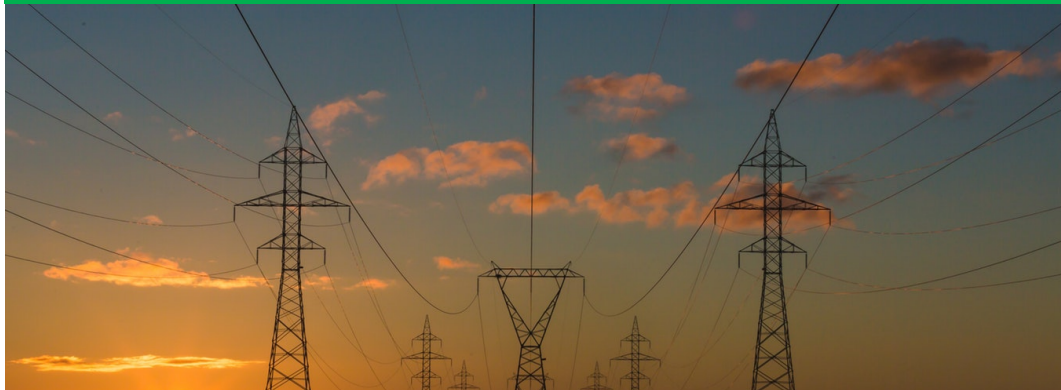
The industry is also experiencing intense technological development to meet new regulations. Technologies such as CCGT (combined cycle gas turbine) plants reduce CO<sub>2</sub> emissions and simplify the start-up process, increasing efficiency by reducing the time to generation.

Our success results from an understanding of these factors combined with a highly effective working model that sees each specialist consultant focusing on a specific client sector, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

Some of the power teams specialisms includes the following skillsets:

- Operations & Maintenance
- Temporary/ distributed power
- Installation & Commissioning
- Manufacturing
- Engineering

# Transmission & Distribution



Transmission and Distribution is another core market that the power team operate in. We work with clients across the globe, supplying full teams for projects or individual specialized staffing.

Transmission and Distribution is a crucial element in the energy life cycle, ensuring the generated power can be transported to the paying customer. Many of the positions in the industry require specific technical certificates or experience for different positions. Due to this the power team focus on continued growth on their network within this market to maximise the chances of finding candidates with these specialised skillsets.

Some of the Transmission and Distribution specialism includes the following skillsets:

- Design
- Protection & Control
- SCADA
- Power Systems Analysis
- Marine Cabling
- Offshore site management
- Linemen (including Hot glove/Rubber glove/Live-line cable jointer/splicers).





# Nuclear Power



The Nuclear industry faces a fight to secure and retain SQEP talent, as well as tapping into a passive generation of prospective cross-over technical talent. Our success results from an understanding of these factors combined with a highly effective strategic working model that sees each consultant focusing on specific client sectors, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge. Our nuclear knowledge is born out of real experience in successfully having supported multi-million pound energy talent projects.

We have extensive experience within the nuclear energy industry and have worked through vastly differing market conditions. Our success in adapting to the resulting changes in demand is down to our thorough understanding of the market and our ability to evolve our working strategy to ensure we offer the highest quality service at all times.

Throughout fluctuating market conditions our commitment to the industry is unchanged. We remain committed to the development and growth of our market leading brand, and to our ultimate mission to deliver an exceptional level of service to our clients. This is something we are extremely proud of.

Our Nuclear specialist sectors:

- Power Generation
- New Build
- Decommissioning
- Nuclear Technologies



# Energy Management



Companies across the energy sector face a range of commercial challenges. From aggressive competition and the consolidation of energy producers and suppliers, to recognising and adapting to changes in customer decision making and buying patterns.

AVA Energy Management supplies highly skilled professionals across both the SMART and Utility sectors. With the market focused on increased efficiency, reliability and economical improvements across all areas of the market, AVA is partnered with industry leading organisations to ensure they have the necessary talent resources to face the current market challenges including recent projects surrounding SMIP(Smart Metering Implementation Programme) Our partners include Utilities, Regulatory Bodies, DNO's, Equipment Manufacturers, Technology Developers and Consultancies.

We have an established reputation with a diverse portfolio of clients across the energy market, from large multi-nationals to SMEs.



# Oil & Gas



Within the oil and gas Energy human capital markets there is a serious shortage of skilled professionals, creating a fight for talent on a global scale. Our success results from an understanding of these factors combined with a highly effective strategic working model that sees each consultant focusing on a specific client sector, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

Our Oil & Gas specialist sectors:

- Engineering
- Procurement & Supply Chain
- Construction
- Subsurface
- Geoscience
- Offshore Drilling & Completions
- Technology
- Subsea
- HSQE
- Petrochemical
- Refinery



# Client Services



We supply expert talent to the energy industry across the globe. Our consultants are highly trained and specialist in their chosen sector, offering access to the best talent for our clients. We work across permanent solutions, retained searches, contract and project hiring, and we offer fully managed services in addition to agency recruitment services.

**Permanent solutions:** We have specialist permanent consultants within each of our industry sectors. They work on middle to senior level placements, and cover single vacancies as well as multiple requirements and complete team needs. Our consultants work closely with their clients to understand exact requirements and ensure a lasting fit.

Candidates go through a rigorous process to ensure they have the skills and experience for the job, and are a good cultural fit. Our consultants facilitate remuneration and benefits package negotiations and manage any related issues such as counter offers ahead of the start date.

**Retained search:** Working on a retained basis, through a structured payment plan, will ensure that an exclusive team can act as an extension of your recruitment team. Your project specific team will be led by a dedicated 'delivery consultant' and supported by researchers. The team will operate in a high touch, structured manner to successfully deliver your critical assignment.

The team will act as your brand ambassador in the marketplace, delivering solid and consistent brand messages. We will also share our insight on the perception of your brand in the market.



# Client Services



**Contract staffing and project hiring:** We have made significant investment in our interim and contract business, we offer global solutions across the energy industry. We manage assignments which require a single specialist through to those that need an integrated team. Our global network of contractors gives us access to a large base of excellent candidates, ensuring that we can meet demand within tight project timescales.

**Global mobility and assignment support:** Our service is designed to overcome any administrative hurdles throughout the course of the assignment. This ensures a smooth transition for both the contractor and the client. Our service includes visa, passport and work permit applications; mobilisation arrangements; travel and accommodation assistance; pre-employment checks; payroll, insurance, taxation compliance and emergency contact.

**Managed service solutions:** Our managed services offer an integrated recruitment service for human resource teams. An AVA Energy consultant with experience in your sector is placed in-house to focus solely on your recruitment requirements.

Clients find that this solution frees them to maintain standards across all aspects of the HR function. Our consultant will conduct all operational elements of the recruitment process, streamlining and often resulting in higher recruitment efficiency.

As an experienced recruiter your consultant has access to a vast network of contacts. They will ensure that the best candidates are sourced through the most effective channels, often avoiding recruitment fees and thereby reducing costs.



# Global Reach



The Energy talent pool is exceptionally global in nature. With our head office based in London, we find ourselves in a great centralized position giving us the ability to interact with candidates and clients situated in various corners of the world throughout the day. We support across 6 continents and are able to work compliantly within 98% of countries across the world.





# Unrivalled and unique



## DIVERSITY

We assist our clients to refine and extend their employer brand to overcome the perceived barriers to entry and to engage with the widest range of potential candidates. We maintain a diverse talent pool through ongoing networking – both face to face and through the use of business networking tools, thereby helping our clients to capture the most diverse range of qualified candidates. Through monitoring the diversity of our candidate pool we continuously review the status across all protected characteristics. We also uphold an equality led education and marketing strategy.

## INNOVATION

Embracing technology and media channels has allowed us to:

- Create talent pools to satisfy new demand and better serve diversity objectives
- Work with our clients' marketing teams to extend their employer brand, build reputation and promote the ethos to attract and retain the very best people
- Develop digital media strategies to build one of the most comprehensive networks within the energy recruitment industry
- Develop new approaches to integrating succession planning with external recruitment teams – including HR departments and shared service providers, to explore new ways of building cost saving, inhouse expert teams
- Introduce Talent pooling – creating a 'virtual bench' of candidates that can be mobilised as assignments arise. Allowing for improved succession planning and cost effective transition
- Enhance our Back Office Solutions, allowing us to produce tailored management information and KPI tracking, enabling clients to better manage project spend and effectiveness



# Missions, Values and Culture



## MISSION

Our mission is to provide exceptional service to our candidates and clients every time.

We are experts in recruitment service provision for the energy markets. Our objective is to become the market leader in recruitment services for the energy sector, across the globe. Enabling us to offer best of class career progression for our candidates and access to the best talent for our clients.

## VALUES

- Professionalism
- Reliability
- Quality
- Energy

## OUR CULTURE

The quality of support that we offer our candidates and clients is a reflection on the strength of our culture. Our foundation is built on four key commitments:

- Specialism and deep insight in our chosen markets
- The highest bar in our sector for our own hiring standards
- Industry leading training, development and remuneration for our team
- An environment in which are team have fun and are encouraged to grow.



# Leadership Team

Julian Morison  
CEO & Founder



Julian is the founder and CEO of AVA Energy. Julian has over 25 years in the recruitment industry and a track record of £550m in IT & financial recruitment business working as the Managing Director at Spring Group Plc and a £100m turnover in engineering and aerospace recruitment business as Co-owner & CEO, Wynnwith.

Jordan Rosenfeld  
Sales Director

Jordan was one of the key individuals in driving the successful acquisition of Eximus Energy by AVA. With over 6 years' experience in Energy Human Capital Management.

Jordan brings a strong proven track record and extensive executive level network which as the Group Sales Director, will help ensure the successful delivery of AVA's 5-year plan to become the number one Full-Energy Recruitment business globally.



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