



LSP

RENEWABLES



RENEWABLE ENERGY
TALENT SOLUTIONS

INTRODUCTION

LSP Renewables are the market leading specialist in renewable energy recruitment solutions.

Founded in 2017, our head office is based in London, UK with further offices in Taiwan, South Korea and the USA. LSP also have two satellite offices in Scotland and Ireland born out of client demand across the regions.

Our teams of experts have built an unrivalled network of clients and candidates alike and grown our reputation among our network as a business who operate with the highest levels of service, knowledge and integrity in the sector.

Across the globe LSP are relied upon to provide our clients with industry specific knowledge gained through market insights and collaborations with industry specialist partners.

Our clients know that LSP can easily identify the calibre of professionals they need for their workforce using best in class technology and networking.

Our core values are to ensure your satisfaction, we approach client partnerships with **warmth, transparency, longevity, trust** and **delivery** at the forefront of our minds.

Our teams are targeted on building strong relationships not profit margins. While important, we believe profits are a bi-product of our primary currencies; relationships and knowledge.



OUR AMBITION

To positively contribute to the complete removal of CO2 from the global energy generation industry.



MANAGEMENT TEAM



Adam Grainger
CEO



Ashley Harrington
Divisional Director



Lewis Duffy
Sales Director



Morad Bantal
APAC Director



Gary Bradley
Senior VP USA



Seth Hunt
Business Development
Director



Kathryn Scorer
Operations Manager



Scott Thomson
Head of Solar



Francesca Siddle
Head of Perm
Delivery



Sam Warnett
Senior Business
Manager

CUSTOMER VALUES

Listen

We take the time to listen, starting with a blank sheet of paper, keeping an open mind as to what may or may not be needed. We adopt a consultative approach sharing our knowledge of the sector.

Understand

It is imperative that we understand every facet of what is required from us whether in a vacancy or from a new role. Only when we have this understanding can we ensure we deliver the right options to contribute to the ongoing success of our clients and candidates.

Search

At LSP all our consultants have access to industry leading tools and technology to ensure they generate the very best candidates. We are dedicated, determined and tenacious ensuring no stone is left unturned.

Deliver

We are specialists within Renewable Energy, and do not work in any other markets. This specialism gives us an in-depth understanding of the industry and the positions our client partners recruit for.





OUR SECTORS

Specialising in renewables means our teams are highly knowledgeable within their markets. This enables us to provide you with solutions for your project with the right skills across the globe.

RENEWABLE SECTORS

Wind: LSP Renewables specialises in supporting on and offshore wind companies and projects with the provision of recruitment and consultancy services all over the globe. From our offices in Europe, Asia and the USA we provide the link between individuals and companies seeking talent for their business and projects. With a database of talented on and offshore wind professionals all over the world we are able to identify top talent for businesses, reducing their time to hire while increasing the quality of their internal resources. Every day our internal teams of consultants track talent and projects within the wind industry and thus have an expert understanding of the sector.

Transmission & Distribution: LSP have a wide network of experienced individuals who specialise in the T&D industry. We support companies such as cable contractors, utility companies, electrical contractors and more who are developing infrastructure and innovative solutions to distribute energy.

Solar: The global solar energy market is projected to reach a value in excess of £200 billion, growing at 20% each year. LSP Renewables are proud to be playing a part in this growth industry and have segmented our teams to focus on individual regions, project Lifecycle stages and technologies to ensure we are delivering the best possible service to the clients and the candidates that we work with. Our teams support clients with requirements across Solar PV, CSP and Thermal and across international locations including Europe, Africa, North America, Latin America, Central Asia and Asia Pacific.

EV: Growing and expanding the EV sector through private and public adoption is key to achieving global targets for emissions reductions as set out in the Paris Agreement. Providing key personnel who have experience in the full lifecycle of renewable projects allows companies to adopt this technology within their fleets ensuring a seamless transition to EV whatever sector they operate in.

Energy Storage: Many renewable energy sources generate power so the increasing need for storage is a growing industry. LSP Renewables specialises in supporting their Solar, utility and independent Clients investing in this sector in the design, construction and operations in grids, microgrids and renewable integrations by providing specialist workers with the insight and skills required for this innovative market.

Green Hydrogen: As a relevantly new emerging market, 'green' hydrogen does not come from any type of fossil fuel, and instead from the hydrolysis of water by means of electricity obtained from renewable sources such as wind or solar energy. Hydrogen is generated via Electrolysis, the Hydrogen plant is powered completely by the wind or solar farm with zero CO2 emissions in the process.

The production of green hydrogen falls perfectly within the remit of LSP Renewables supplying highly skilled workers into a sector that can utilise and create a product that burns without emitting any CO2 nor does it have to be extracted from the earth like gas. Therefore it is totally green and completely renewable.

OUR SERVICES

LSP Renewables provide the personnel for the full lifecycle of our clients projects across the globe allowing them to develop, construct, operate and maintain their renewable energy projects to improve our planet and achieve the worlds climate change goals.





RECRUITMENT SERVICES

From a single vacancy to a mass recruitment campaign, **LSP Renewables** are your trusted partner to deliver the talent your business requires. Our consultants have the experience and knowledge necessary to identify, attract and select the outstanding applicants for your vacancies and/or projects.

Contingency Permanent Hire - LSP Renewables have vast networks within the renewable energy industry and have experience in placing diverse and experienced individuals. Our clients trust us to find them the talented individuals for their full time employed roles to enable them to move forward with their future growth plans, this option works on a success fee basis.

Retained Search – Let LSP Renewables go to market for you with your commercially sensitive requirements. Often used for senior or high priority roles where full market coverage is required and often on an international scale. You can trust **LSP Renewables** to ensure the highest possible calibre talent is identified, approached, attracted and engaged on your behalf from C-suite Executives to Specialist Engineers.

Consultancy / Contract Labour provision - **LSP Renewables** engages and deploys skilled Renewable Energy professionals in to our customers renewable energy projects globally on a fixed term contract basis. Whether you need one contractor or five hundred for a large-scale project, our team has the knowledge and network to deliver the required resources seamlessly. We also offer payroll, mobilisation and visa solutions. Whether you need a complete end to end solution or help with a certain component, **LSP Renewables** has the flexibility and know how to support your business in the delivery of its objectives.

Talent Advisory – As recruitment specialists **LSP Renewables** can work with your Renewable Energy business to help shape your talent attraction and onboarding strategies and processes ensuring your offering in the market place stands out from the crowd.

RETAINED SEARCH

We understand that you may have requirements for commercially sensitive, senior or high priority roles, where full market coverage is required - often on an international scale.

You can trust LSP to ensure the highest possible calibre talent is identified, approached, attracted and engaged delicately on your behalf from C-suite Executives to Specialist Engineers.

CASE STUDY

The largest listed and top energy company in the Baltics instructed LSP to recruit their C-suite executive team for their renewable energy arm, namely CEO, CFO and three COO's.

These key roles required solid background of working in renewable energy projects, specifically offshore wind, onshore wind and solar. LSP created a bespoke solution including a co-branded website campaign page, mapped out and approached the market with a co-branded media campaign providing shortlists for all positions which ultimately became offers of employment.

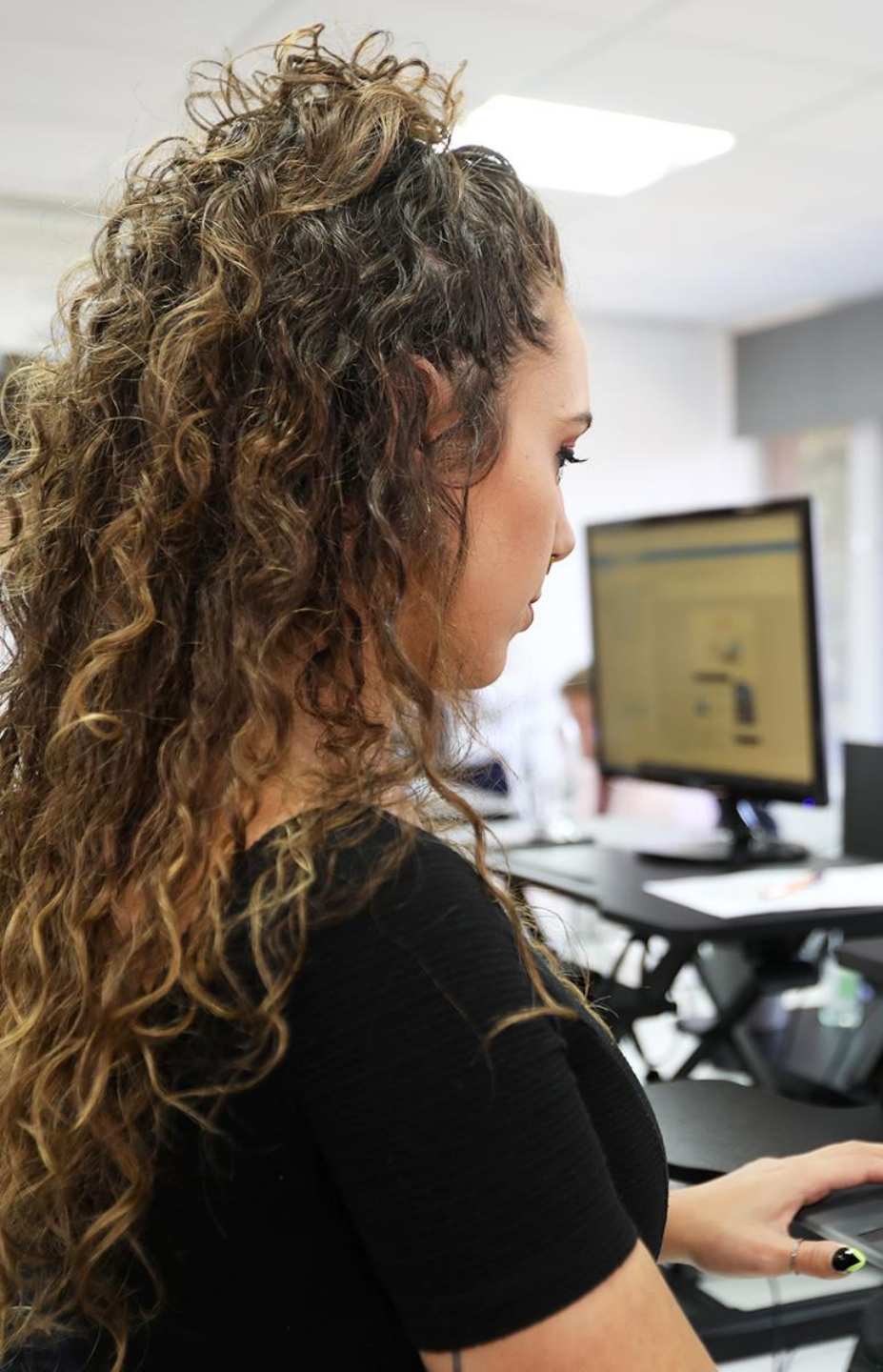
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LSP are our trusted and highly valued recruitment partner. They set themselves apart from other recruiters due to their in depth knowledge of the renewable energy industry.

The quality of candidates provided for our C-Suite Executive roles speak for themselves and it is clear they understand our company culture and the brief given.

”





PERMANENT HIRE

Utilising Global Talent Networks For Diverse Hires

We place highly skilled professionals across the globe into permanent positions across the full lifecycle of our client's renewable energy projects.

Many of our clients choose to partner with us exclusively and we work closely with their internal teams to identify the perfect candidates for their business.

This insight helps us collaborate and run specific recruitment projects delivering excellence ranging from diversity and inclusion projects to management teams and hard to find skilled workers.

“

LSP Renewables really took the time to listen to what we needed, this was born out in the quality of candidates presented, all of whom met our brief.

”

CONTRACT LABOUR HIRE

Global Reach - Local Talent

Our staff have placed and mobilised contractors in over 100 countries around the world.

Compliance and service are at the heart of everything we do so you can be assured LSP take the risk and hassle away from our clients and contractors, allowing them to focus on delivering world class projects wherever they may be situated around the Globe.

- Fast & flexible solutions
- Access to a broad range of specialist candidates
- Dedicated mobilisation team
- Local resource
- 100 % compliant to local & global requirements
- IR35 Solutions

“
They understand the global energy market place and the level of compliance and support required for placing workers in international locations. When others couldn't, they delivered the resources needed to meet our project schedule.
”





TALENT ADVISORY

Bespoke Advisory Solutions

From our offices in the UK, Europe, Asia and the USA we provide best in class service to our customers.

Working with Renewable Energy companies to scope, develop or improve your recruitment strategy and processes.

This bespoke package can be tailored to your requirements but can include a combination of any of the below solutions:

- Employer branding
- Talent Attraction strategy and sourcing channels
- Equality, Diversity & Inclusion strategy
- Incumbent Talent Supplier due diligence in the renewable energy market place
- Preferred Supplier List creation and operation advise
- Recruitment process / Candidate Journey
- Implementation of Applicant Tracking Systems / Vendor Management Systems
- Talent Business Partnering / Advisory
- How the changing landscape of the Renewable Energy sector is creating talent shortages, where they exist and plans to mitigate them
- Candidate attraction
- Talent Mapping
- Salary Benchmarking

“

LSP carried out a global offshore wind industry salary benchmark report for us. The information they provided has proved a valuable tool allowing us to attract and retain market leading talent in our offices around the world.

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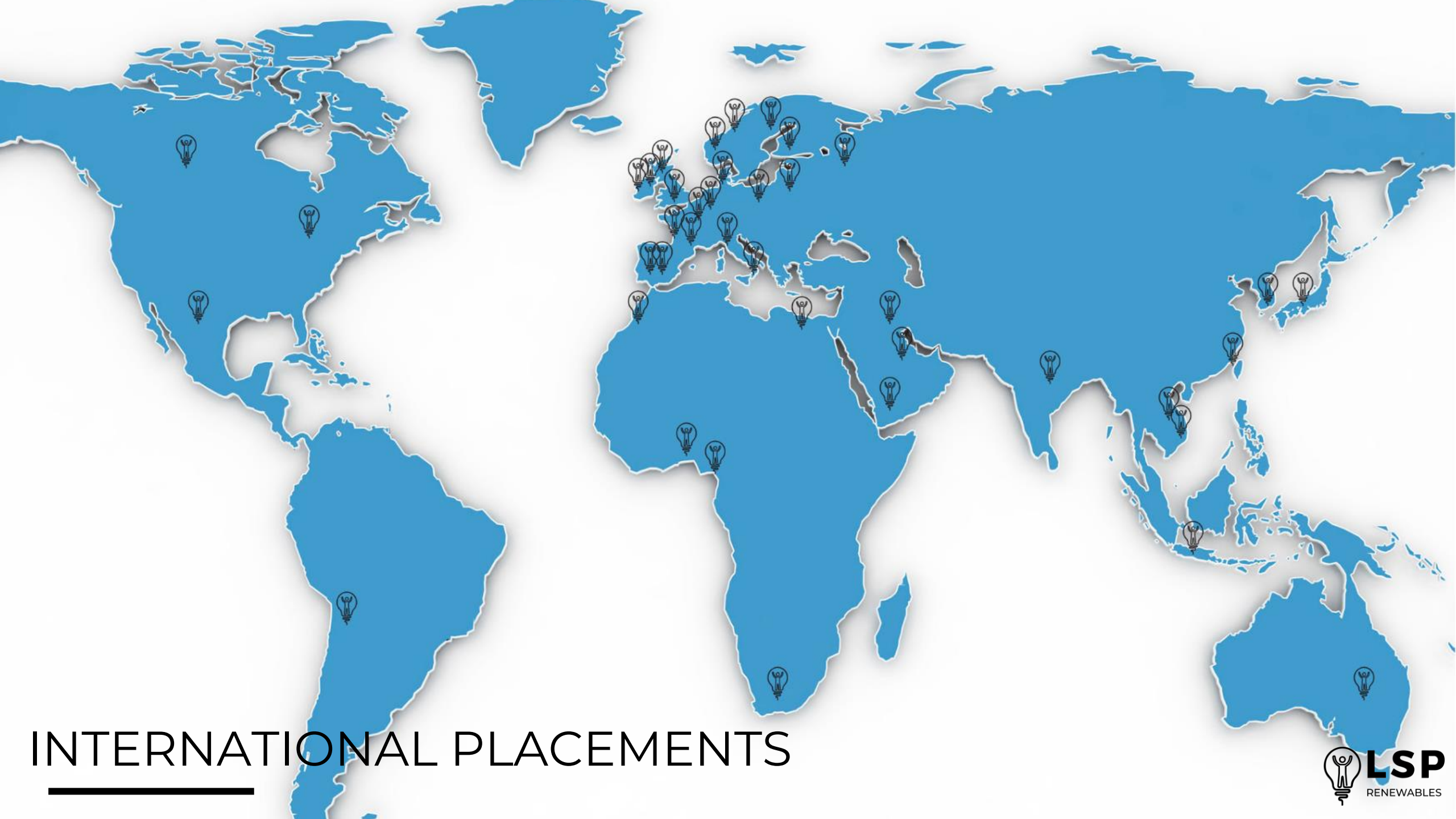
GLOBAL REACH – LOCAL KNOWLEDGE

We engage with a broad spectrum of talented people throughout the renewable energy sector, who contribute to the development, design, construction and operation of renewable energy assets the world over.

Through our global offices in the UK, Taiwan and USA, LSP Renewables has provided both permanent hire and contract/consultant provision services to renewable energy projects throughout Europe, Asia and the Americas. Our niche approach enables us to keep abreast of the renewable energy global talent pool, ensuring our customers resourcing needs can be met wherever they are based.

Our global mobilisation and compliance teams remain up to date with all of the latest relevant information allowing us to place workers compliantly on a global basis, thus protecting our customers from any resulting compliance and taxation matters.

When engaging resources through LSP Renewables the outcome is not only an engaged and empowered resource, but one that delivers maximum impact to our customers and their businesses and projects.



INTERNATIONAL PLACEMENTS

ROLE COVERAGE

LSP Renewables specialise only in renewable energy. By doing so we have access to 40,000 + renewable energy professionals working on projects across the globe.

Seniority levels range from Technicians and Advisors all the way through to Directors and C-Level.

Construction

- Client Representatives
- Site Management
- OIM
- Marine Coordination

Finance & Administration

- Procurement, Commercial, Contract & Claims
- Budget & Cost Control
- Document Control
- HR & Secretarial
- Quantity Surveyors
- Legal

Quality & Fabrication

- Quality Management
- QA/QC Inspection
- Pre-assembly
- Coating/Painting/Welding

Package Management

- Export & Array Cables
- Foundations
- WTG's
- Onshore & Offshore Substation
- Transport & Installation
- UXO & Diving
- SCADA

O&M

- Asset Management
- Strategy Management
- Divestment
- Stakeholder Management
- Service

Commissioning

- Electrical & Mechanical
- Walk Downs & Snagging
- Client Representatives
- Jointers
- SCADA
- OSS

Health & Safety

- HSE Manager
- HSE Advisors (Onshore & Offshore)
- CDMC
- Permit to Work

Development

- Risk & EIA
- Surveys
- Design & Planning
- Consent & Land Management

CLIENT TESTIMONIALS

“LSP Renewables have been supplying recruitment services to Ørsted since their inception in 2017. I have personally worked with Adam Grainger (Managing Director of LSP Renewables) since 2010 and he has become a trusted and highly valued recruitment partner. Adam sets himself apart from other recruiters due to his in depth knowledge of the energy industry (and has an particularly extensive network in offshore wind), honest no nonsense feedback and quick response with relevant profiles. Furthermore, Adam has really taken the time to understand the Ørsted brand and introduce candidates that are a strong fit with our values / vision. Adam and the team at LSP Renewables have a strong track record of delivery and have placed over 100 staff and contract consultants with us within the past 3 years. I have no hesitation in recommending hiring managers from Ørsted partner with LSP Renewables to fulfil their recruitment needs.”

Rosie Walter – BP (Former Resourcing & Talent Team Lead – Ørsted UK)

“I have worked with some of the team at LSP for approaching a decade. When they joined together and started LSP in 2017 I had no hesitation in adding Adam and his team to our PSL. Since their addition they have established themselves as the top performing agency in a short period of time.”

Sarah Morgan, Northland Power (Former Head of Recruitment, RWE)

“Electrical Project Management have utilised LSP Renewables to support our recruitment of both consultant and permanent staff project managers. LSP Renewables have taken the time to fully understand the role our project managers fulfil and the key skills and competences required to be successful in the role. They have consistently identified high quality candidates and provided effective support to us through the entire process from identification through to onboarding of the new starter.”

Richard Watson - Senior Manager, Electrical Head of Project Execution – Ørsted

“I have worked with Adam and his team for the past 9 years. Over this period they have consistently supplied suitable candidates to Electrical Project Management resulting in multiple hires in to Ørsted and COP”

Søren Ranneries – Head of Engineering Copenhagen Offshore Partners. (Former Senior Director, Wind Power – Ørsted)

“Ashley has an in-depth understanding of the Offshore Wind Industry and the people that work within it. I have always found his approach to be professional and thorough. Ashley puts his candidates and clients needs first and should be the benchmark for his competitors to follow.”

Offshore Construction Manager, Offshore Wind



COMPLIANCE

LSP Renewables are fully aware of all global mobilisation and employment risks. We have an in-house dedicated compliance department that work closely alongside our sales teams and candidates. LSP are approved by the Dutch Chamber of Commerce and hold our SNA License. This standard includes requirements for checking and assessing any company having its registered office outside the Netherlands that provides workers for the purpose of working under the supervision or direction of a third party and for testing and assessing any contractor or subcontractor.

Our in-house global mobilisation team take the stress out of contractor travel and can assist in organising visas, accommodation, travel & PPE ensuring our placements can hit the ground running on your projects.

LSP Renewables are ISO 9001 accredited and therefore our Quality Management Systems are independently audited to ensure they meet customer and other stakeholder needs within statutory and regulatory requirements, including the seven quality management principles that underlie the family of standards.

LSP Renewables are ISO 27001 accredited, the international standard for information security. Our workflow system means all placements pass through compliance vetting before being approved this includes checking education and qualifications, reference checking and passport checks including infrared blue light to check document validity.

Our PSL of management companies have all been vetted and are FCSA accredited members ensuring they abide by this code of conduct and regulations.

Recruitment Bodies



MEMBER



Memberships



Company Member

Asia Wind
Energy Association



Accreditations



MCA Certified Recruitment and Placement Agency

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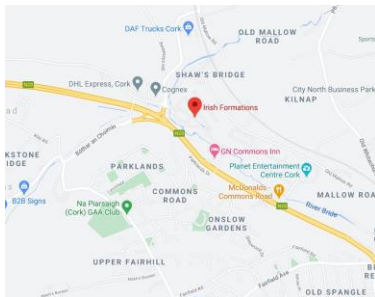
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