



Introduction

Whether still studying and interested in finding out what opportunities lie ahead, or considering a change of career direction, RenewableUK is here to help.

RenewableUK, formerly known as BWEA, is the trade and professional body for the UK wind and marine renewables industries. Formed in 1978, today we have over 650 corporate members and are the UK's leading renewable energy trade association.

We know that the variety of career pathways and entry routes into renewables is vast. And choosing a role that's right for you could seem like a daunting prospect. So, with the help of professionals from across our membership, we have produced this introduction to the sector.

We hope you'll find it a useful starting point from which to explore the career possibilities for yourself.



Contents

| | |
|------------------------------|--------------|
| Introduction | 02 |
| A growth sector | 03 |
| Diverse opportunities | 04 |
| Find your place | 05 |
| Where could I work? | 06 |
| Case studies | 07-11 |
| Next steps | 12 |

A growth sector

Here's a bit of background information to put our work in context.

Sector Snapshot

By 2020 the UK aims to have reduced its CO₂ emissions by over 30% compared to 1990 levels. It is obliged under EU law to generate 15% of its energy from renewable sources by this date. An ambitious target.

The largest single source of this renewable energy is set to come from wind, whilst marine energy will also play an increasingly important part in meeting our future energy demands.

Wind Energy

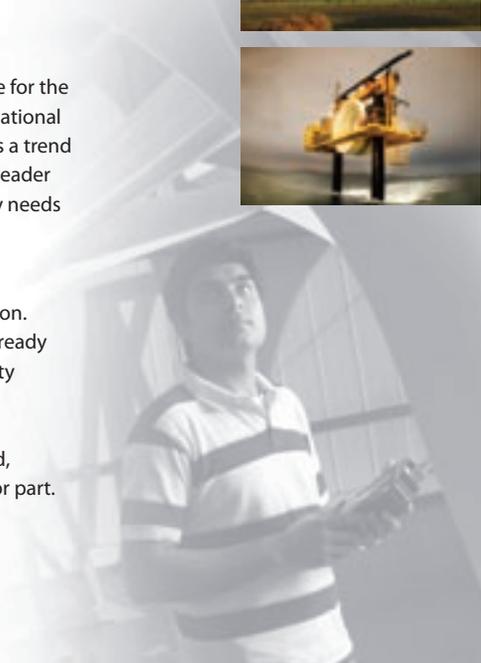
Wind has been the world's fastest growing renewable energy source for the last eight years. As the costs of generating fall and the urgent international need to tackle CO₂ emissions and prevent climate change grows, it's a trend that's set to continue. As the windiest country in Europe and world leader in off-shore technology, the potential exists to meet the UK's energy needs several times over.

Marine Energy

Wave and tidal power is a new and exciting form of energy generation. At the moment it is still in the developmental stage, but the UK is already the global leader, with the potential to produce 20% of our electricity demand by 2050.

With rapid sector development from emerging companies expected, newcomers to this industry will have the opportunity to play a major part.

Find out more about UK wind, wave and tidal energy.
Visit www.renewable-uk.com



Diverse opportunities

The range of opportunities within the wind and marine energy industries is diverse, and the demand for talent is vast. Over the next 10 years we anticipate that the wind energy industry will grow from 5,000 up to potentially 60,000 employees.

So, the big question for you is, "Where do I fit in?" As you'll see on the following page, a single project requires the contribution of many different people employed in many different jobs, from research and development through to construction and maintenance. This means people from a range of backgrounds and with a range of skills are always needed.

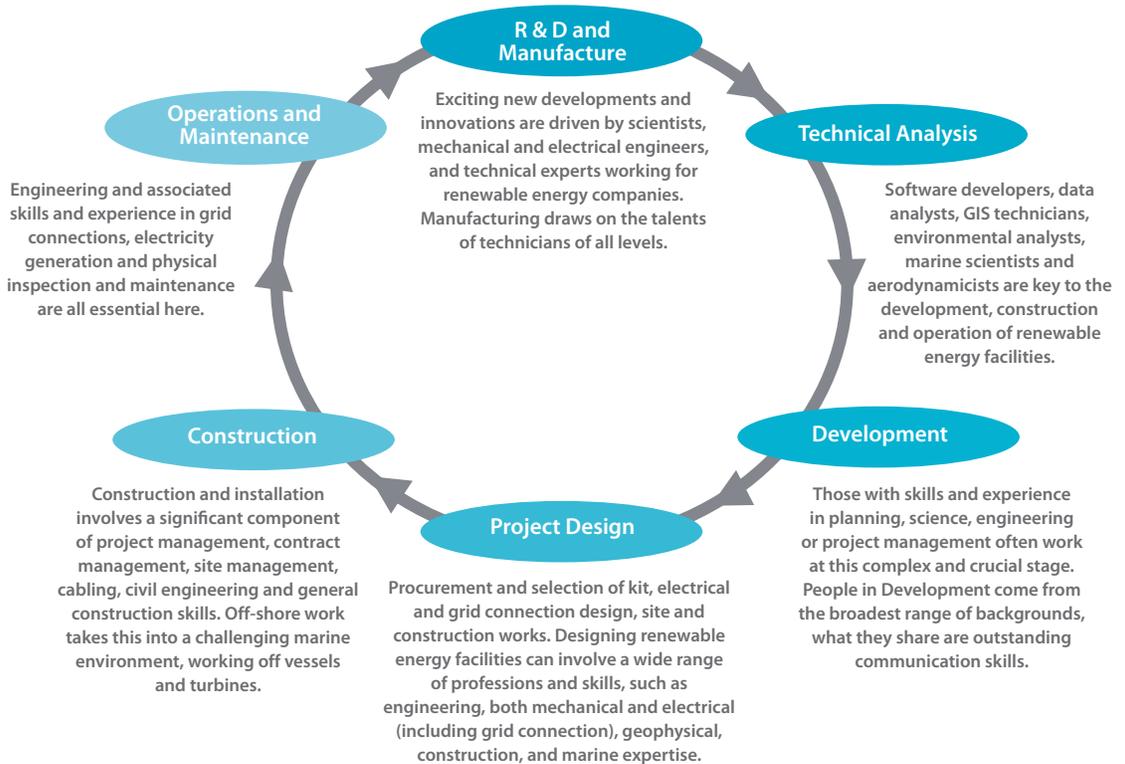
Whether you're a new graduate or postgraduate; someone looking for a career change or just have a genuine interest in our industry, we're sure you'll find an opportunity that's right for you.

Business support roles

As our industry is comprised of growing, changing businesses, there are also opportunities in all professional support areas. From HR and finance to administration, facilities management and everything in between, if you have the skills or career aspirations, you can find a home for them in wind and marine energy.



Find your place



Where could I work?

In the UK alone over 500 companies engage in wind and marine energy related business activities. These range from large energy utility companies through to small organisations with only a handful of employees.

There are career opportunities throughout the country, not just in the vicinity of wind farms or the coast. As some companies with a UK base also operate overseas, you could even find yourself abroad on secondment. Renewable energy is a growing global business, so build your career in this industry and you'll inevitably work with colleagues from around the world on projects that will change the world.

What's it really like to work in the industry?

As a comparatively new field, it can be tricky to spot clearly defined career paths in wind and marine energy. However, over the years, the role you choose is likely to present you with regular new challenges and directions.

Working conditions vary depending on the area you specialise in. You could work on a site, outdoors, in an office, in a laboratory... There are any number of combinations. Some roles, such as site or field engineers, could require extended periods working away from home, while others call for regular office hours.

Over the following pages we'll introduce you to a few people who are already working in wind or marine energy. It'll show you just how varied these careers are, while giving you a taste of what life in the industry is like.



Damian Aubrey

“ My work is central to the development of each wind farm. ”

I transferred my experience into a new career in wind energy. After completing a BA (Hons) in Geography I completed an MSc in Rural Environmental Management. This led me into my first two positions with Scottish Natural Heritage as an Area Officer and with Cairngorms National Park Authority as a Project Officer.

Next I spent some time abroad, managing a nature reserve and community development programme in Western Uganda. Then, when I returned to the UK I became a wind farm developer with a major utility company.

I began my current job as an independent wind energy developer back in 2003. I mainly focus on the project management of Environmental Impact Assessments. My work is central to the development of each wind farm and gives me the opportunity to liaise with specialists from many disciplines while having an overview of entire projects. The need to persuade planning officials, statutory consultees and local communities of the benefits of wind farms can be challenging at times, but there is motivation in knowing that our efforts are helping to combat climate change and provide a clean supply of future energy.



“ I know that my decision to move into renewables was the right one. ”

I began my career as a Mechanical Engineer in the British Army where I completed my City & Guilds 1&2 in Mechanical Engineering and the equivalent of an Advanced Apprenticeship in Household Electrical Installation. When I left the Forces I worked on a fixed-term contract with Volkswagen before joining the renewables industry as a Field Technician for a wind turbine manufacturer.

I'm now working for my second wind turbine manufacturer, where I'm responsible for the integration, maintenance and smooth running of off-shore wind turbines. It's a challenging environment, but I'm enjoying working with the latest technology and having a direct impact on a turbine's performance. It's not just about problem solving either. You've got to be a good people person here – I'm always liaising with my colleagues in the field and head office, not to mention customers.

All in all, I know that my decision to move into renewables was the right one. Of course, the thought of working off-shore and on large scale wind turbines was daunting at first, but when you look at the smaller parts you start to understand how it all works. Looking at the detail allowed me to see that it was actually not dissimilar to other electrical and mechanical engineering work I'd done previously.



“ It’s great to know that my efforts are really making an impact. ”



I studied Environmental Biology at university before joining the offshore wind company where I work today. One of the great things about being here is that I was heavily involved in management and worldwide operations from the start and my role soon progressed from basic administration and day-to-day operations to include ISM auditing, internal and external auditing of the Safety Management Systems, accident and incident reporting and procedures for crew training.

As Environmental Manager I deliver the environmental elements of off-shore projects – ensuring that all regulatory guidelines are adhered to during the consent and construction phases and throughout operation and maintenance. This includes liaising and engaging with various stakeholders, sub-contractors and site representatives as well as designing and implementing environmental management systems to ensure projects meet ISO 14001 standards.

It’s great to know that my efforts are really making an impact. In fact, for me, the real highlight of my role comes from helping protect the environment and being directly involved in shaping the industry.

“ I’ve enjoyed some really rapid career development. ”

I graduated from Nottingham University with a first class honours degree in Engineering with French, and then became a Site Engineer for an independent development company in the wind industry. From there I quickly progressed into a Site Manager and then a Contracts Manager position before moving into my current role as Construction Director.

I’ve enjoyed some really rapid career development – it’s been a great opportunity to put my technical, project and people management skills to the test in a growing organisation. What’s more, I know that my civil engineering expertise is making a positive impact on peoples’ lives, while being part of the wind industry is really broadening my experience. In fact, working closely with the development, engineering and generation parts of the business has helped me grow my own career by understanding the full picture of issues involved in developing and owning wind farms.



“ I handle the development of wave and tidal projects from concept to delivery. ”



After attaining an MEng in Mechanical Engineering from the University of Strathclyde, I went on to join a major utility company as a Graduate Trainee. Over four years this enabled me to undertake a number of roles based in coal and gas power stations before moving into my current position in the Marine Team.

Today, as a Marine Development Engineer, I handle the development of wave and tidal projects from concept to delivery – working with leading technology developers to determine the best technologies for each location. I also give technical assessments to determine optimum locations for new development sites.

I love what I do – wave and tidal technology is at a stage of development where there is so much going on and a lot of new and exciting devices being proven. It is a really exciting time to be working on these projects.

Next steps

Research the specific role you would like to play by using careers advisors, web-resources and recruitment specialists.

Getting the experience

Lack of practical experience is the greatest barrier to employment. Tentative applications for work placements and internships can succeed. Moreover, the skills sets needed can be acquired through experience in other industries.

Review your C.V.

What transferable skills do you already have? Prove your experience is relevant. Speak with an employer about individual roles or careers advisor before you apply.

Do your research and be critical – also look at what you are missing and consider what you can do about this.

Getting the qualifications

Consult a professional careers advisor about what options for study would be best for reaching your personal career aspirations.

A number of websites will enable you to search through available courses.

Vocational courses and Professional Development: www.renewable-uk.com and www.hotcourses.com

Undergraduate study: www.ucas.com

Postgraduate taught and research programmes: www.findamasters.com / www.findaphd.com

Getting your first wind or marine energy job

- RenewableUK website job listings
- Specialist industry interest press
- Individual company websites
- National press
- Specialist recruitment agencies

To learn even more about the renewables industry and see where your talents could take you, simply visit our website www.renewable-uk.com