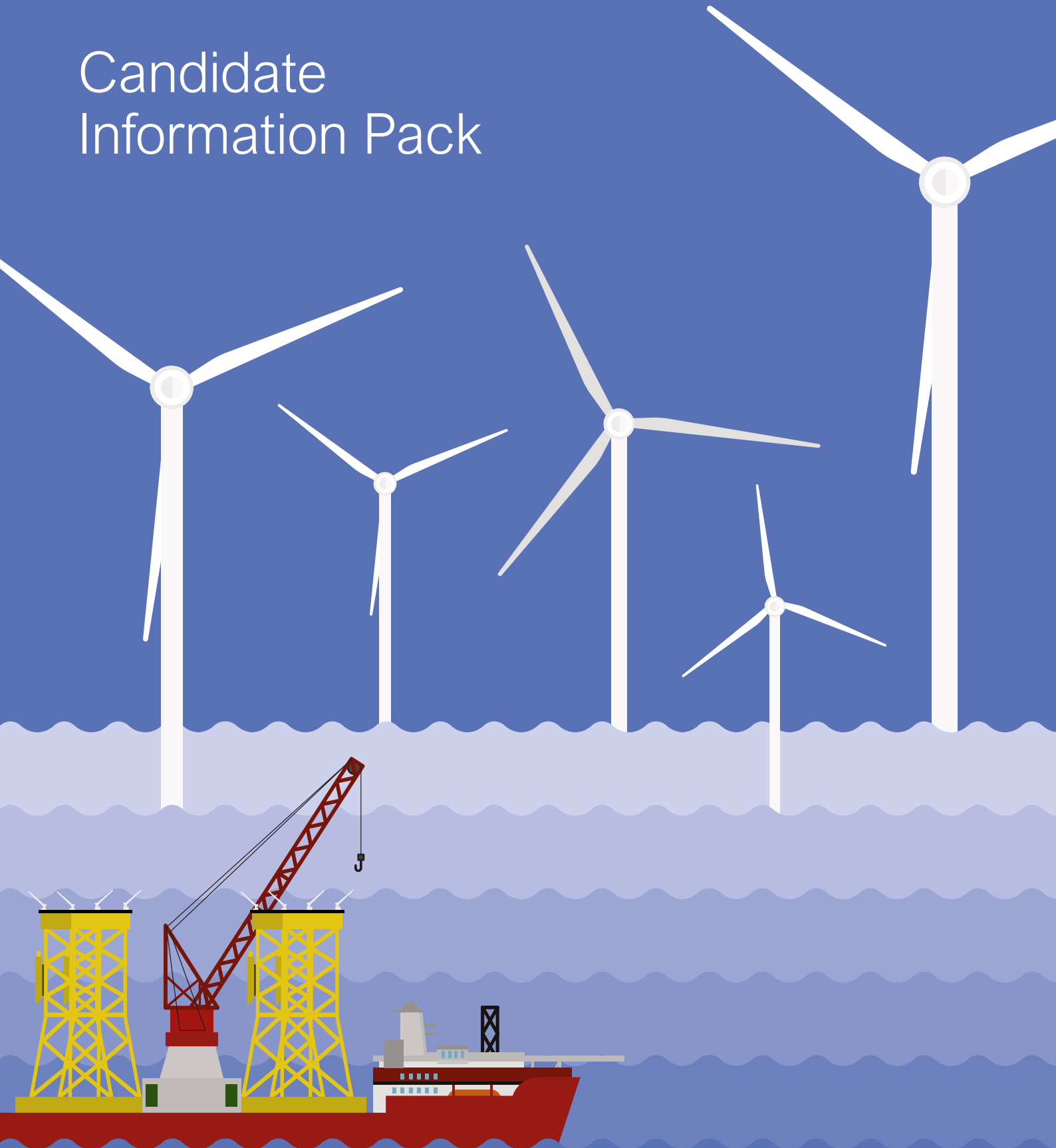
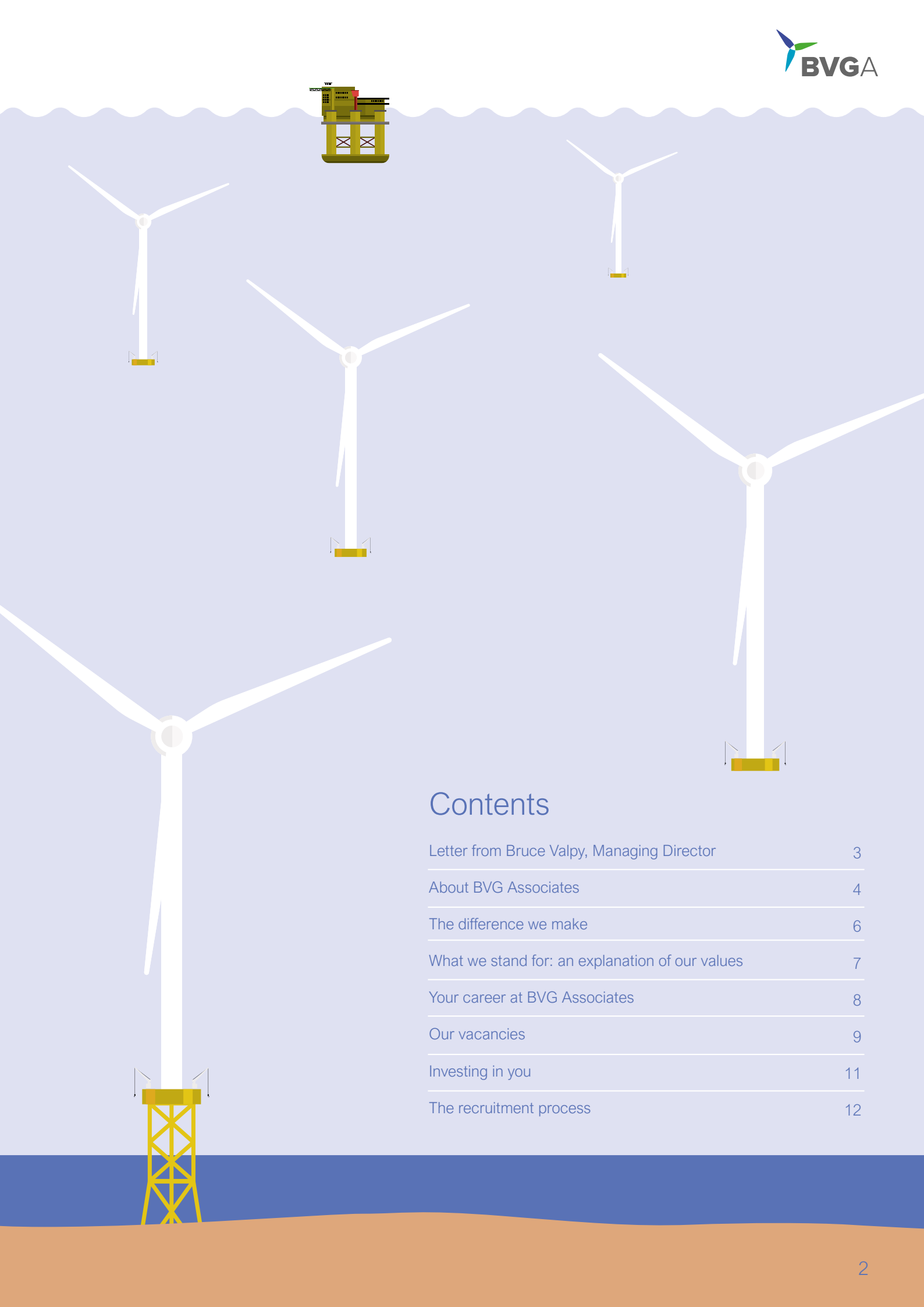


Candidate Information Pack





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Letter from Bruce Valpy, Managing Director

Thank you for your interest in working with BVG Associates. We seek to help our clients succeed in renewable energy. Making a difference really matters to us.

Our team has a wide mix of experience, expertise and passions. For some of us, it is about leaving a legacy from our work helping to drive forward the energy transition. Others love the technology of the largest rotating machines on earth. Others want to help create jobs in a new, industry. Others still relish the challenge of finding new ways forward and changing minds. For others, it is around presenting complex data in ways that enable the right decisions.

For me, it is all these plus the chance to shape an industry. The thing we have in common is that we all care about making a difference, together. All our team get involved in client projects, each playing to their strengths and supporting each other's delivery, learning and growth.

The modern wind energy industry is 40 years old. We have seen it evolve from a fringe technology to being at the heart of the global energy transition. The benefits that renewable energy offers to society are more relevant than ever. The work that we do has an important role in ensuring that the industry goes from strength to strength.

We've sought to create a special organisation here at BVG Associates. We don't tend to focus on repeat project services, doing similar studies for specific renewable energy projects being constructed. Instead, our focus is on delivering strategy-defining analysis based on deep industry understanding. We help our clients to do new things, think in new ways and solve tough problems. Rarely do we do the same thing twice!

Our way of working means all our team get involved in project delivery and direct client work, each playing to their strengths. Everyone has a much more varied and enjoyable time at work as a result.

Our global influence means people are often surprised about how small a team we are. Our success has come from building an effective team where everyone can see how they drive

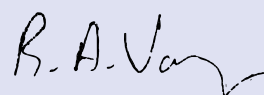
impactful change. We continue to grow by attracting talented people and developing knowledge and skills. Our growth is to enable us to further increase our impact rather than just increase revenue.

As the industry evolves, so does our role. In some countries, we are helping governments to build a new wind energy industry. In others, we are helping experienced companies establish new strategies for success. Our current focus is on expanding our impact geographically, helping clients to better apply more complex knowledge and helping bidders win project auctions. We are looking for people who will enable us to deliver more deliver more projects in both these key areas.

When recruiting, we spend time to make sure that there is a good fit between us. We have a highly intelligent and motivated team, but our type of work and environment is not right for all. In the recruitment process, we want you to get to know and choose us. For the right people, our strategy consulting provides great challenge, satisfaction and variety. That usually means you are confident, quality-focussed, hungry to give and receive feedback, and learn quickly.

If you would like to come and work with us alongside the biggest global players the most important strategy projects with a team of fantastic, capable colleagues then we look forward to receiving your application. If you have questions, contact Penny Evans, our HR and Business Support Manager, on recruitment@bvgassociates.com.

Thank you again for your interest in sharing an exciting future with us



Bruce Valpy
Managing Director

About BVG Associates

A recent history of offshore wind and BVG Associates

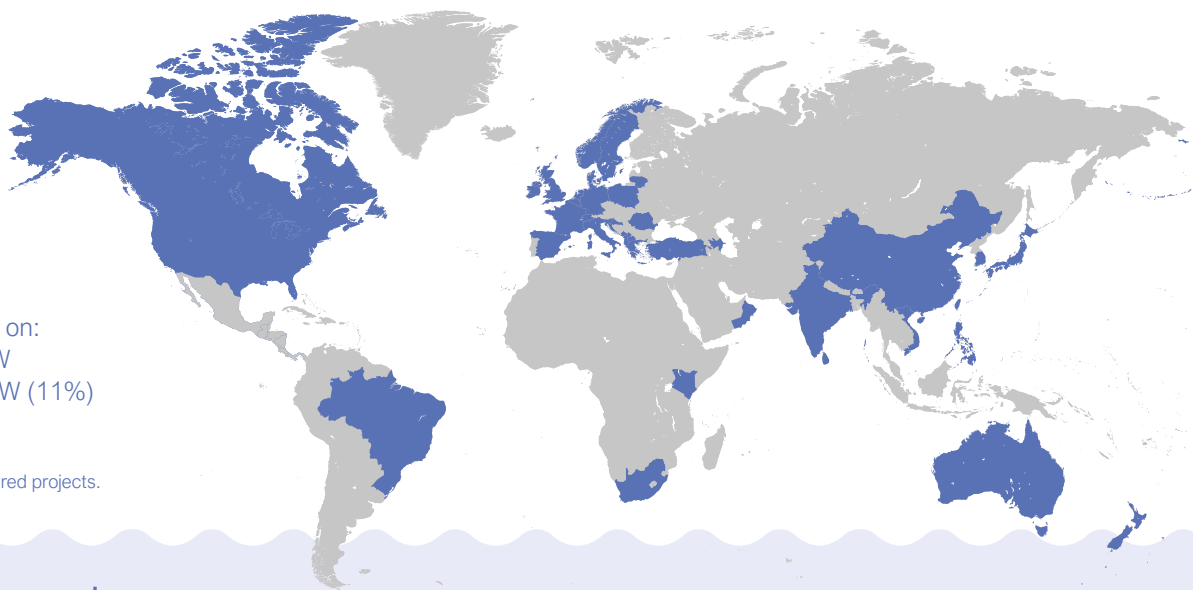


About BVG Associates

We are active and influencing globally.

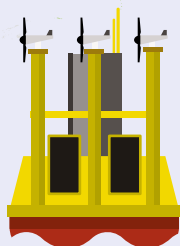
Capacity we have worked on:
Early development: 3.8GW
Exclusivity onwards: 32 GW (11%)
Operating: 7.0GW (12%)

■ Countries where we have delivered projects.



We are focussed on the wind industry

and avoid being distracted by other technologies or sectors.



About 60%

of our work is for the private sector.

About 80%

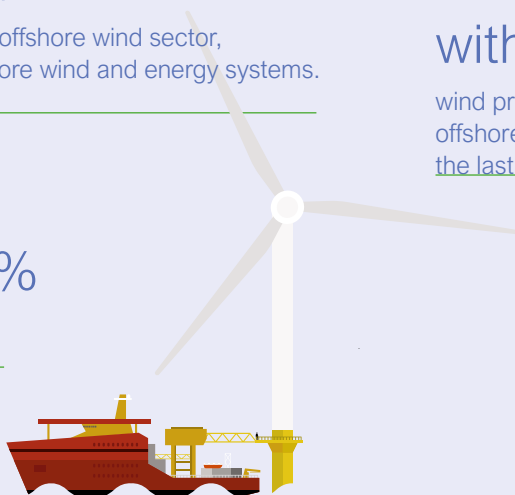
of our work is in the offshore wind sector, with the rest in onshore wind and energy systems.

We have worked with all of the top 10

wind project developers and in the top 10 offshore wind markets (outside China) in the last 2 years.

About 50%

is outside of the UK.



We typically have 50 different projects running

with average value of about £50,000, across 15 countries and for 40 different clients.

We are fully focused on strategic work

Other large organisations will often seek strategy work as a means to position themselves for repeat project services. We believe that focussing on strategy work allows us to make the biggest difference to the industry we serve.



The difference we make

BVGA has become a leading strategy consulting firm specializing in wind energy based on deep industry understanding. We deliver by combining market, economics and technology influences into a unified, pragmatic and effective strategy. We make sure our skills, experience and size are used to best effect for clients.

All members of the team have exposure to clients and often see projects through from business development to project delivery and follow-up work.

We are committed to support clients with independence, flexibility, rigour, value, honesty and a passion to make a difference. Our work has four key areas:

1 Industry building

We work closely with governments and enabling organisations to build the offshore wind industry in new markets. We define strategies and regulatory frameworks. These promote the sustainable development, facilitate growth and long-term viability of wind energy. We also help governments build a new wind energy industry.

2 Business strategy

For experienced companies, we deliver new business strategies for success. For those looking to enter offshore wind markets, we develop winning strategies to minimise risk and maximise success.

3 Auctions and economics

We are currently expanding our impact geographically, helping clients to better apply more complex knowledge and helping bidders win project auctions in more and more markets. Our assessments of the economic impacts of projects, supply chain plans and other investment, including job creation, help industry stakeholders win auctions, meet regulatory requirements and endear themselves to local communities.

4 Operating Assets

We also advise asset owners on operational asset strategies and optimise the performance of existing wind energy assets, enabling clients to extract maximum value as new technologies and routes to revenue develop.

Our clients see BVGA as a trusted partner. They can rely on us to deliver strategic consulting services that empower clients to thrive in the dynamic and ever-evolving wind energy sector.

Business transition strategy for Swire Energy Services (SES).

We worked with SES's leadership to deliver their transition into the offshore wind maintenance services market. We delivered a robust vision, roadmap, and business case for Board approval of this major change. The board approved the offshore wind business plan, recruited a senior offshore wind team and made its first acquisitions – and asked us to stay on to help more.

Auction support in 20 GW+ of offshore wind projects

We have helped offshore wind developers win auctions through:

- Writing supply chain plans
- Delivering dynamic bidding support and bid tracking software
- Providing competitor and cost of energy analysis
- Project managing bid packages
- Optimising local economic benefit strategies
- Mock-scoring of submissions

In each case, we used our industry knowledge, understanding of regulators, modelling, writing, project management skills and a collaborative approach to meet client needs.



What we stand for: an explanation of our values

At BVG Associates we are committed to renewable energy and we believe that:

The best way to achieve change is through realism rather than idealism.

We're passionate about renewable energy. But we know that decarbonisation of the energy system will only occur if it makes business and economic sense as well as environmental sense. Much of our work is focussed on demonstrating the benefits to economies, business and communities of developing more wind energy projects that are well managed. Wind energy is then seen as a rational contributor to the energy mix (as well as right thing to do for the planet).

Our work should always have rigour, value and honesty

We developed reputation steadily over time by delivering valuable results for clients. If we don't think we can make a positive difference, we will turn down a project. We are not afraid to upwardly manage (and speak honestly to) clients, helping them to evolve their thinking and what we do for them. We seek to provide accurate insights and impactful recommendations based on comprehensive, well thought-out analysis, strong industry knowledge and senior engagement in clear, succinct ways. We have tidy minds, an eye for detail and are known for quality in our writing and our analysis – which makes a difference because it increases client trust in what we do.

We improve by challenging and supporting each other

We keep learning as an organisation and see personal and professional growth as a key part of life at BVGA. We seek to balance the challenge of doing new things in new ways with support for each other on our individual development journeys through empathy, encouragement and enablement.

The importance of equality, diversity and inclusion

A diverse team helps us understand and engage with the world within which we operate. Because our team is currently not as diverse as we would like it to be, we are missing out on valuable life experiences, opinions and perspectives. We are determined to continue to correct this by improving our approach to equality, diversity and inclusion (EDI).

We aim to create a working environment in which everyone can make the best use of their skills and be free from discrimination, harassment or limitation in any way. We make sure all our team gets appropriate training in equal opportunities awareness and selection best practices. In recruitment, we make sure that we have assembled as diverse an interview panel as possible.

In our day-to-day work, we have established an EDI team that are determined to put BVGA at the forefront of EDI in the industry. It will do this by adopting best practice and seeking to influence the renewable energy industry to become more diverse and inclusive.

Your career at BVG Associates

BVG Associates has grown into a special organisation. For the right people, our strategy consulting provides great challenge, satisfaction and variety. That usually means you are confident, quality-focussed, hungry to give and receive feedback, and learn quickly.

We seek to deliver the best results we can to clients. Our relationships are built on trust, respect and collaboration. We listen, ask challenging questions, work hard to uncover facts, seek to build consensus and facilitate the growth of relationships.

Our consulting team combine a wide range of industry experience, consulting know-how and academic credentials. Many of our team have years of 'hands-on' experience in the wind industry. This enables clients to benefit from pragmatic advice and others in the team to learn from 'real world' understanding. Many of us share a passion for renewable energy and driving change.



Being a part of BVG Associates allows me to make a positive difference in the transition towards a low-carbon economy. There is a strong learning culture at the company.

BVG Associates places you at the centre of one of the most important and fastest growing industries in the world, allowing you to see the difference you make in your day-to-day work"



Patrick Whelan,
(Joined as entry level Consultant
now Senior Consultant)



I enjoy the variety in the work we do, which is always challenging and meaningful.

There are so many inspiring people in BVGA and in the industry. It is very motivating to see the passion people have!"



Mona Pettersen,
(Joined as entry level Consultant
now Managing Consultant)

Being at the heart of the industry enables team members to rapidly expand their network of contacts. Our work must deliver real results for clients in an effective, timely way, so BVGA people are pragmatic in applying deep insights to real-life situations. To keep client confidence, we work hard to ensure accuracy and high quality in all we deliver.

Learning is a big part of BVGA life. We take time out to learn together and support individual's learning goals and development. BVGA people are hungry to learn and to share their own knowledge.

As the team are all involved in many projects, BVGA people need the ability to both lead and contribute to projects. Team members help shape our strategy and win, manage and deliver strategic advisory services work.

Our vacancies

Job Title: Managing Consultants and Senior Consultants

Salary: £55k to £72k - Managing Consultant

£42k to £53k - Senior Consultant

You can find out more information about our recruitment process on [page 12](#).

Flexible working

We offer a range of flexible working options. Many members of staff work a shorter or compressed week. We ask that you come to one of our three offices one day a week with the option to work remotely the rest of the week if you wish.

About the roles

We are looking for Managing Consultants and Senior Consultants in two of our four key areas of work: auctions and economics, and business strategy.

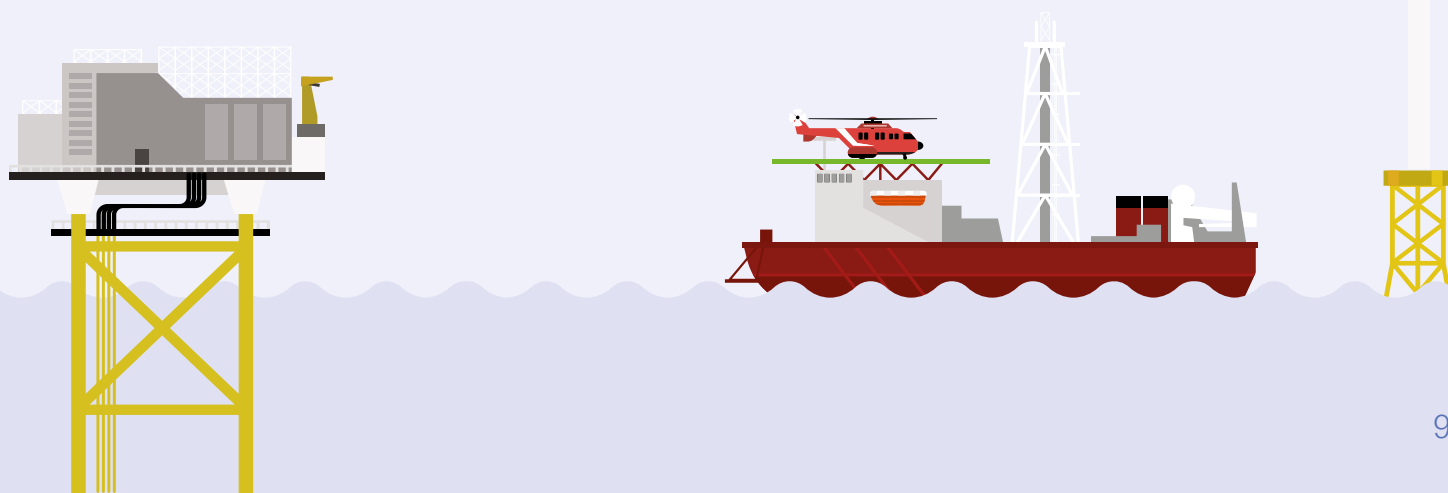
Auctions and economics

Our focus is on helping offshore wind developers be successful in auctions for sea bed licences or offtake contracts, and undertaking analysis to articulate the benefits their projects bring in terms of economic and environmental impacts and skills development. We add value to our clients' work through our deep understanding of how projects are development, procured, built and operated. Offshore wind auctions globally are highly competitive. You will shape and implement our own strategy, considering the services we offer, where to focus and how to engage with the market, globally

Depending on your experience, knowledge and capability, you will be a Managing Consultant (and deputy to our auctions and economics sector lead) or a Senior Consultant in our auctions and economics sector team.

You will

- Lead project delivery to clients, including client relationship management, project management, research, analysis and reporting
- Develop business opportunities and maintain client relationships
- Manage the work of other colleagues in the team to ensure projects are delivered on time and on budget and potentially line manage others in the team
- Shape and implement our strategy, considering opportunities to influence in new markets and areas of practice, globally, and
- Work closely with other members of the team in a supportive, collaborative and dynamic working culture.



About you: For the Managing Consultant , we are seeking:

Experience

- At least three years of work in a strategic role, gained either in a management consulting practice or other strategic role that demonstrates a strategic mindset and expertise in strategy development and planning
- Plus at least three years of relevant experience in the wind industry (or similar infrastructure sector), within a project developer, supplier, consulting firm, enabling organisation or the public sector
- A strong network of relevant contacts within the wind industry

Senior Consultants' are expected to have good experience but less than the minimum required for a Managing Consultant.

Expertise

- A proven ability and the drive to help senior client staff make the right strategic decisions and generate consulting sales
- The ability to manage multiple concurrent, strategic projects, often short-term and complex, across multiple clients and geographies
- Strong people management skills with the aptitude and ability to lead, coach and motivate highly capable team members to achieve their best
- Strong line management skills, with the opportunity to establish a team of direct reports
- Strong numeracy and analytical skills
- Excellent English speaking and writing skills to communicate clearly and accurately
- Good proficiency with Microsoft Word, Excel and PowerPoint
- The ability to pick things up quickly, as every project and every day can be different
- The ability to prioritise a busy and varied schedule and juggle different demands on your time

Aptitude

- Initiative and self-sufficiency to work in a small team
- An aptitude for order, accuracy, efficiency and quality so that you can deliver to our high standards
- Flexibility, focus and a hunger to learn, and
- A drive to make a lasting, positive difference, accelerating the energy transition on a global level.

For the **Senior Consultant** roles, you will need a subset of these skills, with the capability and intent to progress further.

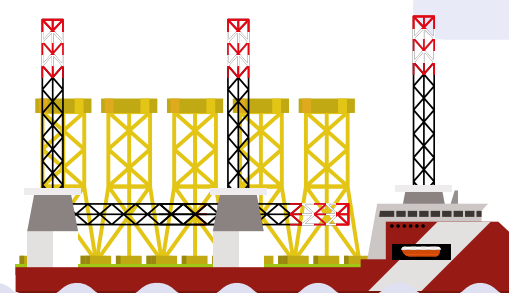
Investing in you

BVGA is a great environment to grow your industry knowledge and influence. You'll be in an environment that encourage you to challenge the status quo, push innovative ideas and make a difference in everything you do.

As well as an industry benchmarked base salary, BVGA team get:



- **Annual salary reviews in March each year.** This is usually in pace with inflation and often includes progression through our pay grades.
- **Profit-share:** This quarterly scheme rewards team behaviour that leads to efficient working, profitable projects and a profitable company.
- **Pension:** For UK based employees, you will automatically be enrolled after a three-month postponement. BVGA contributes 3% of your pensionable pay into the scheme and you will also contribute 5%. You can contribute more than 5% if you wish.
- **Flexible working:** Our standard full-time working week is 40 hours. Our normal core hours are 9:30am to 3:30pm. You can arrange your own work pattern outside of these core hours, subject to line manager approval and legal requirements. If you wish to work from home, you'll get a nominated office that you'll be expected to attend at least one day a fortnight. We already have a number of the team who work shorter/compressed hours and we are very happy to talk to you about your preferred working pattern as part of the recruitment process.
- **Holidays:** UK based employees get 25 days holiday a year plus public holidays. You can also buy or sell up to five days holiday per year.
- **Life assurance:** Life assurance of four times base salary 'death in service' benefit. Cover is automatically provided at no cost to you.
- **Healthcare insurance:** You can opt for private health insurance that covers the costs of private healthcare. This will occur additional tax.
- **Learning and development:** You're encouraged to take personal accountability for your learning and professional development. We will pay for attendance at events, professional membership fees and qualifications related to your role.
- **Influence:** We get together as a team for a day every three months to share experiences and learning, reflect and develop plans for the business. Everyone has a chance to give their views.
- **Your wellbeing:** We have two fully qualified Mental Health First Aiders who are there to support you with your mental health. We also regularly review how we work so that the way we work is both sustainable and enjoyable.
- **Your career development:** We have a competency framework or each role level. Promotion to the next level requires demonstration of the competencies required for that level. You and your line manager will then make a case for your promotion to our senior management team. We are happy to answer questions about our approach to promotion at your interview.
- **Cycle to work scheme:** Giving the opportunity to purchase a new bike, with a tax saving.
- **Free eye tests:** We fund the cost of routine eye tests.
- **Working locations:** Our Cricklade office is in a converted stone barn on a farm in Wiltshire with plenty of free parking. Our Glasgow office is in the centre of the city, a few minutes' walk from Queen Street station. Our London office is in shared working space in Stamford Street, a five minute walk from Waterloo train station.



The recruitment process

For an informal chat about these roles please contact: Tracy Madgwick, HR Director on 07899 665506

We ask you to provide a CV and covering letter outlining your relevant experience and interest in the post. It would also be very helpful if you completed our equal opportunities form, which will be kept separate from your application.

Recruitment is a two-way process. You are choosing us just as much as we are choosing you. We want to make sure that we have a rounded view of your skills, experience, aspirations and personality. We want you to meet with relevant colleagues and have your questions answered about BVGA.

We shortlist applications based on how well each candidate meets the requirements of the role. Before deciding the shortlist, the recruitment panel will meet with the HR team and the Diversity challenger to make sure that as far as possible any bias is removed from our decision-making process.

If you are shortlisted for first interview, we will invite you to have an online interview. Successful candidates will then be invited for final interview. If you are not successful at this stage, we will give feedback on our decision.

The final interview is an in-depth interview. We will ask you to prepare a presentation as well as a 500-word precis. You'll also be asked to complete a verbal and numerical reasoning exercise and a behavioural profile questionnaire.

We appreciate that you will have taken time to prepare and meet with us and we are happy to give you full feedback on how you performed at the interview.

If you are offered the role, we're happy to arrange a follow up meeting to answer any questions that you may have.

How we will use your personal data

Please read our applicant privacy notice (<https://bvgassociates.com/applicant-privacy-notice/>) which tells you how we will hold and use the personal data which you share with us as part of the recruitment process.