

Managing Consultant
and Senior Consultant
Application Information Pack





Contents

Letter from Bruce Valpy, Managing Director	03
About BVG Associates	04
What our staff say about working for BVG Associates	06
Senior Consultant role	08
Managing Consultant role	09
Our benefits package	10
How to apply	12



Letter from Bruce Valpy, Managing Director

Thank you for your interest in working with us here at BVG Associates. We are all about seeking to make a difference by helping our clients succeed in a sustainable global electricity generation mix founded on renewables.

But why are we doing this? For some of us, it is about being good stewards of the planet, or leaving a legacy from our time at work; others love the combination of the largest rotating machines on earth, weighing hundreds of tonnes, but controlled by miniature but very cleverly programmed computers; others are most motivated by the challenge of establishing facts and changing minds.

For me, it is all of the above, and the chance to shape and influence an industry. The modern wind energy industry is getting on for 40 years old, in which time we have seen it evolve from being a fringe technology to now being at the heart of the decarbonisation transition worldwide. The benefits that renewable energy offer to society are more relevant now than ever, and we feel strongly that the work that we do has an important role to play in ensuring that the industry goes from strength to strength.

We've sought to create a special organisation here at BVG Associates. Many consulting businesses, especially in renewable energy, are focussed on delivering work that helps to progress specific renewable energy projects. We respect and value that type of work, however we prefer to focus on taking a strategic view. We help our clients to do new things, think in new ways and solve tough problems - rarely do we do the same thing twice!

Another aspect that we value is that all of our team, from the most experienced staff to the more recent starters, all get involved in project delivery and direct client work- each playing to their strengths - and everyone has a much more varied and enjoyable time at work as a result.

People are almost universally surprised about how small a team we are, for the output and influence we have. This shows what a great team we have, and that we want to attract really talented people to grow and enhance our already strong reputation.

As the industry we serve evolves, so does our role, and we are proactive in defining and implementing our own strategy. In some

countries, we are helping governments to build a new wind energy industry; in others, we are helping experienced players establish new strategies for success. Currently, a lot of our focus is on expanding our impact geographically and helping clients to better manage and use internal and external knowledge, as more and more digital information becomes available. The two roles we are currently advertising are at the heart of this strategic focus.

When recruiting, we seek to spend time creatively to make sure that there is a good fit between us - as part of selection, you will spend time with a wide range of team members, from experienced staff to our most recent starters. We have a highly intelligent and motivated team, but our type of work and environment isn't right for all. In the recruitment process, we want you to get to know and choose us, as well as us choosing you. For the right people, our strategy consulting provides great challenge, satisfaction and variety - these people are often confident, quality-focussed and resourceful; hungry to give and receive feedback and to learn quickly.

We hope the information in this pack will tell you enough about us for you to decide whether to apply. If what you read appeals and you would like to come and work with us, then we look forward to receiving your application. If these roles aren't right for you, more will be coming soon.

If you have questions, please follow up with Tracey Searley, HR and Business Support Manager, on recruitment@bvgassociates.com who is managing this recruitment process.

Thank you again for your interest in working with us,

Bruce Valpy
Managing Director



About BVG Associates

We are here to help our clients succeed in a sustainable global electricity generation mix founded on renewables. How we do this is described more in the images below, but we wanted to share a bit more than that.

We work predominantly in the onshore wind and offshore wind sectors, with the balance in the energy systems and marine renewables markets.

Typically, about 2/3 of our work is for the private sector; 1/3 for the public sector. A bit over half is in the UK, the rest spread between the rest of Europe, US and beyond.

Communication is key. Clients expect efficient delivery, so we need to get clear early on (both internally and with our clients) what we are going to do and how.

We have three values which capture how we seek to work together and deliver our services:

- The best way to achieve change is through realism rather than idealism
- Our works should always have rigour, value and honesty
- We improve by challenging and supporting each other

We think that we are pretty organised about how to do things – from IT and filing to project management and delivery of tidy output. People in our team work hard and rightly should expect things around them to work.

Quality is really important and a constant focus for us. This is embodied in the rigour & honesty we seek to bring to addressing some ground-breaking questions but also in getting the simple things right.

Learning is a big part of life here, whether about the industries we serve or about how we can each do what we do, better. We take time out to learn together and hope we are supportive about individual's learning goals and career development. Many of our team have spent all or most of their careers in the renewable energy sector and have a lifetime of knowledge and experience to share.

Finally, we are a small team, so there is a real opportunity to influence what we do and how we do it.

Strategic consulting. Practical thinking.

Our clients choose to use us when they want to do new things, think in new ways and solve tough problems



BUSINESS STRATEGY
Market assessment
Cost reduction
Knowledge management



ECONOMICS
Supply chain and economic impact analysis
Cost of energy modelling
Vision, supply chain plans, EIA



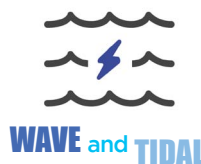
TECHNOLOGY
Enabling innovation
Services for asset owners
Due diligence



Onshore wind



Offshore wind



WAVE and TIDAL

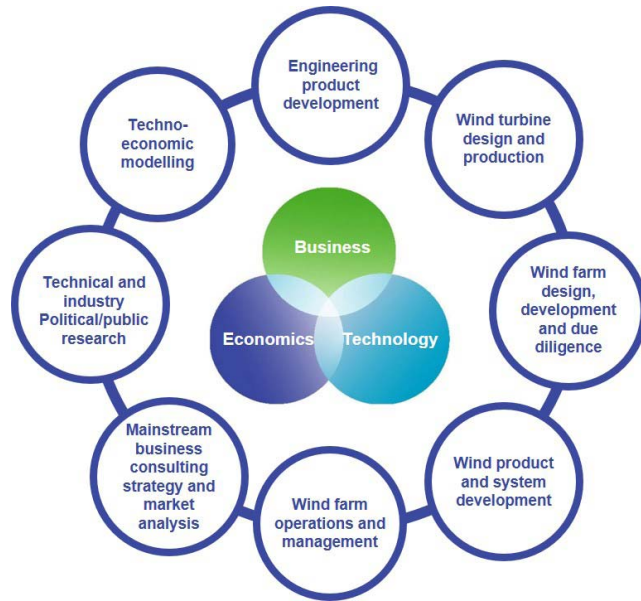


ENERGY Systems



Our long-term expertise:

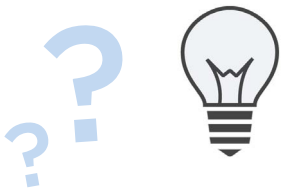
Unique experience at the intersection of business, economics and technology



Our business strategy:

Answering tough questions and helping to think in new ways

NEW PRODUCT DEVELOPMENT AND ENTRY STRATEGY



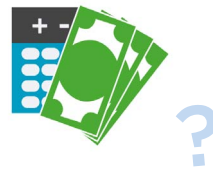
Where will your innovation create most value and how to most effectively bring it to market?

NEW MARKET ASSESSMENT AND ENTRY STRATEGY



How can you use existing strengths to grow or diversify into new markets?

STRATEGIC COST REDUCTION

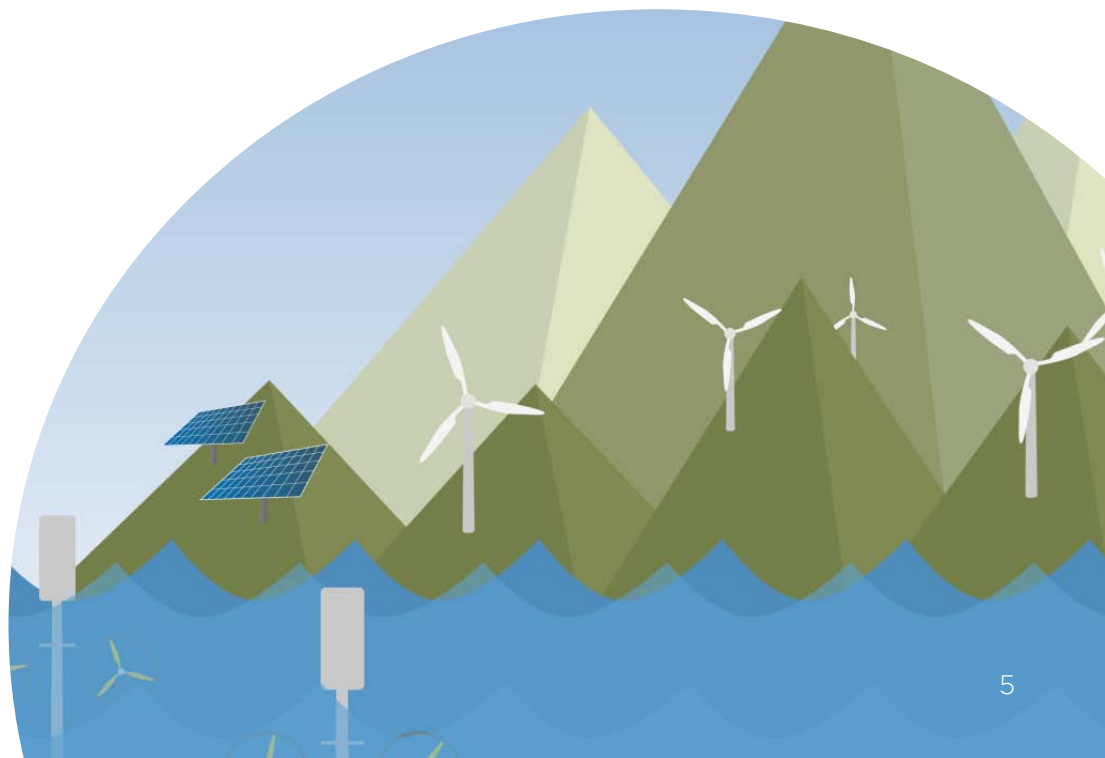


How can you use existing strengths to grow or diversify into new markets?

INDUSTRY KNOWLEDGE MANAGEMENT



What information, accessible to who, would transform your business performance?





What our staff say about working for BVG Associates

“I first came across wind energy thirty years ago and was ‘blown away’ by it.”



As an engineer I found it fascinating how free and renewable wind could be converted into useful clean energy, utilising the whole range of advanced engineering disciplines. Soon after, the reality and imperative of climate change came clearly into focus. As the costs of renewable energy, including wind, has come down and volumes increased, it has taken on a key role in the fight against climate change.

I see my role in business consulting as oiling the wheels of industry, so that renewable energy can become even better and cheaper, faster, and so accelerate the energy transition to a completely clean energy system. This still puts a smile on my face when I come into work every day.”

***Andy Strowbridge,
Associate Director***



BVG Associates adopts an approach to change based on business realism rather than idealism. I can really see the influence BVGA has on the industry – which makes them a great company to work for! I enjoy the variety in the work we do, which always feels both challenging and meaningful.

There are so many inspiring people both in BVGA and in the industry in general, and it is very motivating to see how much passion people have!”

***Mona Petterson,
Consultant***

“Working in the renewable energy industry presents the opportunity to make a positive difference and to contribute to sustainable development. It is a constantly evolving and very exciting industry to work in.”



What our staff say about working for BVG Associates



I really value working for a business that is focussed on enabling change in the wind energy industry, whilst always ensuring that solutions make tangible commercial sense for our clients. Working with inspiring colleagues, clients and partners who share this vision provides a great sense of camaraderie and purpose.

Neil Douglas,
Director

“I feel driven to make a positive difference in my professional life and being involved in the renewable energy industry affords me the opportunity to play a part in the global transition to a low-carbon economy.”



By working at BVGA I can help clients make better decisions for their businesses while also accelerating the transition to a greener energy supply. I am able to work with people who share this vision and I enjoy the variation that comes from working in an evolving industry.

Stefan Bartlett,
Consultant

“Climate change is a huge problem and will become an even greater one for generations to come.”

If you want to see what other staff say about working at BVG Associates, please visit our website at:

www.bvgassociates.com/why-i-work-for-bvga-full-quotes





Senior Consultant

About the role

The Senior Consultant will manage and deliver strategic advisory services across our core areas of expertise, including advising clients in business strategy, industry economics and technology.

Working closely with other members of the team, you will:

- Deliver consultancy projects to clients, including client relationship management, project management, research, analysis and reporting
- Support business development and provide input to proposals
- Engage with industry to stay up to date with latest information and gain insight into current trends and thinking
- Undertake desk-based research into the technology, market and supply chain of the industries we serve
- Develop in-house tools and keep our knowledge management systems up to date, and
- Work closely with other members of the team in a supportive, collaborative and dynamic working culture.

About you

For this role, you will need:

- Substantial relevant wind industry experience, or management consulting experience, working with industrial companies
- A degree, ideally in mechanical, civil or electrical engineering, physics, natural science, mathematics, business or economics (2.1 or above)
- Ideally, experience of knowledge management, in terms of gathering critical knowledge, systems to store and share it and the people processes to drive a learning culture
- Project management capability experience, including managing client relationships
- Strong numeracy and analytical skills; data science training or experience would be an advantage
- Excellent writing skills to communicate clearly and accurately in written documents
- To be able to communicate effectively in person with a wide range of stakeholders
- A highly logical mind, to analyse situations, identify improvements and structure facts into coherent arguments
- The ability to pick things up quickly, as every project and every day can be different
- 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
- The ability to prioritise a busy and varied schedule and juggle different demands on your time
- Flexibility, focus and a hunger to learn
- Confidence in your ability and talent as a high performer, and
- A vibrant interest in the industries we serve.





Managing Consultant

About the role

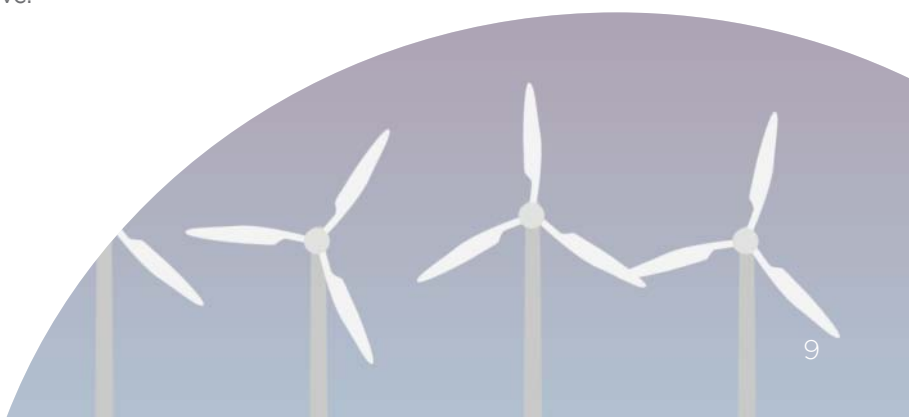
The Managing Consultant will win, manage and deliver strategic advisory services across our core areas of expertise, including advising clients in business strategy, industry economics and technology. You will:

- Lead project delivery to clients, including client relationship management, project management, research, analysis and reporting
- Develop new business opportunities, own client relationships and lead the creation of proposals
- Manage the work of other colleagues in the team to ensure projects are delivered on time and on budget and potentially line management of others in the team
- Engaging with industry to develop insight into current trends and thinking, especially with regard to the technology, market and supply chains of the industries we serve
- Shape our in-house tools and processes to keep BVG Associates at the cutting edge of strategic advisory services for the renewable energy industries, and
- Work closely with other members of the team in a supportive, collaborative and dynamic working culture.

About you

For this role, you will need:

- Substantial relevant wind or other renewable energy industry experience
- A strategic mindset and expertise in strategy development and planning, gained in either a management consulting practice or an internal strategic role
- A degree, ideally in mechanical, civil or electrical engineering, physics, natural science, mathematics, business or economics (2.1 or above)
- A proven ability to manage client relationships and generate consulting sales
- The ability to effectively manage complex projects across multiple businesses and geographies
- Strong people management skills with the aptitude and ability to lead, coach and motivate others to achieve their best
- Strong numeracy and analytical skills
- Excellent writing skills to communicate clearly and accurately in written documents
- Good proficiency with Microsoft Word, Excel and PowerPoint
- The ability to pick things up quickly, as every project and every day can be different
- 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
- The ability to prioritise a busy and varied schedule and juggle different demands on your time
- Flexibility, focus and a hunger to learn
- Confidence in your ability and talent as a high performer, and
- A vibrant interest in the industries we serve.



Our benefits

BVG Associates offers a range of benefits for our staff. Our remuneration strategy is based on the premise that different members of staff value different benefits depending on their personal situation. Our approach is therefore to provide an attractive salary package which enables you to spend your earnings on what you want, generally only offering further benefits when there is a specific tax or other advantage to staff of doing so.

Base salary

We offer a base salary which is benchmarked to the industry. We review base salaries during March each year. Although any increase is at the company's discretion, we aim to at least keep pace with changes in the cost of living and enable progression through our pay grades. Within each grade, we have a sliding scale, with a stepped increase between grades.

Profit-share

In addition to your base salary is a discretionary, quarterly profit-share scheme designed by the team. The profit-share pot is based upon profitability of the business as a whole. This is then shared out, 50% evenly across the whole consulting team and 50% in proportion to base salary. Exceptional contributions are rewarded with a further uplift.

Pension

We have a workplace pension with Legal and General into which you will automatically be enrolled after a three month postponement. Currently BVGA contributes 3% of your pensionable pay into the scheme and you will also contribute 5%. Your pensionable pay is your total taxable earnings that currently fall between £6,136 and £50,000.

If you choose to opt out of the BVGA pension scheme, we will administer payments to any personal pension schemes of your choice.

Your development

The value we bring to clients relates directly to the capability of our team. In a dynamic environment, with constant change in the industries that we serve and regularly being asked to do new things, in new ways, it is our knowledge, experience, creativity and focus on delivering excellence that makes the difference.

We have a strong culture of personal learning and development following the principles of Self Managed Learning¹. We actively encourage you to take personal accountability for your learning and professional development, working together to establish goals that make sense for both you and the business. We then creatively support progress with internal and external learning opportunities relevant to you. We will also pay for attendance at relevant events, professional membership fees and qualifications where these are related to your role.

As a commitment to shared learning, we take a day to meet off-site as a whole team every three months to share experiences and learning, reflect on how things have been going and talk about how we can grow the influence of different parts of the business.

¹ Self Managed Learning is our method of personal learning and development at BVG Associates. It is a recognised process pioneered in 1970s by Professor Ian Cunningham and used in a wide range of dynamic organisations.

Our benefits

Holidays

We offer 25 days holiday a year plus Bank and public holidays. We offer some flexibility around taking some Bank and public holidays. Staff also have the option to buy or sell up to five days holiday per year. We have shown flexibility in discussing variations to this in response to specific circumstances.

Flexible working

We encourage all our team to have a healthy life balance and we recognise that many have important priorities outside of work. Our standard working week is 40 hours which is worked between the hours of 8am and 6pm Monday to Friday; however, we offer flexibility over the start and finish time of your day. The latest you may start work is 9.30am and the earliest you may finish is work is 4.30pm. We also give you the option to take either a 30 minute or one-hour unpaid lunch break. There is usually flexibility to vary your work pattern during the working week for specific circumstances. We also offer a range of other flexible working options subject to the needs of the rest of the team and the business.

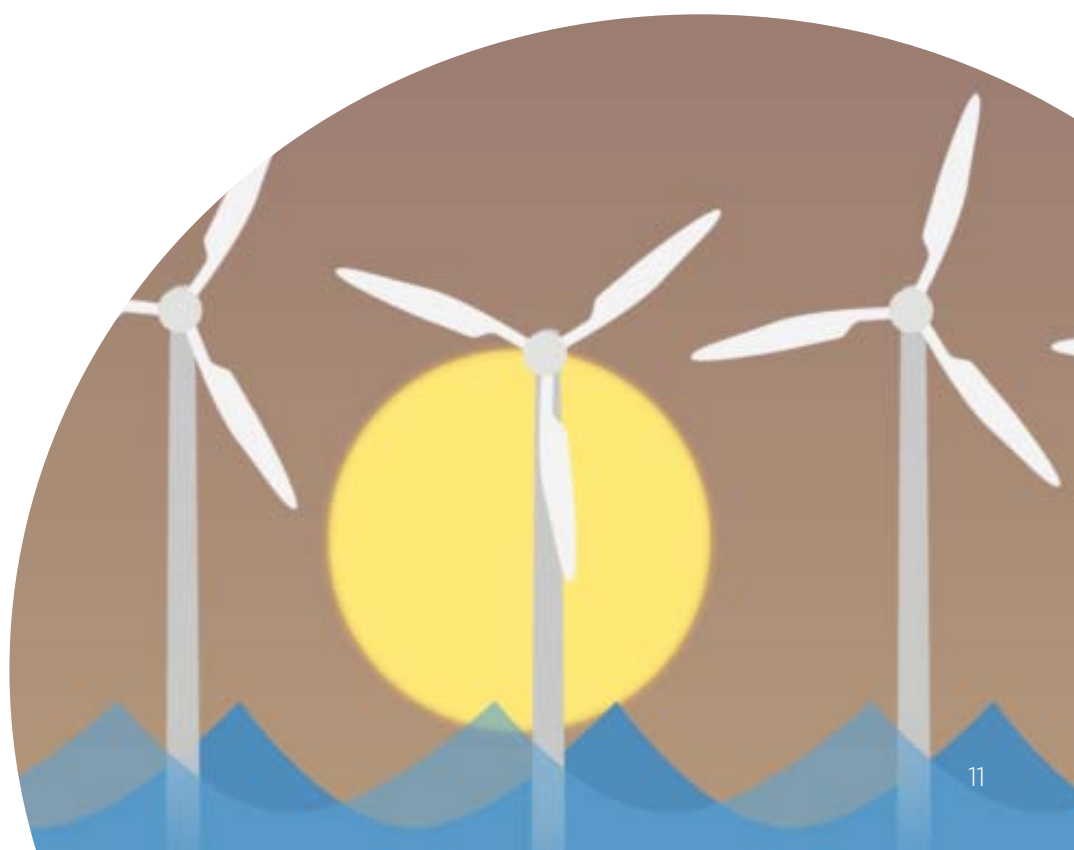
Cycle to work scheme

You can access our cycle scheme which provides the opportunity to purchase a new bike, with a tax saving.

Fantastic working locations

Our Cricklade office is in a converted stone barn on a farm in Wiltshire with plenty of free parking and a delivery of a weekly fruit basket.

Our Glasgow office is at the heart of the renewable energy revolution in the centre of the city, a few minutes' walk from Queen Street station.



The application and recruitment process

How to apply

Please visit our website at <https://bvgassociates.com/who-we-are/join-our-team> for more details about the roles and how to apply. We will review applications as soon as we receive them and may close the role early depending on the number of applications we receive.

The deadline for applications is 5pm on Monday 9 September 2019.

The selection process will involve an initial video/telephone interview and if successful in moving to the next stage, we will then invite you to attend an interview in either our Cricklade or Glasgow offices week commencing 30 September, which will include opportunities for you to find out more about us and the role.

How we will use your personal data

Please read our 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.

We are an equal opportunities employer and committed to ensuring all applicants will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.