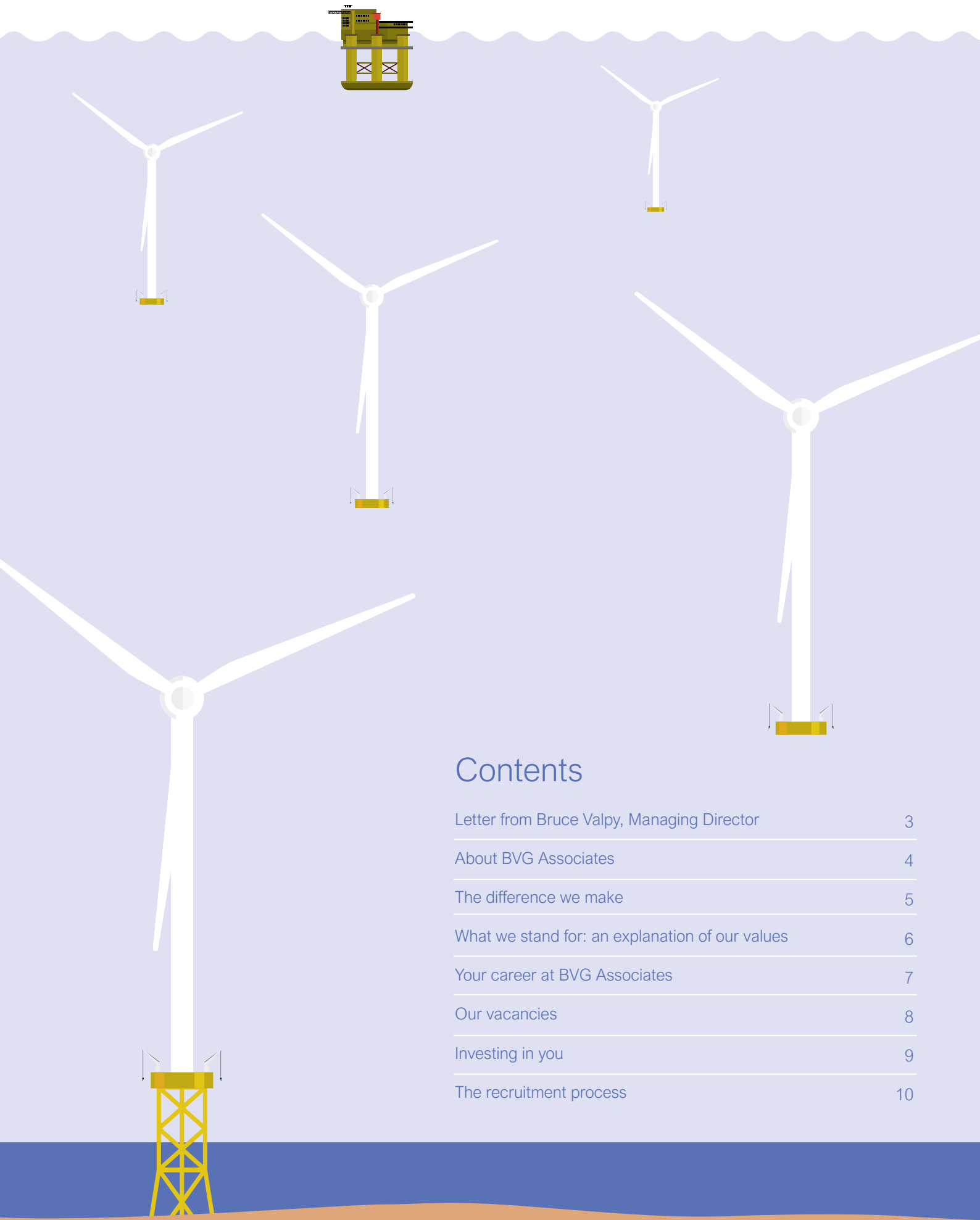


Consultant candidate information pack





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Letter from Bruce Valpy, Managing Director

Thank you for your interest in joining BVG Associates.

We exist to help our clients succeed in renewable energy, and through that, to play a meaningful role in the global energy transition. For us, making a difference is not a slogan. It is the reason we come to work.

People are drawn to BVGA for different reasons. Some are motivated by leaving a lasting legacy in how the energy system evolves. Others are fascinated by the technology - the largest rotating machines on earth, deployed in some of the most challenging environments. Many are excited by helping to create jobs and industries in new markets around the world. Others enjoy taking complex information and turning it into clear insight that enables better decisions.

What we all have in common is curiosity, a drive to learn, and a shared commitment to making a difference together.

At BVGA, you will be part of a small, high-performing team where everyone contributes directly to client work. From an early stage, you will engage with clients, build your understanding of the offshore wind industry, and develop the analytical and communication skills that define a strong consultant. You will learn quickly - because every project is different, every question is new, and the pace of change in our industry is high.

Our work is not about repeating the same studies or following standard approaches. Instead, we focus on strategy-defining assignments for governments, developers and investors - helping them understand new markets, make investment decisions, and solve complex challenges. We bring together deep industry understanding, structured analysis, and

clear thinking to help shape the future of offshore wind.

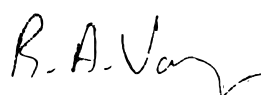
This means you will be exposed to a wide range of topics - from market and supply chain analysis to policy and strategy, to commercial decision-making. You will work closely with experienced colleagues, but also be encouraged to take ownership, bring your own ideas, and develop your own perspective.

We have deliberately built BVGA to be a place where talented people can grow quickly and enjoy what they do. We support each other, we value different perspectives, and we invest in helping our team develop - not just as analysts, but as trusted advisors.

The wind industry has evolved rapidly over the past 40 years, from a niche technology to a central pillar of the global energy system. The challenges ahead are just as significant - scaling up deployment, building supply chains, and delivering projects worldwide. The work we do helps our clients navigate these challenges and seize the opportunities they create.

If you are motivated by learning, enjoy solving difficult problems, and want your work to have real-world impact, BVGA can offer you a unique and rewarding next step in your career.

I hope this gives you a sense of who we are and what we are trying to achieve. If you see a strong fit and are excited by what you have read, we look forward to hearing from you.



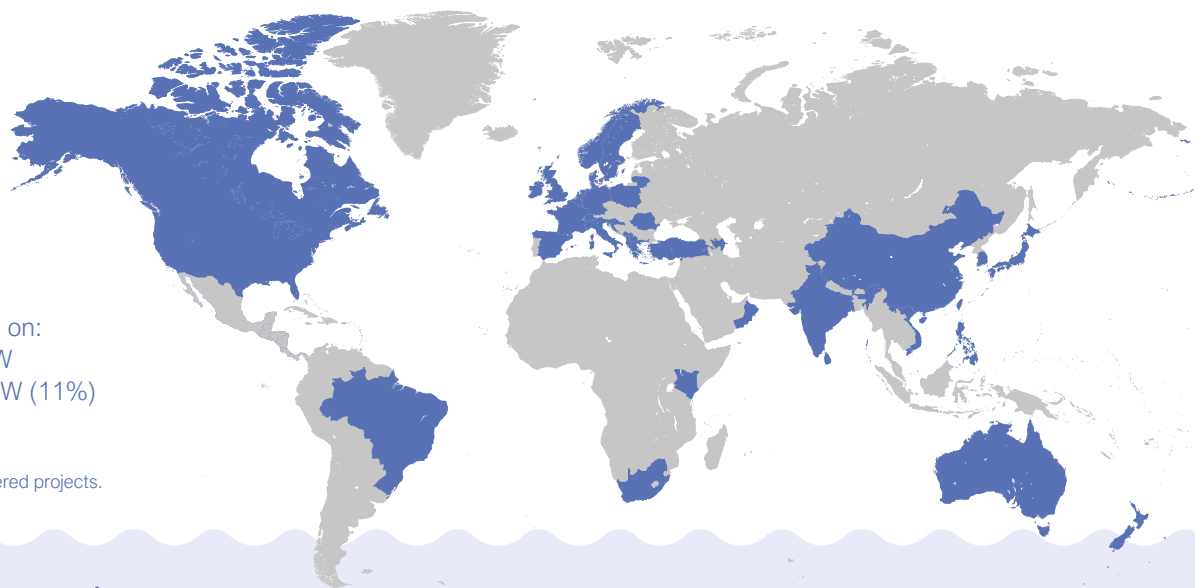
Bruce Valpy
Managing Director

About BVG Associates

We are active and influencing globally.

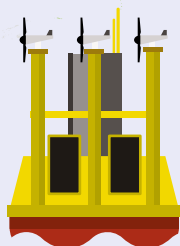
Capacity we have worked on:
Early development: 3.8GW
Exclusivity onwards: 32 GW (11%)
Operating: 7.0GW (12%)

■ 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 90%

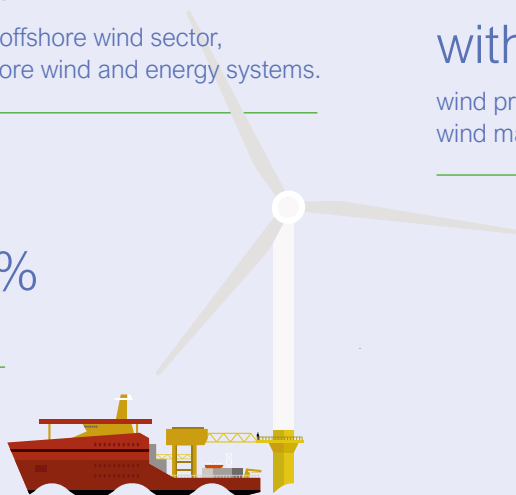
of our work is in the offshore wind sector, with the rest in onshore wind and energy systems.

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.

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

3 Auctions and economics

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.

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 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:

Realism drives real change

We are committed to making renewable energy work. Decarbonising the energy system will only succeed if it delivers economic and business alongside environmental benefits. That is why we focus on proving how projects when done right and in the right places, can bring gains to countries, businesses, and communities.

Our work is defined by rigour, value and integrity

Our reputation is built delivering results that matter. We are not afraid to challenge clients thinking to help shape better decisions. We provide clear, evidence-based insights and recommendations grounded in deep industry knowledge and robust analysis.

We grow by lifting each other

Personal, professional, and commercial growth are essential elements at BVG Associates. We seek to balance the challenge of doing new things in new ways with support for each other on our individual professional development journeys through empathy, encouragement and enablement. We back each other as we take on new challenges and develop our skills..

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-focused, 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 Management Consultant)



It's motivating to be part of the team at BVGA because everyone is passionate about the work we do and the impact we make.

At BVGA the work is varied and challenging so there are lots of opportunities to learn and develop.



Charlotte Dick,
(Joined as entry level Consultant, now Senior 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: Consultant

Annual salary: £30k to £35k depending on experience and expertise, with regular salary reviews based on performance and development.

Location: Hybrid working a minimum of 2 office-based days each week in either our rural Wiltshire office near Cricklade or our Glasgow city office

Hours of work: 36 hours per week with Friday afternoons off

About the role

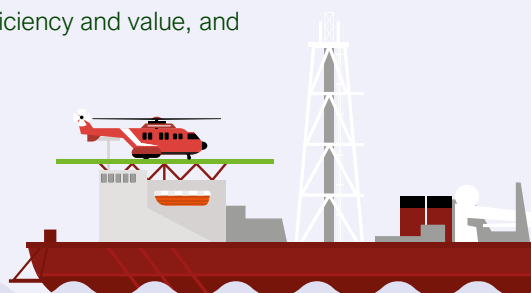
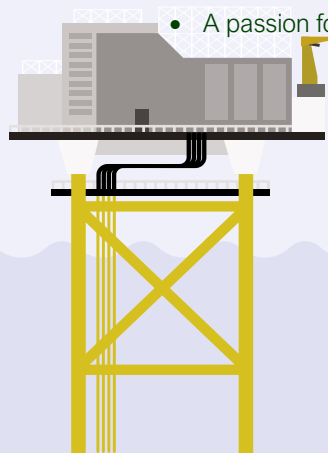
You will contribute directly to client projects by:

- Supporting projects for governments, developers and suppliers across Europe, Asia and emerging markets
- Working with senior industry stakeholders to shape strategy, policy and investment decisions
- Contributing to market-leading reports, models and tools used across the offshore wind industry
- Delivering analysis and insight through research, modelling and clear communication in reports and presentations
- Building insight through engagement with industry participants, staying up to date with projects, technologies and market developments
- Developing deep understanding of offshore wind technology, markets and supply chains through structured analysis
- Supporting business development through identifying opportunities and contributing to proposals
- Building and maintaining a network of industry contacts to inform your work and contribute to the firm's insight
- Contributing to a collaborative and engaged team environment, bringing your interests, perspectives and energy to the wider life of the team.

About you

You will be joining a small, high-performing team with a strong reputation in the offshore wind industry. Some relevant professional experience working in industry is an advantage but not essential. We like to recruit based on talent and aptitude, rather than experience and knowledge. We are looking for people with most of the following:

- Strong academic background (STEM, economics, or energy-related discipline)
- Enjoy working across a wide range of topics, and can quickly get up to speed in new areas and add value
- Confidence in your ability and talent as a high performer
- Excellent analytical and problem-solving skills
- Clear written and verbal communication
- Ability to take ownership and deliver high-quality work
- Motivation to work in a small, high-performing team
- An aptitude for order, accuracy, efficiency, and quality
- Curiosity and a hunger to learn
- Interest in leveraging technology to increase efficiency and value, and
- A passion for the industries we serve



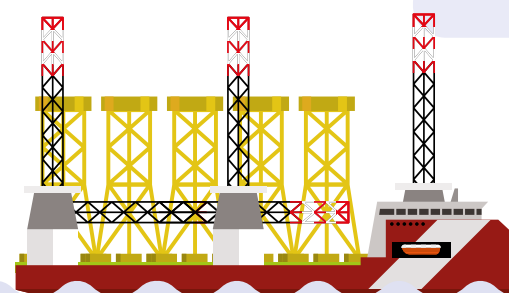
Investing in you

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.

You'll get:



- Life balance
 - Flexible working arrangements including every Friday afternoon off
 - Hybrid working
 - Equivalent of 25 days holiday plus bank holidays
 - Fantastic working locations
- Development
 - A tailored on-boarding process that will help you settle into working with us
 - A commitment to supporting you to make the most of your career, long-term
 - The opportunity to do interesting work that makes a difference to the world
- Reward
 - Occupational sick pay scheme
 - Enhanced family leave benefits
 - Life assurance
 - Healthcare insurance
 - 3% employer contribution to your pension
 - Cycle to work scheme



How to apply

To apply, simply follow these instructions click on this link:

<https://hr.breathehr.com/v/consultant-graduate-entry-level-46935>

Applications must be submitted by 9am UK time on 29 June.

Screening interviews will take place week commencing 20 July and 27 July.

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.



How we will use your personal data

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