



Our people are what make us successful. We want to attract high achievers and in return we offer a competitive package, interesting and challenging work from day one along with opportunities for development.

From a recruitment point of view, along with relevant industry experience we look for the following for each role type:

## Analysis

**Ecology:** You will hold a degree or equivalent in a biological, environmental or ecological discipline. Ideally this will be complimented with a mathematical or statistical qualification, with significant experience of data analysis, graphical representation and modelling using R. You will have experience of analysing complex ecological datasets including zero-inflation and spatial and temporal autocorrelation.

**GIS:** You will hold a degree in a technical subject with an emphasis on GIS and/or graphics. You will have significant systems experience with the likes of ArcGIS and AutoCAD.

**Wind Data Analysis:** You will be degree qualified in an engineering or scientific discipline with a particular focus on fluid dynamics and mathematics. Ideally this will be complimented with a masters or post graduate qualification. Knowledge and experience of database systems and design (preferably SQL Server); programming languages (either Python, VB, C# or PHP) and wind energy technology/SCADA systems would be highly advantageous.

Further to academic qualifications, unless otherwise stated, we generally look for those with prior experience of providing wind analysis services, perhaps from another consultancy or a developer. Experience in the following areas would be a distinct advantage: resource modelling in thermal and cold climates; assessment of complex flows with CFD; and knowledge of remote sensing technologies.

## Engineering

You will be degree qualified in civil, structural, geotechnical, electrical or mechanical engineering or other relevant technical qualification; ideally this will be complimented by a postgraduate qualification. Further to academic qualifications, ideally we are looking for those that have relevant experience with a consultancy or contractor. Professional qualifications such as IStructE, ICE, IEE, IMechE or similar would be highly advantageous.

For site-based roles such as resident engineers or drill rig operators, we are primarily looking for relevant experience. Depending on role and project we do require certification on the likes of CDM, NVQ in Land Drilling; detail on this will be included on our adverts.

To be a Wind Farm Manager you will have an engineering qualification (usually electrical or mechanical) or equivalent experience. Previous High Voltage (HV) operation and maintenance experience would be advantageous but not essential, however a strong working knowledge of health and safety is.

To be an Operational Controller (OC), ideally you will have engineering or technical background, however equally important is experience of working in a highly proceduralised role where you will have followed specific processes. You will be capable of providing and taking detailed instruction over phone, dealing with high volumes of calls, often with complex issues and occasionally emergency situations. A working knowledge of health & safety would be highly advantageous.

### **Planning & Permitting**

You will be degree qualified (or equivalent) in a relevant field; ideally this will be complimented by a postgraduate qualification. A professional qualification such as RICS, IEMA, LI, RTPI or similar would be a distinct advantage.

Here we look for applicants that have a strong understanding of the overall consenting process of renewable energy projects, perhaps from another consultancy, developer or statutory consultee body. An in-depth knowledge of Environmental Impact Assessments (EIA) is essential. Due to the nature of service offering, it is essential that you are capable of managing multiple projects and stakeholders at all levels.

### **Environmental**

For roles in ecology, you will hold a degree or equivalent in a biological, environmental or ecological discipline and be able to demonstrate a sound knowledge in the ecology and identification of a wide range of species, both in the UK and internationally. Ideally this will be complimented with a post graduate qualification and working towards a professional qualification such as CIEEM.

This is for both on and off-shore and areas of specialism include; ornithology, terrestrial mammals, botany, marine, marine mammal, benthic among others. We look for those with a working knowledge of the planning system, including the production technical reports, Habitat Regulations Assessments and Environmental Impact Assessments. Experience of designing or taking part in surveys would be a distinct advantage, as would hands on experience in an Environmental Clerk of Works role.

For roles in hydrology, we generally look for those degree qualified to honours level in an environmental science / physical geography / geology / hydrological discipline. Ideally this will be complimented by a post graduate qualification and graduate membership of relevant professional body such as CIWEM. We look for those with a working knowledge of planning system, Environmental Impact Assessments, GIS and Sustainable Urban Drainage Systems. Experience with software including but not limited to WinDES, HEC-RAS, ISIS and FEH would be advantageous.

## Project Management

At the heart of every successful project delivered to a client at Natural Power, is a passionate project manager who works to deliver the best practice advice seen across all of our services. You will have responsibility for successfully taking energy projects through a number of stages appropriate to a given project phase or across the entire lifecycle. You will work as part of a multi-disciplinary team working towards a common goal, with fundamental elements of the role including:

- Stakeholder liaison
- Project Management
- Budget Management
- Regular reporting

You will be degree qualified (or equivalent) in a relevant field; ideally this will be complimented by a postgraduate qualification. Further to academic qualifications, it is desirable that you can demonstrate experience in a similar role with a consultancy or developer, fulfilling comparable duties and responsibilities as discussed above.

You will possess excellent communication skills being able to convey clear and concise information in both written and verbal format to staff, clients and third parties alike. Further to this you will have excellent interpersonal skills being able to develop / build relationships with all stakeholders; ideally you will be able to evidence management skills and have a positive track record of developing and mentoring junior members of team.

You must be comfortable in a client facing role where you will be responsible for developing new business and pursuing leads through to confirmed work. Due to the nature of the work, it is essential that you hold a valid full driving licence and are prepared to travel to client sites within the UK or abroad.

## Business Support

Our business support functions are essential to allow the operational departments to function efficiently and help support long term growth. Some of the specialisms include:

- Business Development
- Marketing and Events
- Human Resources
- Finance
- I.T.
- Facilities Management
- Administration and Project Support
- Legal
- QESH