



Powering energy and people

During recent years, we have seen a huge focus on climate change, with governments and organisations across the globe considering and implementing operational changes in order to tackle the effects of global warming. Europe has often been labelled as the leader in the fight against climate change, with European Union leaders reaching an agreement to cut the bloc's net greenhouse gas emissions by at least 55% by the end of the decade. Member states will shift from using fossil fuels to use gas or nuclear power (renewable energy), as part of the bloc's solution to making its economy carbon neutral.

Renewable Energy

The shift towards renewable power is now moving at speed as more countries are starting to utilise energy from natural sources, or processes that are constantly replenished. With increased research and innovation producing more cost-efficient methods of capturing and retaining wind and solar energy, renewables are becoming crucial in today's world.

Modern society is powered by electricity. From computers to traffic lights and from home appliances to mobile phones, we are all depending on electricity in our day-to-day lives. The strong growth of renewable energy is putting pressure on grid stability, mainly because wind and solar power are volatile as they depend on the weather. It is imperative that grid operators are able to provide a secure, reliable and sustainable supply of energy, today and in the future. This requires continuous investment, innovation and regulation.

Powering people

The huge boom in renewable power has seen thousands of new opportunities open and the diversity of roles has rocketed. The interest, innovation and investment into the energy sector needs exceptionally talented and skilled people to power it. Developing and operating the most cutting-edge technology, such as Blockchain, means electricity supply will remain futureproof and sustainable.

There is no better time than now to start a career in the energy sector.



Case study: **Harvey Nash and TenneT collaboration**

Background:

TenneT is a leading European grid operator (Transmission System Operator, TSO), based in the Netherlands, since 1998. They specialise in designing, building and operating the high-voltage grid in the Netherlands and large parts of Germany, and facilitate the European energy market. TenneT transport electricity over a network of approximately 23,500 kilometers of high-voltage connections, to more than 42 million end users, and are one of the largest investors in national and international electricity grids on land and at sea.

With renewable energy becoming the most preferred source of power, TenneT have continuously been investing in building turbines and producing solar energy. Whilst doing so, they required the best technical talent to work on short to long term projects. Previous suppliers had struggled to find the right calibre of applicants, to thrive in a tech-based role in a flexible, innovative and everchanging environment. TenneT soon realised they needed more than just a supplier, but a talent partner to manage their recruitment and hiring processes and facilitate their company growth.

Solution:

By 2016, it was evident that TenneT were growing rapidly and as their projects were growing, Harvey Nash identified an opportunity to provide high-quality IT staff on a contract basis. Harvey Nash made direct contact with the hiring manager at TenneT to discuss bespoke solutions for sourcing the highest quality and best-fit candidates to work on flexible projects. Our unique approach and large network of candidates led to TenneT partnering with us for their tech recruitment.

During this period we liaised regularly with the client and a number of suitable candidates within our extensive network. We visited the project locations to learn and better understand how TenneT operates. We also built a strong relationship with TenneT's internal HR and Recruitment teams, to create an engaging and effective hiring process for candidates. Over a short time, Harvey Nash immersed themselves into the processes, culture and people in place at TenneT, in order to meet all of their requirements.

By 2017, Harvey Nash had expanded their team to mirror the growth of TenneT and were also able to shift their focus towards hiring for TenneT's engineering team. This was a turbulent period of change at TenneT, but with excellent communication, robust processes and perseverance, Harvey Nash were able to accommodate new demands and continue making successful placements.

Since 2018, Harvey Nash have been specialising in hiring successfully for the TenneT Offshore projects, with a focus on land-based grid maintenance & development projects.

If you are interested in finding out more about how Harvey Nash and TenneT work together, click here: www.harveynash.nl/tennet

Success:

Harvey Nash currently have over 250 contractors running at TenneT, across a range of roles. We have not only become a preferred supplier of TenneT, but a partner with mutual respect and aligned values. We work together and have a common goal to continue growing. We have been trusted to manage the entire recruitment process, in relation to hiring external staff for TenneT. We have proven that we can continuously adapt to meet their external hire demands and facilitate their explosive growth.

We can also be relied upon to find creative solutions to help with fill roles, which are notoriously difficult to fill.

We supply the following roles within TenneT;

- Project leads / Project managers
- High Voltage engineers (primary, secondary, overhead powerlines, etc.)
- Civil / construction / maintenance engineers
- Team leads
- Document control, cost engineering and planning
- GIS / GEO
- Contract Managers, Buyers
- Technologists
- Supervisors, Measurement Specialists, Technicians