



**LSP**

RENEWABLES

**GLOBAL RENEWABLE  
ENERGY TALENT  
SOLUTIONS**



# WELCOME TO LSP RENEWABLES

LSP Renewables are the market leading specialist in renewable energy recruitment solutions.

Founded in 2017, our head office is based in London, UK with further offices in Taiwan, South Korea and the USA. LSP also have two satellite offices in Scotland and Ireland born out of client demand across the regions.

Our teams of experts have built an unrivalled network of clients and candidates alike and grown our reputation among our network as a business who operate with the highest levels of service, knowledge and integrity in the sector.

Across the globe LSP are relied upon to provide our clients with industry specific knowledge gained through market insights and collaborations with industry specialist partners.

Our clients know that LSP can easily identify the calibre of professionals they need for their workforce using best in class technology and networking.

Our core values are to ensure your satisfaction, we approach client partnerships with warmth, transparency, longevity, trust and delivery at the forefront of our minds. Our teams are targeted on building strong relationships not profit margins. While important, we believe profits are a bi-product of our primary currencies; relationships and knowledge.



## OUR AMBITION

To positively contribute to the complete removal of CO<sub>2</sub> from the global energy generation industry.

# MANAGEMENT TEAM



Adam Grainger  
CEO



Ashley Harrington  
Divisional Director



Lewis Duffy  
Sales Director



Kathryn Scorer  
Operations Director



Cory Stewart  
Head of Business  
Development USA



Morad Bantal  
APAC Director



Seth Hunt  
Business Development  
Director



Faye Hammond  
Client Development  
Manager



Kyri Castrinakis  
Head of Delivery



# CUSTOMER VALUES

## **Listen**

We take the time to listen, starting with a blank sheet of paper, keeping an open mind as to what may or may not be needed. We adopt a consultative approach sharing our knowledge of the sector.

## **Understand**

It is imperative that we understand every facet of what is required from us whether in a vacancy or from a new role. Only when we have this understanding can we ensure we deliver the right options to contribute to the ongoing success of our clients and candidates.

## **Search**

At LSP all our consultants have access to industry leading tools and technology to ensure they generate the very best candidates. We are dedicated, determined and tenacious ensuring no stone is left un-turned.

## **Deliver**


We are specialists within Renewable Energy, and do not work in any other markets. This specialism gives us an in-depth understanding of the industry and the positions our client partners recruit for

# OUR SECTORS

Specialising in renewables means our teams are highly knowledgeable within their markets. This enables us to provide you with solutions for your project with the right skills across the globe.



# RENEWABLE SECTORS



**Wind:** LSP Renewables specialises in supporting on and offshore wind companies and projects with the provision of recruitment and consultancy services all over the globe. From our offices in Europe, Asia and the USA we provide the link between individuals and companies seeking talent for their business and projects. With a database of talented on and offshore wind professionals all over the world we are able to identify top talent for businesses, reducing their time to hire while increasing the quality of their internal resources. Every day our internal teams of consultants track talent and projects within the wind industry and thus have an expert understanding of the sector.

**Solar:** The global solar energy market is projected to reach a value in excess of £200 billion, growing at 20% each year. LSP Renewables are proud to be playing a part in this growth industry and have segmented our teams to focus on individual regions, project Lifecycle stages and technologies to ensure we are delivering the best possible service to the clients and the candidates that we work with. Our teams support clients with requirements across Solar PV, CSP and Thermal and across international locations including Europe, Africa, North America, Latin America, Central Asia and Asia Pacific.

**Transmission & Distribution:** LSP have a wide network of experienced individuals who specialise in the T&D industry. We support companies such as cable contractors, utility companies, electrical contractors and more who are developing infrastructure and innovative solutions to distribute energy.



**Subsea:** LSP Renewables is a global leader in providing recruitment and consultancy services for the Subsea sector within the wind industry. We connect highly skilled professionals with companies and projects in need of specialised expertise in subsea operations. Leveraging an extensive database of experienced subsea professionals, we streamline the hiring process for our clients, ensuring they acquire the best talent to drive their projects forward. Our dedicated team of consultants closely monitors industry trends and developments within the subsea wind sector, allowing us to offer unparalleled insight and support to both job seekers and employers.

**Green Investments:**

LSP Renewables specialises in supporting the green finance sector within the renewable energy industry by placing top-tier Finance and Business Transformation executives into roles within our client's expanding global renewables portfolio. Globally, we connect leading financial talent with companies and projects in need of expert guidance and leadership. Our extensive database of skilled finance professionals enables us to quickly identify the best candidates, enhancing our clients' financial teams and driving transformative change in the renewable energy market.



**BESS:** The Battery and Energy Storage sector is rapidly expanding, driven by the growing demand for efficient energy storage solutions in the renewable energy industry. As renewable energy sources increasingly generate power, the need for advanced storage technologies has become crucial. LSP Renewables specialises in supporting their Onshore Renewables clients who are investing in this sector. We provide expert personnel for the design, construction, and operation of all BESS related projects.

**EV:** Growing and expanding the EV sector through private and public adoption is key to achieving global targets for emissions reductions as set out in the Paris Agreement. Providing key personnel who have experience in the full lifecycle of renewable projects allows companies to adopt this technology within their fleets ensuring a seamless transition to EV whatever sector they operate in.

**Green Hydrogen:** As a relevantly new emerging market, 'green' hydrogen does not come from any type of fossil fuel, and instead from the hydrolysis of water by means of electricity obtained from renewable sources such as wind or solar energy. Hydrogen is generated via Electrolysis, the Hydrogen plant is powered completely by the wind or solar farm with zero CO<sub>2</sub> emissions in the process.

The production of green hydrogen falls perfectly within the remit of LSP Renewables supplying highly skilled workers into a sector that can utilise and create a product that burns without emitting any CO<sub>2</sub> nor does it have to be extracted from the earth like gas. Therefore it is totally green and completely renewable.

# OUR SERVICES

LSP Renewables provide the personnel for the full lifecycle of our clients projects across the globe allowing them to develop, construct, operate and maintain their renewable energy projects to improve our planet and achieve the worlds climate change goals.



# RECRUITMENT SERVICES

From a single vacancy to a mass recruitment campaign, LSP Renewables are your trusted partner to deliver the talent your business requires. Our consultants have the experience and knowledge necessary to identify, attract and select the outstanding applicants for your vacancies and/or projects.

**Contingency Permanent Hire** - LSP Renewables have vast networks within the renewable energy industry and have experience in placing diverse and experienced individuals. Our clients trust us to find them the talented individuals for their full time employed roles to enable them to move forward with their future growth plans, this option works on a success fee basis.

**Contract Labour Hire** - LSP Renewables engages and deploys skilled Renewable Energy professionals in to our customers renewable energy projects globally on a fixed term contract basis. Whether you need one contractor or five hundred for a large-scale project, our team has the knowledge and network to deliver the required resources seamlessly. We also offer payroll, mobilisation and visa solutions. Whether you need a complete end to end solution or help with a certain component, LSP Renewables has the flexibility and know how to support your business in the delivery of its objectives.

**Retained Search** - Let LSP Renewables go to market for you with your commercially sensitive requirements. Often used for senior or high priority roles where full market coverage is required and often on an international scale. You can trust LSP Renewables to ensure the highest possible calibre talent is identified, approached, attracted and engaged on your behalf from C-suite Executives to Specialist Engineers.

**Talent Advisory Partners** - As recruitment specialists LSP Renewables can work with your Renewable Energy business to help shape your talent attraction and onboarding strategies and processes ensuring your offering in the market place stands out from the crowd.

**RPO** - LSP Renewables' Recruitment Process Outsourcing (RPO) services streamline talent acquisition by managing end-to-end recruitment for clients in the renewable energy sector, ensuring they attract and secure top-tier professionals efficiently.

**Salary Benchmarking** - We offer comprehensive salary benchmarking services to help our clients in the renewable energy sector align their compensation packages with industry standards to attract top talent.



# PERMANENT HIRE

## Utilising Global Talent Networks For Diverse Hires

We place highly skilled professionals across the globe into permanent positions across the full lifecycle of our client's renewable energy projects.

Many of our clients choose to partner with us exclusively and we work closely with their internal teams to identify the perfect candidates for their business.

This insight helps us collaborate and run specific recruitment projects delivering excellence ranging from diversity and inclusion projects to management teams and hard to find skilled workers.

“LSP Renewables really took the time to listen to what we needed, this was born out in the quality of candidates presented, all of whom met our brief.”





# CONTRACT LABOUR HIRE

## Global Reach - Local Talent

Our staff have placed and mobilised contractors in over 100 countries around the world.

Compliance and service are at the heart of everything we do so you can be assured LSP take the risk and hassle away from our clients and contractors, allowing them to focus on delivering world class projects wherever they may be situated around the Globe.

- Fast & flexible solutions
- Access to a broad range of specialist candidates
- Dedicated mobilisation team
- Local resource
- 100 % compliant to local & global requirements
- IR35 Solutions

“They understand the global energy marketplace and the level of compliance and support required for placing workers in international locations. When others couldn't, they delivered the resources needed to meet our project schedule.”



# RETAINED SEARCH

We understand that you may have requirements for commercially sensitive, senior or high priority roles, where full market coverage is required - often on an international scale.

You can trust LSP to ensure the highest possible calibre talent is identified, approached, attracted and engaged delicately on your behalf from C-suite Executives to Specialist Engineers.

## **CASE STUDY**

The largest listed and top energy company in the Baltics instructed LSP to recruit their C-suite executive team for their renewable energy arm, namely CEO, CFO and three COO's. These key roles required solid background of working in renewable energy projects, specifically offshore wind, onshore wind and solar.

LSP created a bespoke solution including a co-branded website campaign page, mapped out and approached the market with a co-branded media campaign providing shortlists for all positions which ultimately became offers of employment.

“ LSP are our trusted and highly valued recruitment partner. They set themselves apart from other recruiters due to their in depth knowledge of the renewable energy industry. The quality of candidates provided for our C-Suite Executive roles speak for themselves and it is clear they understand our company culture and the brief given.”



# TALENT ADVISORY PARTNERS

In the rapidly evolving renewable energy sector, having the right talent is crucial for driving innovation and achieving sustainable growth. At LSP Renewables, our Talent Support services are designed to bridge the gap between exceptional talent and leading employers.



With our wealth of knowledge and extensive experience in the renewable energy industry, we are uniquely positioned to understand the specific needs and challenges of this dynamic field. Our expertise allows us to provide tailored advice and strategic insights, ensuring that you find the right fit for your organisation.

We offer a range of specialised services to support your business in the full lifecycle of the recruitment process including market insights,

recruitment development resources, and employer branding strategies to guidance on crafting compelling job postings, onboarding new hires effectively, and building a positive company culture.

By leveraging LSP Renewables' services, you gain access to a network of top-tier professionals, comprehensive industry knowledge, and strategic support that drives success. Let us help you navigate the complexities of the recruitment market and unlock your companies potential in the renewable energy sector.

“LSP carried out a global offshore wind industry salary benchmark report for us. The information they provided has proved a valuable tool allowing us to attract and retain market leading talent in our offices around the world.”

LSP Renewables offers a bespoke and adaptable RPO service to our new & existing clients. We do not approach our RPO service as a 'one size fits all' and deem ourselves as boutique and agile, tailored to meet exact requirements by taking the position as a true partner to those we work with. Our aim is to energise and enhance talent strategies.

An exciting aspect of the renewable energy sector is that it is ever evolving with new markets and technologies. A highly competitive, growing and changeable market can often lead to requirements for rapid expansion or can lead to increased turnover.

### **LSP Renewables' RPO service can provide:**

- Salary benchmarking reports
- Management guidance through the entire recruitment process including candidate experience management
- Talent mapping and recruitment process design
- Creation of employee policies/handbooks
- Training for existing staff members in the recruitment process
- Working closely with hiring managers/PD's to create job specifications
- Resourcing via our in-house delivery team with access to advertising/marketing across a variety of platforms to secure maximum candidate engagement
- Recruitment administration and coordination
- Screening and interviews (including psychometric testing and report delivery)
- Background verification
- Offer Management
- Onboarding
- Data Analytics





# INVESTMENTS IN ENERGY TRANSITION

Our Head of Green Investments, Marcus Richards has been joined by Principal Consultant, Paige Brooks to form our newly established Green Investments team. They are talent acquisition Investments experts and understand even the most specialist mandates. The needs of both candidates and clients are central to their delivery expertise.

Marcus and Paige are responsible for the growth of the Green Investments division by connecting top-tier Investment and Operational Finance executives with new logo clients and LSP's expanding global energy transition and renewables portfolio.

Their focus is both retained and contingent permanent assignments for Investment Banks, Asset Managers, Investment Funds, Private Equity firms and their portfolio companies, Venture Capitalists, Pension Funds, and advisory firms.

With 25 years of experience across the buy and sell side, Marcus specialises in business development, establishing strategic client relationships, account management and sourcing best-of-market talent. His client-centric approach covers Mergers & Acquisitions, Equity Capital Markets, Leveraged Finance, Debt Advisory and Corporate Development.

Paige, leveraging her 8 years of specialised experience, excels at driving business development initiatives and identifying exceptional candidates. Her impressive track record includes recruiting permanent specialists in M&A (both buy and sell side), debt and equity advisory and Financial Management executives. Paige is a passionate advocate of diversity and inclusion.

Our Research and Delivery teams target Analyst through MD/C-Suite Investment, Finance and Operations talent from the following:

- Investment Banks
- Infrastructure Funds
- Asset Managers
- Pensions funds
- VC/Private Equity, and their portfolio companies.
- Advisory businesses

### **Successful Mandates**

- Head of Energy Transition and Climate Tech
- Director of Corporate Finance
- Vice President of Debt Advisory
- Finance Director
- Financial Planning & Analysis
- M&A
- Debt Advisory Analyst
- Project Finance



# RECRUITMENT PROCESS'

# PERMANENT RECRUITMENT PROCESS

## **KICK OFF MEETING**

Agree assignment of process > face to face / video kick off meeting with stakeholders & LSP search team detailed discussion.

Role definition and key requirements > outline/align on processes > align ideal profile with market reality > define budgets, packages and benefits > set expectations and agree status updates

## **APPROACHING THE MARKET**

Targeted search > search teams will identify approach their vertical markets. > Likely circa 250 relevant candidates will be approached for each role > routes to market inc cold calling/headhunting, referral approaches, database search, advanced media search campaign utilizing LinkedIn, regional specific outlets, websites, job boards. Media advertising campaign (various outlets)

## **ASSESSMENTS**

Our teams will ask a variety of competency, technical and personal questions to clearly judge each candidates suitability. >

Concerns/roadblocks

personal/professional > candidates who show an interest at this stage will be assessed on; Relevancy, skills and experience, motivation, personal/familial circumstances, willingness to relocate, aspirations, Alignment with client defined philosophies

## **SELECTION & INTERVIEWS**

Structure & schedule first interviews. > Assessment and feedback of first interviews. > Arrange 2nd interviews (define elite candidates to take through to final stages). > LSP to pre close candidates and provide insight into likelihood of successful offer. > Final interviews. > Negotiate offers. > Secure candidates. > References/background checks.

## **COMPLETION**

Confirm end of process and next steps including onboarding.

Maintain contact between client, LSP and selected employees during notice period to maintain and increase buy in.

Ensure feedback provided to all shortlisted candidates.



# CONTRACT RECRUITMENT PROCESS

LSP Renewables have a long track record of building project teams for some of the markets leading manufacturers, owners and contractors.

LSP Renewables work closely with our clients to plan and forecast the timings of upcoming hiring needs for projects. To achieve the highest levels of efficiency and maximise opportunity to hire we recommend an open and proactive relationship with both the assigned line manager to authorise the hire along with internal recruitment/procurement to achieve an efficient process which is critical within a competitive market.

Management of process and timings are the two key factors to a successful contract recruitment campaign and will ensure success in securing the right candidates ahead of the competition. LSP Renewables believe the contract recruitment process should take no longer than 14 days.

## **VACANCY RECEIVED**

LSP will confirm receipt of a Vacancy received from Line manager/Internal HR within 2 hours of its release

## **FIRST CV SENT**

Client can expect as a minimum the first relevant CV sent within 24 hours of acknowledging the vacancy

## **CV SUBMISSION**

Depending on the type of vacancy, 3-5 suitability qualified CV's sent within first 5 working days of receiving the vacancy. In many cases our volume and response time will be faster so this is based on worst case scenario.

## **FEEDBACK/INTERVIEWS**

Following CV submission LSP would liaise with the relevant hiring manager and/or HR representative to discuss initial CV feedback and arrange interviews / agree to approach more candidates if further CV's required.

## **COMPLETION**

Contracts issued and signed. Maintain contact between Client, LSP and selected contractors on lead up to start date.

Ensure feedback provided to all submitted candidates that were not successful. This is extremely important to us and is critical to maintaining LSP and our Client's professional reputations.



# RETAINED SEARCH PROCESS

## **Retained Search Benefits**

LSP Renewables offers a comprehensive retained search process designed to deliver high-caliber candidates efficiently. The process begins with creating a fully branded landing page to attract and engage potential candidates. A detailed brief is provided to those registered in our database to gauge their interest, and only those who are relevant and interested are forwarded to the hiring company with complete details of their current and expected remuneration and availability.

## **Dedicated Team**

Our search team, consisting of 2-3 dedicated professionals which focuses exclusively on the assignment throughout the search phase, which typically lasts 2-3 weeks. This ensures a thorough and focused approach to finding the best talent. Additionally, we place targeted advertising in relevant trade press and media to reach a broader audience.

## **Market Mapping and Candidate Engagement**

We conduct a full market map to identify all relevant professionals working in similar roles and companies within the industry. A longlist is compiled, and proactive approaches are made to candidates across the market. Weekly progress meetings are held between the hiring company and an LSP Director or Principal Consultant to ensure alignment and update on progress.

## **Selection and Support**

Candidates are interviewed by our Principal Consultant or Director to assess their suitability for the position. A shortlist of the most suitable candidates is then created and shared with the hiring company, along with detailed profiles. Throughout the selection process and onboarding, both candidates and the hiring company receive ongoing support from LSP Renewables to ensure a smooth and successful recruitment experience.





# GLOBAL REACH – LOCAL KNOWLEDGE

We engage with a broad spectrum of talented people throughout the renewable energy sector, who contribute to the development, design, construction and operation of renewable energy assets the world over.

Through our global offices in the UK, Taiwan and USA, LSP Renewables has provided both permanent hire and contract/consultant provision services to renewable energy projects throughout Europe, Asia and the Americas. Our niche approach enables us to keep abreast of the renewable energy global talent pool, ensuring our customers resourcing needs can be met wherever they are based.

Our global mobilisation and compliance teams remain up to date with all of the latest relevant information allowing us to place workers compliantly on a global basis, thus protecting our customers from any resulting compliance and taxation matters.

When engaging resources through LSP Renewables the outcome is not only an engaged and empowered resource, but one that delivers maximum impact to our customers and their businesses and projects.

# PROJECT SUPPLY

LSP Renewables specialise in Offshore & Onshore Wind Recruitment. By doing so we have access to 40,000+ professionals working on projects. Below are just some of the personnel we have supplied across the globe in the white collar division;

Since LSP's inception, we have recruited project teams for a number of manufacturers, developers and projects across Europe, Asia and North America.

LSP have experience in providing an entire end to end project team from placing Project Director/Project CEO's or Country Manager's in early markets or project awards and then building out the key leadership, engineering, contracting, commercial and consenting teams.

### **Offshore Wind Projects Supported:**

Galloper, Moray East, Triton Knoll, Sofia, London Array, East Anglia One, Aberdeen Bay, Inch Cape, Sea Green, Hornsea, Borssele, Akita, Changfang & Xidao, Yunlin, ZhongNeng, Hai Long, Changhua and Greater Changhua, JN1, JN2, Star of the South, Formosa I, Formosa II, Formosa III, Formosa IV, Vineyard, Ocean Wind, Revolution Wind, Skipjack, Cape Wind, Vineyard 1, Mayflower, CrossWind

### **Recent Case study: East Anglia One**

LSP began working in the early stages of the EA1 project with Siemens (Office Support) and their preferred subcontractor Global Wind Service (Pre-Assembly and Offshore Installation).

A clear recruitment strategy was decided on and presented to all parties and LSP supported the project by successfully providing the following resources;

- Heavy Lift Supervisors
- Technicians (Onshore Pre Assembly)
- Technicians (Offshore Vessel)
- Client Representatives
- Shift Supervisors
- Site Management
- Project Planners
- Project Managers
- Procurement
- Commercial/Contracts Management
- Warehouse Coordinators
- Health & Safety Advisors
- Quality Assurance / Inspection



## **Codling Wind Park**

### **Client: Codling Wind Park Ltd**

- O&M Manager
- Head of Consents
- Onshore/Offshore Consents Manager
- C&I Scada Engineer
- Head of HSE
- Lead Structural & Civil Engineers
- Electrical/Cable Lead - BOP Package
- Finance Director
- Project Assistant
- Document Controller
- Stakeholder Manager
- Supply Chain Manager
- Senior Project Manager

## **Sofia Offshore Wind Farm**

### **Client: RWE Renewables UK Ltd**

- Cable Installation Engineer
- Cable Installation Manager
- Construction Manager
- Cost Engineer
- Foundation Package Manager
- HVDC Package Engineer
- HVDC Site Administrator
- HVDC Systems Package Manager
- Interface Engineer
- Land Transaction Manager
- OCP Fabrication Manager
- Offshore Converter Package Manager
- Offshore Platform Engineer
- Onshore Civil Engineer
- Planner x 2
- Project Engineer
- WTG Package Manager

## **Hornsea 1&2, Borssele 1&2 and Greater Changhua Offshore Wind Farms**

### **Client: Orsted**

- Senior Authorised Person - 33kv, 66kv, 132kv, 275kv, 400kv
- Termination Supervisor
- HSE Advisor
- HSE Manager
- Substation Package Manager
- WTG Fabrication Supervisor
- Electrical Commissioning Supervisor
- Project Administrator
- Document Controller
- Deputy Commissioning Manager
- SCADA Engineer
- Cable Package Manager
- Head of Electrical Engineering

## **Neart na Gaoithe Offshore Wind Farm**

### **Client: EDF Renewables**

- Foundations Quality Lead
- HSE Client Representative
- Quality Engineer
- Senior Authorised Person
- Client Representative - Cables
- Client Representative - Foundations
- Client Representative - T&T
- Client Representative - Termination & Testing
- Document Controller - Project
- Grid Engineer
- PMO Project Planner
- SCADA Engineer
- Senior Authorised Person
- Client Representative - Heavy Lift
- Client Representative - T&T

## **Outer Dowsing Offshore Wind Farm**

### **Client: Corio Generation Limited**

- Risk Manager
- Legal Counsel
- Recruiter Representative
- Cables Engineer
- Civil Engineer Onshore
- Communications Manager
- Document Controller
- Electrical Lead
- Financial Controller (Devex)
- HV Substation Engineer
- Interface Manager
- OSS Structural Engineer
- Onshore Consents Manager
- Planning Engineer
- Procurement Manager (Devex)
- Procurement Officer
- Project Engineer - Design Optimisation
- Assistant Project Manager
- Document Controller
- Environmental Manager Auditor
- HSE Advisor
- Installation Manager - WTG
- Onshore Consents Manager
- Procurement Officer
- WTG Engineer

## **Various Wind Farms/Onshore**

### **Cable Routes**

#### **Client: Hellenic Cables**

- Termination Site Manager
- Offshore Termination Client Representative
- Onshore Civil Site Manager
- Onshore Cable Site Manager
- Onshore Site Supervisor

## **Hai Long Offshore Wind Farm**

### **Client: Hai Long 2 Offshore Wind Power Co., Ltd**

- Offshore Substation Contracts Manager
- Port Manager
- TW - Quality Manager - Hai Long 2
- FOU Jacket Fabrication Engineer H2
- FOU Package - QAQC Welding Non-Resident Site Representative Service (Taichung & CWP, Bali)
- FOU Package - QAQC Welding Resident Site Representative Service (CWP, Bali)
- Foundation (FOU) Package - Electrical Engineer
- Hai Long T&I Structural - TW
- Marine Services Manager - TW
- Naval Analysis Support
- Project Quality Manager - H2
- T&I Structural Engineer - H2
- TW - Foundation (FOU) Package - Structural Engineer - H2
- TW - QAQC Co-ordinator
- Client Representative (Cables Package)
- QAQC Coating Resident Site Representative
- Senior Authorised Person (161kV – 220kV)

## **Dogger Bank C Offshore Wind Farm**

### **Client: SSE Renewables**

- Engineer - Cable (Offshore)
- Platform Supervisor
- Project Engineer - Cable
- Telecoms/Scada Engineer

## **Mona & Morgan Offshore Wind Farm**

### **Client: Mona Offshore Wind Limited**

- Control & Protection Engineer
- HV/MV Engineer
- Lead Civil Engineer
- Lead Electrical Grid Engineer
- SCADA Engineer
- Structural Engineer
- Cost Estimator
- Document Controller
- Quantity Surveyor
- Environment & Consents Advisor
- Planning Engineer
- Contracts Manager
- Electrical Engineer
- Grid Connection Expert
- Offshore Structures Engineer
- Senior Civil Expert
- SCADA Engineer

## **Baltic Power Offshore Wind Farm**

### **Client: Northland Power**

- Lead Document Controller
- ESG Manager
- Engineer - T&I
- HSE Advisor
- Offshore Site Manager
- Project Change Manager
- Contract Manager (Cables)
- Electrical Systems Control & Protection, SCADA
- Project Document Controller

## **Greater Changhua 1 & 2a Offshore Wind Farm**

### **Client: Ørsted Taiwan Limited**

- Electrical Installation and Commissioning Supervisor
- HSE Advisor
- WTG Commissioning Advisor/Inspector
- WTG Fabrication Supervisor
- Communication Consultant
- Electrical Installation & Commissioning Supervisor
- Project Coordinator
- Control Engineer - 400 kV
- SAP - 220kV
- SAP - 345kV
- Project Coordinator
- QHSE Advisor
- WTG Client Representative
- Service Technician
- Project Administrator
- Office Manager
- Project Administrator
- Project Logistics Assistant
- TW - HSE advisor
- HSE Advisor
- HSE Advisor
- HSE Advisor (Expat)
- Project Accountant Assistant
- Project Administrator
- Project Engineer
- Project Logistics Assistant
- Works Manager / Engineering Manager
- Cable Installation Engineer
- HSE Advisor
- Procurement Officer
- Riggers x6

## **Changfang & Xidao Offshore Wind Farm**

**Client: Changfang Wind Power Co., Ltd. And Xidao Wind Power Co., Ltd.,**

- Senior Contract Manager (QS)
- HDD & Onshore Site Manager
- CFXD - Foundation Operation Manager
- TW - HSE Director
- CFXD - Construction Manager
- Cable Spooling and Cable Route Project Engineer
- HSE Advisor
- Offshore Project Engineer (Cables)
- Project Operations Manager
- Site Coordinator
- Buyer
- HSE Advisor
- HSE Engineer
- HSE advisor
- Planner
- Project Engineer
- Project Operations Manager
- TW - Electrical Engineer
- TW - Crewing Coordinator CFXD

## **Sceirde Rocks Offshore Wind Farm**

**Client: Corio Generation Limited**

- WTC Contract Manager
- Document Controller
- Commercial Manager Foundations
- Cost Engineer
- Document Controller
- T&I Manager
- WTC Commercial Manager
- WTC Package Manager
- GIS Specialist
- Package Manager - Offshore Cables

## **He Dreiht Offshore Wind Farm**

**Client: EnBW Energie Baden-Württemberg AG**

- Contract Manager
- Contract Manager - TP
- Interim Contract & Claim Management
- Contracts Manager

## **West of Orkney Offshore Wind Farm**

**Client: Offshore Wind Power Limited**

- Document Controller
- Cable Engineer
- Document Controller
- EC&I Engineer (SCADA)
- Executive Assistant
- Package Engineer (Offshore T&I Foundations)
- Package Engineer - Offshore T&I
- Planner
- Procurement Manager (DEVEX)
- Senior Foundations Engineer

## **EDF Portfolio**

**Client: EDF Renewables**

- Mechanical Engineer - Onshore Wind
- Procurement Specialist - EDF
- Solar Site Manager
- Delivery Engineer
- Electrical Engineer - Operations
- Grid Engineer
- Project Manager (Construction)
- Structural Engineer



## **Formosa 2 & 3 Offshore Wind Farms**

### **Client: Formosa Offshore Wind Project**

- Commissioning Manager
- Contracts and Commercial Manager
- Deputy Engineering Manager
- Electrical Commissioning Site Supervisor
- Electrical Design Engineer
- Lead QA/QC
- P6 Planner/Project Controls Assistant
- Package Manager - Site Investigation (Hydrographic Surveyor)
- Project Controls Assistant
- Site Supervisor x2
- Site/H&S Works Supervisor
- UXO Survey Representative
- Assistant Contract Manager
- HV Systems Commissioning Engineer
- Onshore Commissioning Lead Engineer
- Permit Admin Support
- Project Planner - F2
- QA Engineer - Substation
- Quality Manager F2
- Senior Contract Manager
- Cable Client Representative
- Commissioning Engineer
- Contract/Claims Manager
- HV Systems Commissioning Engineer
- Offshore Cable Client Representative
- Offshore Jacket Foundation Client Representative
- Onshore Substation O&M Technician
- Permit Admin Support
- Permits Administrative Assistant
- WTG Quality Inspector
- SAP / Control Engineer
- Electrical Engineering Manager
- Cable Engineer
- Commercial Manager
- Contract Manager - F3
- Contracts Manager - WTG

- F3 - Certification Manager & QAQC support
- F3 - Project Planner
- Lead Document Controller
- Ports and Logistics Manager
- Senior Planner

## **East Anglia One Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- D7 Pre Assembly East Anglia 1
- EA1 2nd Installation Vessel
- EA1 - Pre-Assembly Technicians
- EA1 Installation
- Electrical Pre-Assembly - EA1
- EA1 Commissioning Team
- Tower Technician - EA1

## **Nemo Link Interconnector**

### **Client: Nemo Link Limited**

- Cable Client Representative
- Client Representative
- Offshore Client Representative
- Trenching Client Representative
- Cable Survey Rep

## **Viking Link Interconnector**

### **Client: National Grid Viking Link Limited**

- Senior Authorised Person - 275-400kV
- SHESQ Manager
- SAP - 400kv

## **CrossWind Offshore Wind Farm**

### **Client: CrossWind C.V.**

- Project Services Lead
- WTG Contract Manager

## **Various Offshore Wind Projects**

### **Client: Global Wind Service UK Limited**

- Aberdeen Bay - Cable Team
- CTV - Blade Adventure
- Vestas Blade Adventure
- Vestas Blade Adventure L-AT
- Vests Technician (Special Projects)
- Sheringham Shoal // Dudgeon - Service
- Gearbox Exchange - Moray East
- TT-I NNG
- QI - Seagreen
- Seagreen - QI
- Service Technician - Seagreen V164
- Sheringham // Dudgeon - Service

## **Ignitis Portfolio**

### **Client: Ignitis Renewables UAB**

- Contract Manager
- Engineer - Geotechnical (Senior)
- Export Cables Package Manager
- Foundation Design Manager
- Head of HSSEQ
- MetOcean Specialist
- O&M Manager
- Platform Engineer, Offshore (OSP)
- Supply Chain Manager
- Senior O&M Project Manager

## **EcoWende Offshore Wind Farm**

### **Client: EcoWende C.V.**

- Operational Technology Manager
- HSSE Advisor

## **Nordsee Cluster Offshore Wind Farm**

### **Client: Northland Power**

- Civil Engineer (Foundations) - Hamburg
- LV Engineer
- Lead Planner - Nordsee Cluster
- Supply Chain Manager

## **Moray East/West Offshore Wind Farm**

### **Client: Ocean Winds UK Limited**

- Project Planner
- 220kV Senior Authorised Person
- Expeditor
- Planner - Dubai
- Planner - Moray East
- HSE Advisor
- Senior Authorised Person
- 400kV Package Manager
- Cable Engineering Consultant
- OFTO Commercial Manager
- Project Planner
- SAP - 220kV

## **London Array Offshore Wind Farm**

### **Client: London Array Limited**

- Contract Manager
- Contract Procurement Manager
- London Array Mobilisation Project Support
- Asset Integrity Project Manager
- HSE Manager
- Health and Safety Advisor
- OFTO SCADA Installation Project Manager
- HSE Advisor
- HSE Manager
- QHSE Support (SOV)

## **NorthWester 2 Offshore Wind Farm**

### **Client: Parkwind**

- 2x QC Inspector - HV Cable Terminations
- 3X Foundations/WTG Client Representatives
- Cable Installation Client Rep
- Foundation/WTG Client Representative - Northwester 2
- Marine Representative - Terminations/Testing
- O&M WTG Client Representatives
- QC Coating Inspector
- QC Coating Inspector x3
- QC HV Electrical Inspector
- QC Inspector WTG Hot Commissioning
- WTG Client Representative
- 2x WTG Installation Representative
- Coating Inspector
- QA/QC Advisor

## **Awel y Mor Offshore Wind Farm**

### **Client: RWE Power AG**

- Land Transaction Manager
- Land Consultation Manager
- Land Transaction Manager
- Onshore Grid Connection and Substation Package Manager
- Offshore Consents Manager - GYME01

## **Baltic Eagle Offshore Wind Farm**

### **Client: EDS HV Management Limited**

- Control Engineer (220kv)
- Senior Authorised Person (66Kv WTG SAP)

## **Arcadis Ost Offshore Wind Farm**

### **Client: Parkwind**

- HSSE Expert - Arcadis OST
- Foundation Installation Package Engineer
- HV Cable Inspector
- QA/QC Advisor
- WTG Site Representative
- Welding/Coating Inspector
- Client Representative - Noise Mitigation
- Client Representatives - Foundation Installation
- Foundation Installation Engineer
- WTG QC Representative – Pre-Assembly
- Client Representative (Rock Stabilization)
- Cable Client Representative - Installation & Burial
- Cable Client Representative - Pull In
- Client Representative - Terminations/Testing
- WTG Commissioning Rep
- WTG QC Representative
- Client Representative - ICCP Commissioning
- Marine Representative
- WTG QC Representative
- Client Representative - ICCP Commissioning

## **Seagreen Offshore Wind Farm**

### **Client: OPS Wind Ltd**

- HLS - Seagreen
- V164 Technician - Seagreen
- Heavy Lift Supervisor - Seagreen Commissioning
- Vestas Technician (Seagreen)

## **Thor Offshore Wind Farm**

### **Client: RWE Power AG**

- Cable Engineer - Thor
- Project Support
- Deputy Foundation Package Manager
- Document Controller
- Document Controller (Junior)
- Site Manager
- Substation Facilities Engineer
- Package Manager - IAC

## **RWE Portfolio**

### **Client: RWE Power AG**

- Senior Offshore Wind Investment Performance Controller
- G59/99 Equipment Assembly and Commissioning
- Maintenance/Trouble Shooting Technicians
- Resource Coordination Manager
- HR Project Manager
- Hydro UK Project Support
- Category Manager - Foundations
- Procurement Manager - Devex Offshore
- Resident Engineer
- Transition Support
- Financial Controller
- HR Business Partner / People Manager - Interim
- Metocean Specialist
- Project Manager / Consultant
- Team Administrator
- Consultant - Development
- IT16 - Unified Communications Service Manager
- Resident Engineer
- A34 - Contractor Recruitment Administrator
- Electrical Resident Engineer

- Turbine Resident Engineer
- Consultant Floating Wind
- Resident Engineer
- Resident Engineer - Glen Kyllachy
- F37 - SAP4 Hana Migration / Accountant
- OSW30 - Resident Engineer
- OWO01 - Bid Support
- Performance Controller
- Project Support Controller
- TPA02 - Performance Analyst
- Accounts Payable Clerk
- Procurement Officer
- Project Procurement Manager – Operations & Maintenance Procurement

## **Dogger Bank South Offshore Wind Farm**

### **Client: RWE Power AG**

- DOG1 - Offshore Consents Manager
- Grid Interface Manager - DOG5
- Land Transaction Manager
- Stakeholder Consultation Assistant / Administrator
- R4 Bid Strategy Consultant

## **Walney 1 & 2 Offshore Wind Farm**

### **Client: Ørsted**

- Offshore Coordinator
- Planner
- 3x 33kv SAP
- Marine Coordinator
- Offshore Coordinator
- Offshore Coordinator

## **Triton Knoll Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- Commercial Administrator
- Cost Engineer - TK125
- TK155-Offshore Commissioning Supervisor/Safety Controller 66KV
- Clerk of Works - HDD
- Community Liaison Officer
- Document Controller
- Document Controller - TK80
- Project Accountant
- Quality Engineer
- A31 - Team Administrator / PA
- WTG Foundations Load Out Coordinator - TK117
- Marine Coordinator
- Procurement Manager - Logistics
- Commissioning Manager
- TK60 - Clerk of Works - Cables
- TK84 - CoW HDD
- Client Rep
- P29 Procurement Officer
- 400kV Onshore Safety Controller - TK129
- Client Rep - Jointing
- Client Rep - T&T
- H&S Advisor PC Team
- Interface Engineer - ENG12
- OSP Manager - TK143
- Offshore Cable Client Representative
- TK - T&T Rep (Offshore Cable Client Representative)
- TK127 - Vessel Manager
- TK132 - PTW Coordinator x 2
- TK142 - Onshore Export Cable Construction Coordinator
- TK150 - T&T Client Rep
- TK158 - Foundation Client Rep
- TK164 - Client Rep (Cables)

- TK185 - WTG Deputy Installation Manager
- TK197 - WTG Offshore Client Rep
- Commissioning Supervisor TK192
- Offshore Commissioning Coordinator
- Offshore Commissioning Coordinator TK191
- TK150 - T&T Client Rep
- TK188 - OIV Construction Co-ordinator (Lift Supervisor WTG Vessel)
- TK193 - Commissioning Operative
- Client Representative - Cable Repair Campaign

## **Rampion / 2 Offshore Wind Farm**

### **Client: RWE Power AG**

- Communications and Stakeholder Manager
- Consultation Lead
- Authorised Technician
- Offshore Technician
- Rampion Finance Manager
- Offshore Technician
- BOP Technician

## **Norfolk Vanguard Offshore Wind Farm**

### **Client: RWE Power AG**

- Contract Manager - Technical
- Installation Engineer - Export Cables
- Installation Engineer - Foundation
- Installation Engineer - WTG
- Planner - Lead
- Planner - Project

## **Empire Offshore Wind Farm**

### **Client: Equinor US Holdings Inc**

- Civil Engineer
- Construction Engineer
- Contracts/Procurement Specialist
- Quality Assurance Inspectors
- Business Support
- Marine Operations - Project Engineer
- Operations
- Technical Administrator
- SSU Manager EW 1 Onshore

## **Inch Cape Offshore Wind Farm**

### **Client: Red Rock Renewables Limited**

- O&M Package Manager
- Substation Package Manager
- Principal Designer Advisor
- Contract Manager (Senior)
- Principal Designer Advisor
- WTG Engineer
- Construction Project Manager
- Document Controller
- Risk Manager
- Senior Electrical Engineer
- Senior Procurement Consultant
- Project Manager
- Onshore Environment & Consents Manager
- Project Controls Support

## **Dogger Bank C Offshore Wind Farm**

### **Client: SSE Renewables**

- Engineer - Cable (Offshore)
- Platform Supervisor
- Project Engineer - Cable
- Telecoms/Scada Engineer

## **Attentive Energy 1 Offshore Wind Farm**

### **Client: TotalEnergies Renewables USA LLC**

- Communications Specialist
- External Affairs Coordinator
- Office Coordinator
- Permitting Coordinator
- TW - Crewing Coordinator CFXD

## **Borkum / Riffgrund Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- Heavy Lift Supervisor - Trianel
- Warehouse Technician // Team Lead - Borkum
- Service Technician - Borkum 2
- Electrical Technician - Borkum
- Store Keeper - Borkum
- Offshore Technician (BKII)
- Electrical Installation - Borkum Riffgrund

## **ZhongNeng Offshore Wind Farm**

### **Client: China Steel Power Corporation**

- Deputy Fabrication Manager - ZhongNeng
- Construction Manager
- Construction Manager ZN
- HSE Director ZN
- ZN - Commissioning Manager
- Commissioning Engineering - ZN
- WTG Offshore Installation Manager - ZN Project
- ZN - Site Electrical Engineer
- Lead Site Manager (Commissioning)

## **Borselle 1 & 2 Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- Borssele Warehouse Supervisor
- HSE Borselle - x3
- Pre-Assembly - Borselle - Technicians
- Borselle - V164 Technicians
- Logistics Assistant - Netherlands
- 1119-HSE-Engineer-NL
- 1127-O&M-CONS-SUPER - Construction Supervisor
- Cable Jointing/Termination Supervisor
- HSEQ Manager
- Project Services Engineer

## **Five Estuaries Offshore Wind Farm**

### **Client: RWE Power AG**

- Consent Manager
- Consultation Manager
- Onshore Consents Manager

## **Fryslan Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- Fryslan Pre Assembly Lead
- Fryslan - Preassembly x 7
- Fryslan - TT-P's
- HSEQ Officer - Fryslan
- Contracts Manager - Fryslan

## **Galloper Offshore Wind Farm**

### **Client: RWE Power AG**

- Logistics Coordinator
- G215-Logistics and Facilities Coordinator
- GAL01 - Project Manager - EoW

## **Humber Gateway Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- Humber Gateway - Service
- Humber Gateway (V112)
- Marine Maintenance Coordinator

## **Norther Offshore Wind Farm**

### **Client: Global Wind Service A/S**

- V164 Technician - Norther OWF
- V164 Technician - Norther

## **Yunlin Offshore Wind Farm**

### **Client: Global Wind Service (Taiwan Branch)**

- Yunlin - CT-I Technician
- Yunlin - Logistics Assistant
- Yun Lin & Formosa 2
- Yun Lin - Tower Technicians
- Yunlin - FO-L
- Heavy Lift Supervisor // Yunlin
- Yunlin CT-I // TT-I







# CLIENT TESTIMONIALS

“LSP Renewables have been supplying recruitment services to Ørsted since their inception in 2017. I have personally worked with Adam Grainger (Managing Director of LSP Renewables) since 2010 and he has become a trusted and highly valued recruitment partner. Adam sets himself apart from other recruiters due to his in-depth knowledge of the energy industry (and has a particularly extensive network in offshore wind), honest no nonsense feedback and quick response with relevant profiles. Furthermore, Adam has really taken the time to understand the Ørsted brand and introduce candidates that are a strong fit with our values / vision. Adam and the team at LSP Renewables have a strong track record of delivery and have placed over 100 staff and contract consultants with us within the past 3 years. I have no hesitation in recommending hiring managers from Ørsted partner with LSP Renewables to fulfil their recruitment needs.”

**Rosie Walter, BP (Former Resourcing & Talent Team Lead Ørsted UK)**

“I always experience very good service with LSP which compares well against competitors. The service to date has ranged from standard to complex in the hires, all of which have been done to a very high standard. Equally important is the reasonable number of speculative requests. Unlike others, these are targeted, occasional and worthy of consideration.”

**Technical Director,  
Offshore Wind Power Limited**

“I have worked with Adam and his team for the past 9 years. Over this period they have consistently supplied suitable candidates to Electrical Project Management resulting in multiple hires in to Ørsted and COP”

**Søren Ranneries**  
**Head of Engineering Copenhagen**  
**Offshore Partners.**

“Ashley has an in-depth understanding of the Offshore Wind Industry and the people that work within it. I have always found his approach to be professional and thorough. Ashley puts his candidates and clients needs first and should be the benchmark for his competitors to follow.”

**Offshore Construction Manager,**  
**Offshore Wind**

“Over the past six years, I’ve worked with LSP Renewables on multiple senior-level candidate searches. Each time, LSP have consistently provided high-caliber candidates with the necessary expertise and skills. They always understands our requirements well, effectively managing the search process, and making the recruitment process straightforward.”

**Gilbert Stevenson**  
**Hiring Manager, E Power**



# COMPLIANCE

LSP Renewables are fully aware of all global mobilisation and employment risks. We work closely with our clients to obtain any role specific certification and carry out any necessary or required background screening checks.

Our in-house dedicated compliance department work closely alongside our sales teams and candidates. Our comprehensive onboarding process ensures a streamlined and efficient experience for all contractors which can be tailored for individual clients needs.

The team are responsible for carrying out the following but not limited to

- RTW Checks
- ID verification
- Address verification
- Limited Company checks
- Insurance Certification
- Background Checks
- Qualification Checks
- Further BPSS checks if required

Utilising our best in class technology we record all insurance, right to work documents, certifications and expiration dates. Our automated system then informs contractors, sales team and dedicated compliance associates when renewal is required so up to date documents are held on file at all times.

Our in-house global mobilisation team take the stress out of contractor travel and can assist in organising visas, accommodation, travel & PPE ensuring our placements can hit the ground running on your projects.

Our online timekeeping software InTime is utilised for all workers whereby, the client (line manager) and applicant are notified with a simple to read guide and log-in details. Client manager receives timesheet alerts when logged by contractor to authorize hours/days worked before payment is confirmed and then invoiced out to client in one collated invoice.

# ACCREDITATIONS

As part of LSP Renewables commitment to be the premier provider of our services, attract new customers and provide outstanding employment opportunities, we have attained certification to ISO 9001:2015 Quality Management Standard, ISO 14001 Environment Standard and ISO 27001 Information Security Standard.

This means that we are developing formal systems and processes on how we do certain things within the business. Quality, Environmental and Information Security Management is all about doing what you say you do in the procedures that we use every day.

Our Quality, Environmental and Information Security Policy in summary states;

- We will provide the highest standards of service, meeting and exceeding our customers' requirements
- We will provide the resources need to achieve the above
- We will regularly review, monitor and improve what we do.
- Maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

LSP are members of industry recognised organisations across the world such as renewableUK, Asia Wind Energy Association and American Clean Power.

As a recruitment partner we also are members and abide my the code of practice for recruitment with APSCo and ASA.

## Recruitment Bodies



MEMBER



## Memberships



## Accreditations



MCA Certified Recruitment and Placement Agency

# MITIGATING THE RISKS OF IR35

LSP have taken a proactive approach to the IR35 reforms in the UK by partnering with the foremost authority on IR35 determinations; 'Qdos'. "Qdos have been defending contractors against IR35 for over two decades, having successfully defended over 1,600 cases and completing over 150,000 assessments for IR35 status, becoming one of the most trusted opinions on IR35."

## **Removal of Risk**

LSP and Qdos provide insurance to protect and indemnify all parties against any mis-clarifications or future challenges from HMRC, eliminating risk for LSP, the hirer and the worker.

## **The Process**

Utilising our assessment portal, this allows our clients & LSP to be fully equipped with the IR35 status of the position before approaching the market. Our clients need to spend a short period of time completing the answers to twelve questions. All sensitive documents relating to IR35 are audited and securely stored. Upon identifying a suitable candidate for the vacancy, the candidate is notified with a secure link to complete the remaining questions (30) of the assessment. The process is simple and effective, and minimises the time spent by our customers

LSP ensure that 'reasonable care' is taken at every step throughout the recruitment process as defined by UK HMRC. These services are offered free of charge to our customers for workers engaged via LSP and indemnify them against any incorrect determinations.





## CONTACT US

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