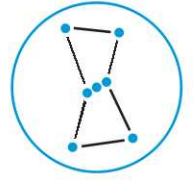


Energy

OrionGroup



Partner**Plus**

Quality driven recruitment

Access our expertise and our global network

orionjobs.com





Since 1987, Orion Group has proved itself to be one of the fastest growing recruitment houses in the world. We have a proven track record of competent professional workforce solutions that have delivered enhanced support across high profile, renewable and clean energy projects.



Orion Group manages the placement of thousands of contractors and permanent personnel every year via our worldwide network of offices.

Since our inception in 1987,
Orion Group has placed over

£4bn

worth of workforce solutions
in the Energy sector.

We are an international leader in the provision of personnel to a number of sectors.

Our market intelligence and experience enables us to take a holistic approach to project delivery – managing contracting services from start to finish.

Orion Group has long-established relationships with the leading engineering companies: AECOM, Balfour Beatty, Aquamarine Power, Balcas, Babcock Group, BP, Equinor, Orsted, Harland and Wolff, Jacobs Engineering, Lamprell, SSE, Seaway 7, Seaway Heavy Lifting, Scottish Power, Shell and TotalEnergies.

People are our business, and we continually invest in our staff to ensure we always deliver the highest quality service.

Why Orion?

Tailored to your requirements, our core activities and services include:

- Contingent recruitment of permanent staff
- Recruitment and full management of contractor personnel including IR35 tax law compliance
- Mass volume sourcing
- Payroll Services
- Global mobility

Outcome Based Service Delivery

A new type of service that blends the flexible and agile nature of contingent manpower supply and the structured and goal-focused approach of project management excellence and outcome delivery.

Our delivery of teams for client projects is based around a clearly defined remit. Our teams are incentivised to deliver a predetermined product, service outcome, performance and/or set of deliverables that ties up with our clients' business goals.

Our Values

Orion Group is a family business, tirelessly committed to its values:





Consumer-generated electricity



Offshore wind capacity



Heat generated by renewable energy



Renewable power capacity

Taking strides towards a sustainable future

We are in a period of transition away from fossil fuels. Several countries, states and cities, supported by investors and utilities, have committed to achieving net zero emissions.

The oil and gas industry remains important for the economy and for Orion Group. This sector has laid the foundations for the technology and skills development that's needed to achieve the necessary reduction in emissions around the world.

There are huge opportunities for people with transferable skills who are able to apply their expertise to any energy project, whether it's in oil and gas or newer renewable technologies.

Thanks to over three decades of energy experience worldwide, Orion Group has the expertise to support companies at all stages of the transition to net zero.



In 2021 oil and gas accounted for 55% of the world's energy consumption.

Our own green commitment

Orion Group's environmental strategy commits us to achieving carbon neutrality (PAS 2060 certification) by 2023 and science-based net zero by 2045. Our Environmental Management team's carbon reduction plan – which is integrated within our existing ISO 14001 Environmental Management System – outlines our sustainable development objectives, monitoring progress as we transition to net zero.

Currently undertaking analysis of our UK carbon footprint, the audit will be extended globally to assess Scope 1, Scope 2 and partial aspects of Scope 3 greenhouse gas emissions throughout the business.

PartnerPlus



Orion PartnerPlus, is the search division of Orion Group, offering a quality driven service that provides access to talent that will help your business thrive.

Orion PartnerPlus is available as a dedicated resource to the renewable energy sector. If you have a challenging, niche, time sensitive or confidential position, the PartnerPlus model will uncover passive talent that isn't normally visible.

Orion PartnerPlus stands out in a crowded market, due to our ability to match permanent passive candidates to your company culture, not just the job description.



With 35 years of global experience across a diversified range of industries, Orion PartnerPlus offer quality driven services that provide value within the permanent sector.

Orion PartnerPlus Solution

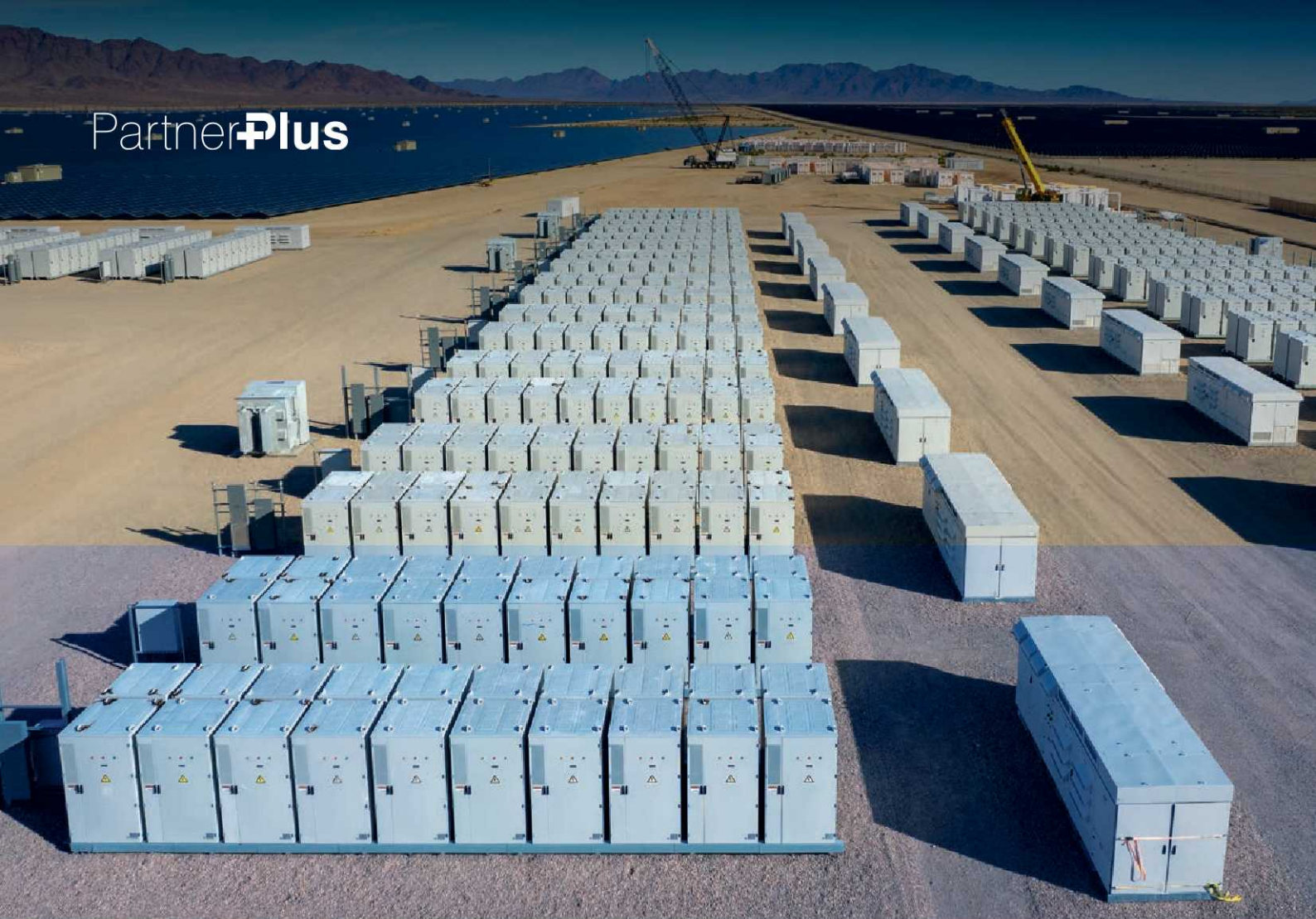
At Orion Group, we understand how challenging it can be to find the right people for niche roles. Unless you have a dedicated internal resource, it is difficult to allocate the time to uncover talent that is not normally visible.

Combined with unpredictable market conditions and fluctuations in the active talent pool, it can make direct recruitment ineffective – especially when you have several roles to source at once.

Adopting the attitude each position is a separate piece of work, Orion PartnerPlus provides a search solution at all business levels, delivering exceptional high success rates. As trusted partners, we have developed a tried and trusted search process, that works for both individual niche positions, and high-volume recruitment.

With the demand of permanent recruitment at an all-time high and with the ever-changing landscape of recruitment in general, our retained solution meets with your challenges and alleviates internal resourcing pressures.

Instead, we want to build a strong relationship with our partners, collaborating with them to navigate the selection process by drawing on our experience, knowledge, and unique market intelligence. Our subject matter experts take the time to understand the role and appreciate the culture. Through this, we ensure we hire the right person, rather than the most available.



The PartnerPlus Approach

Specializing within the global energy space, PartnerPlus brings a refreshing approach to recruitment, extending an unmatched service to both start-up, SME's and established market leaders.

The PartnerPlus recruitment model sits in between the standardized contingent offering and the traditional high-end retained search model, moving away from the outdated practices of agencies (and companies) trawling generalized job boards that are not industry specific.

The PartnerPlus Process

PartnerPlus approaches the market directly, rather than relying on job boards. All our applicants are passive and are not actively seeking a new role, allowing us to uncover talent that isn't normally visible through the normal channels. Our terms are fair and inexpensive, ensuring we deliver at all the critical stages.

Clients pay a nominal guaranteed instruction fee to engage our services, which is deducted from the final completion fee, resulting in a committed relationship and a more sophisticated, consultative service.

The PartnerPlus Benefits:

- 100% job fill ratio – we don't stop until filled
- Non-Exclusive Agreement
- No Cancellation clauses or charges
- Fail-safe fee structure, all guaranteed
- Dedicated subject matter experts
- Market intelligence
 - Confidential Search Capability
 - Proven record in filling niche and challenging positions
- Salary benchmarking
- Focus on cultural and organization fit
- Passive talent pool management
- Faster time to hire
- Guaranteed shortlists within 7-10 business days
- Mutually collaborative consultative approach
- Psychometric testing (upon request).



- Measured success.** We measure and report on our performance as standard, including metrics such as time to hire. We work to pre-agreed SSLA's and adopt a consultative approach that includes market intelligence, real-time compensation analysis, Talent Mapping, pre-qualification for talent pipeline continuity; and job description/person specification management.
- Reduced risk.** With our guarantees we are happy to undertake recruitment projects on a non-exclusive trial basis before you commit to longer-term or more substantial agreements, and there are no cancellation charges.
- A consultative process.** By holding briefing calls with the hiring manager, we receive a full understanding of the role and a good sense of your organisational culture. This allows us to get it right first time.
- Extended reach.** Our exclusive networks introduce you to a new pool of candidates. Our website, orionjobs.com, achieves first page Google search performance, and our extensive social media reach allows us to attract passive candidates. We use Microsoft's intelligent recruitment software Mercury xRM, and offer an international reach, with immigration support, and relocation assistance provided if required.
- Optional extras.** Ease in-house pressure with our range of add-ons. These include: creation of a bespoke microsite for tailored recruitment; regional trend analysis and salary benchmarking; background checks and onboarding support; provision of profiling services, psychometric testing and assessment centres.
- Guaranteed timescales.** With the demand of a timely project execution, hiring managers need the reassurance that they will receive high quality applicants as quickly as possible. That's why Orion Group guarantees the provision of candidate shortlists within ten working days on retained search projects. For ongoing resourcing needs and provision of a regular talent pipeline, we will work with you to agree suitable timelines.

Orion PartnerPlus Sector Experience

Renewables and Clean Energy

The global growth in renewable and clean energy technologies has accelerated in recent years, and Orion Group has long-established relationships with the leading engineering companies in solar, wind, wave and nuclear technology. To date, we've worked with companies on onshore and offshore projects located in the UK, USA, Netherlands, Dubai, China and Taiwan.

The vast scale of new renewable projects has created a huge demand for contract workers from a wide range of disciplines. The challenge of meeting this demand presents excellent opportunities for skilled labour from other engineering and energy disciplines to transfer their skills and pursue a career in renewable energy.

We have a proven track record of providing workforce solutions for transitional and revolutionary clean energy projects for our existing clients. This includes EV infrastructure, hydrogen and carbon capture, as well as more established technologies such as wind, wave, nuclear, solar, hydro and biomass projects.

Oil, Gas and LNG

Orion Group is an international leader in the provision of recruitment services to the Oil & Gas industry, working with clients involved at every stage of the process through appraisal, exploration, production, development and decommissioning.

Orion Group has a successful track record of supplying a professional workforce with direct experience to deliver some of the largest oil and gas projects in the world. We continue to work with clients as new discoveries are made, following projects throughout their lifecycle.

Orion Group also boasts a rich history of successfully meeting the workforce requirements for some of the world's largest Liquefied Natural Gas (LNG) projects. This is a highly specialised sector – requiring recruitment of the correct calibre of people with a wide range of skill sets and disciplines.

Orion Group is currently supporting numerous LNG projects across North America which will ultimately produce more than 50 Mtpa with total project costs of over \$50bn. The involvement of the Orion group started early building up the teams and structures on these projects and will continue all the way through commissioning and onto operation.

The USA is one of the leading countries in Renewables and Clean Energy

The United States has seen a notable upswing in job opportunities within the energy sector. As the country seeks to address climate change and reduce reliance on fossil fuels, this has led to a surge in employment within the renewables sector.

Solar and PV



In 2023

54%

of new electricity generation capacity in the US was solar power.

Up significantly from 6% in 2010.

Energy Storage

Between 2010–2023, US battery storage jumped from 47MW to



Wood Mackenzie has forecasted growth for energy storage in 2024 of

45%

Hydrogen



In 2023, US Department of Energy (DOE) announced

\$7 Billion

in funding for the country's first clean hydrogen hubs.

California and Texas have earned the highest federal cost shares of up to \$1.2 billion each.

In 2023



California

is leading the way with generating their electricity from solar at 28.2%. That is equivalent to

68,816 GWh

21 other states generated more than 5%. Texas generated 31,739 GWh

Of the 39 states with utility-scale Battery Energy Storage Systems (BESS) in 2022,

California Texas Florida



had the most installed BESS power and energy capacity.

Their combined percentage shares were

83%

of total BESS power capacity and 80% of total BESS energy capacity.



As of 2023, there are

59 hydrogen fueling stations

in the US, with most of the existing and planned stations in California.

What Our Clients Say

What Our Clients Say

Resources Manager

"It has been an absolute joy in the midst of stress to work with the three of you, highly recommend."

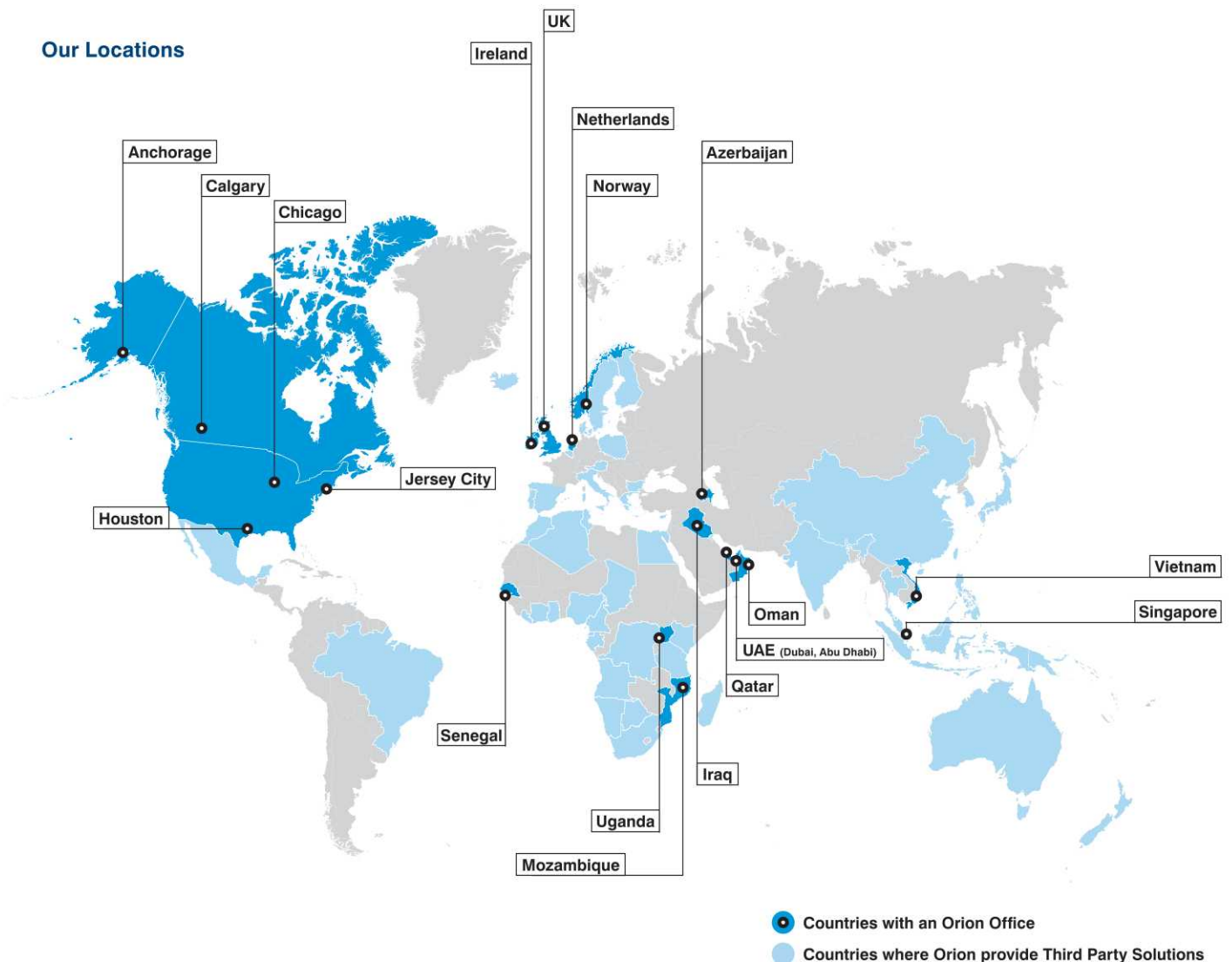
Human Resources Manager

"I have spoken highly about the team at Orion to several colleagues. After placing two highly qualified sales candidates, you will continue to be my go-to recruiter from here on out!"

Chief Executive Officer

"I have now been using Orion to fill several roles, and no matter if it's an easy or really hard search, they actually do what they promise. I could not recommend anyone more!"

Our Locations



Partner**Plus**

Contact us at Orion Retained Solutions
to discuss how we can help...

partnerplus@orioneng.com

OrionGroup

