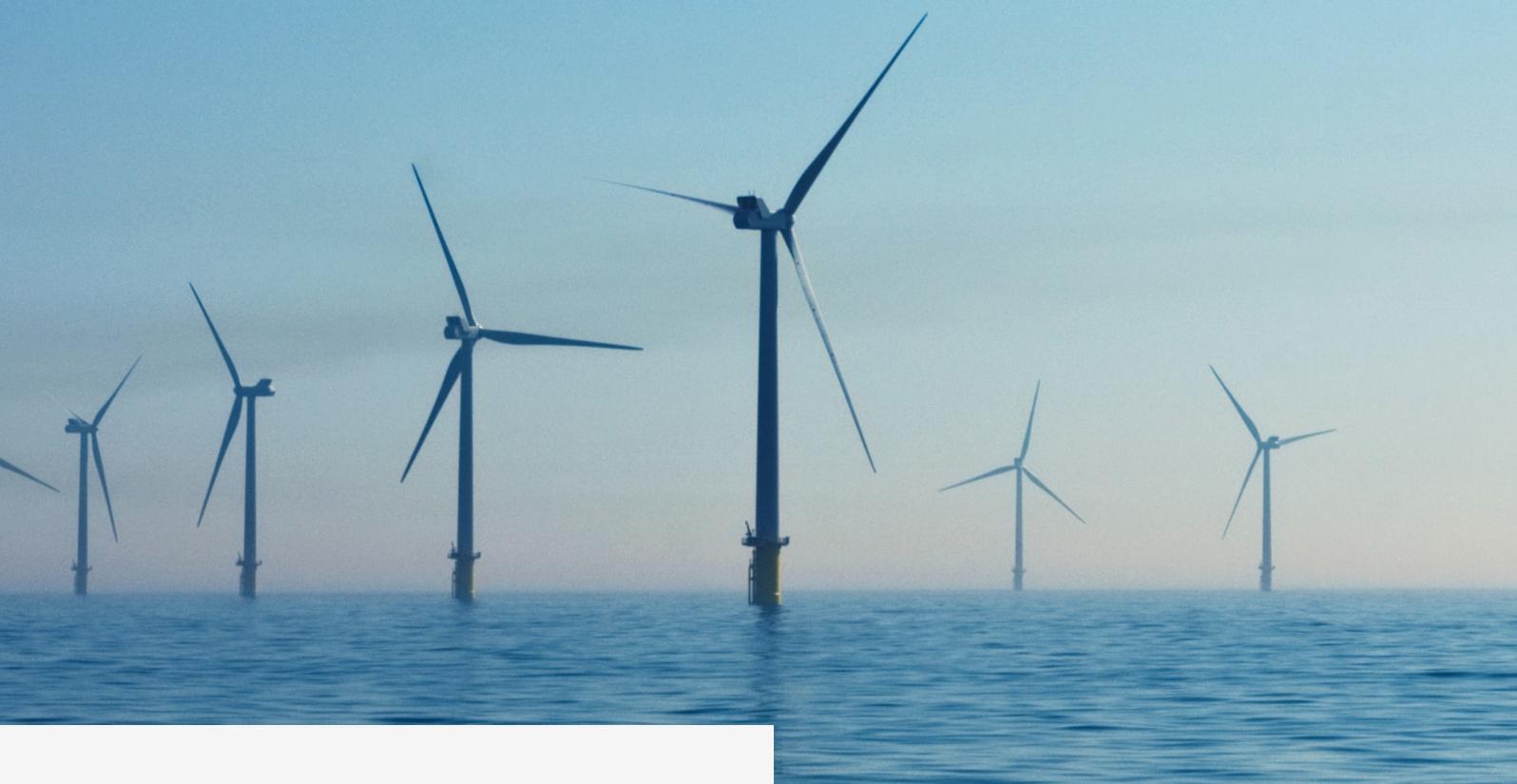


**SPENCER
OGDEN**



OFFSHORE WIND

North America

OVERVIEW OF OFFSHORE WIND: US

Now is a great time for the United States energy sector. On and offshore wind, solar, energy storage and e-vehicle sectors have witnessed extensive growth, with investment in offshore wind rapidly increasing.

In fact, since the new administration there has been an acceleration in the number of offshore wind projects, with a national target of 30GW of installed offshore wind capacity planned by 2030. These ambitious aims are expected to create 77,000 new jobs and generate a wealth of capital investments for many US States. The challenge, however, lies in sourcing the trained and experienced professionals to help meet these targets.

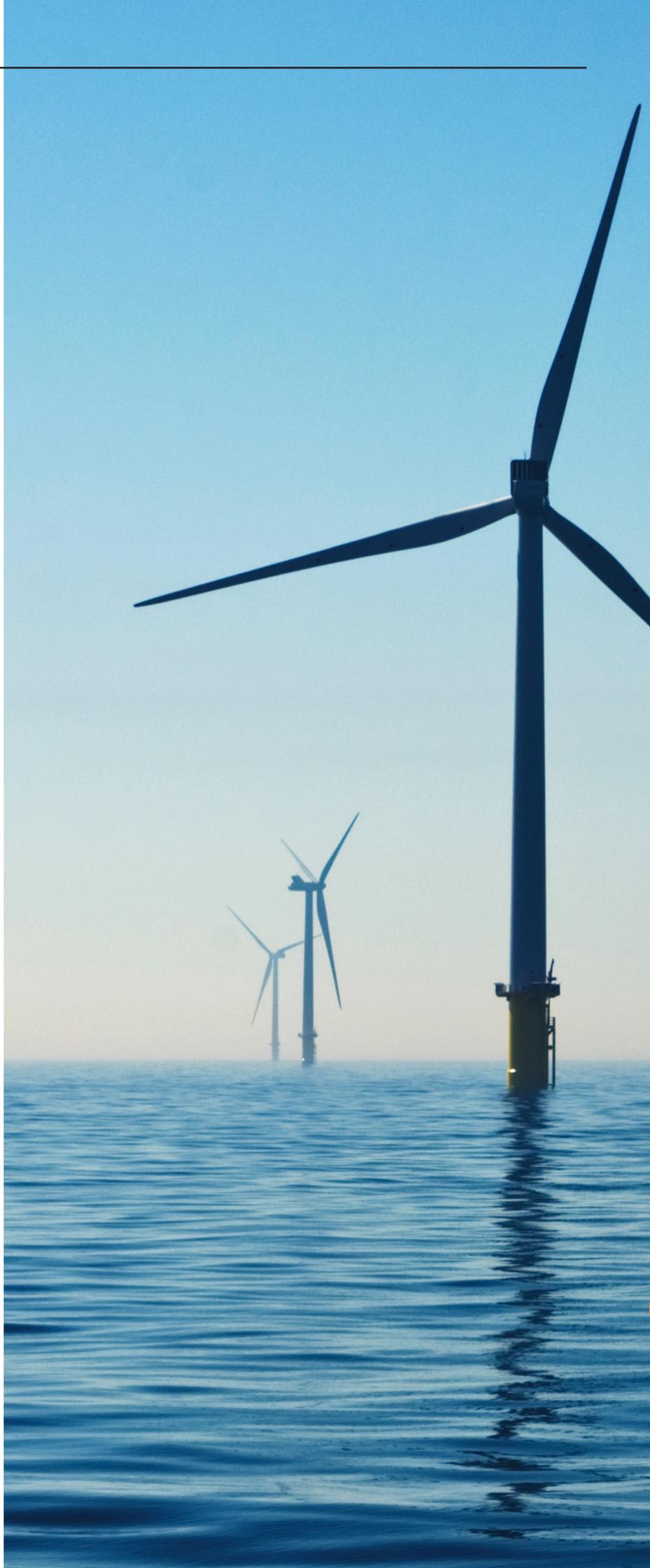
Offshore wind as a sector and the wider renewable energy market are facing a shortage of talent globally. In the US, many employers are already struggling to source people. According to the 2020 US Energy and Employment Report, produced by the Energy Futures Initiative in partnership with the National Association of State Energy Officials, over 80% of energy employers surveyed had difficulty hiring qualified workers last year. The fight for the best people is on, and US employers need to be prepared to compete for talent globally to meet its renewables and offshore wind targets.

That's where Spencer Ogden can help.

“

The organisation of process from sourcing through to onboarding is professional, reliable and always trustworthy.”

Siemens Head of Project Controls



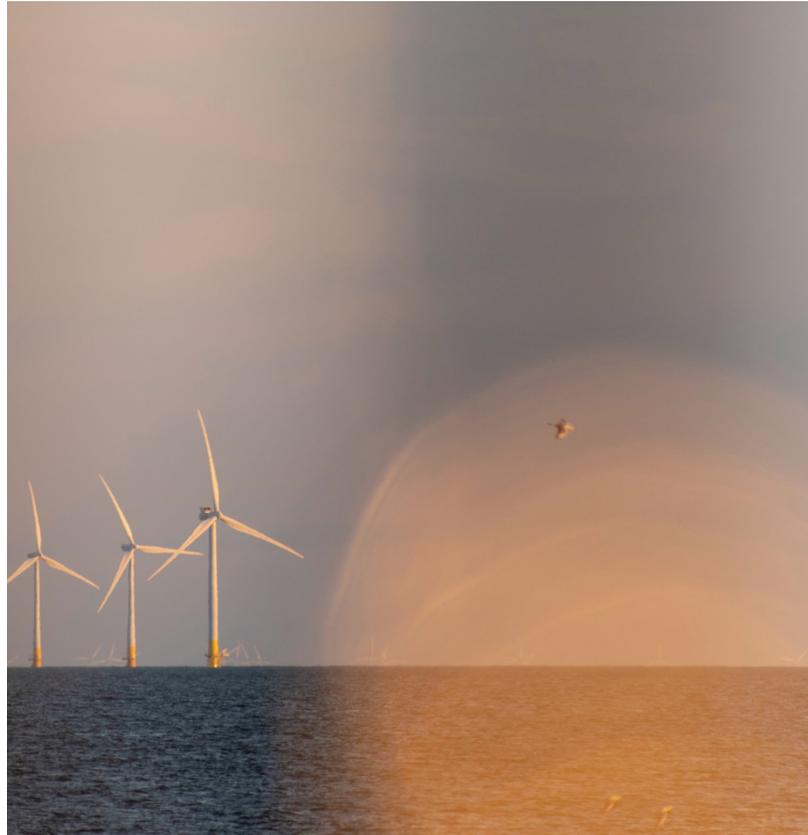
How to fill the skills gap:

Spencer Ogden is a pioneering recruiter in the energy and infrastructure market. Globally, our offshore wind teams are well positioned to support customers across all phases of the project life cycle, from financial inception to operational execution, giving our clients confidence that all of their recruiting needs will be met with industry leading talent.

Spencer Ogden's renewables teams are experts in providing both permanent and contract recruitment solutions to our clients across America. Currently, Spencer Ogden proudly supports the entire industry, from those who finance the projects, developers and leading original equipment manufacturers and utilities firms, to the general contractors that deliver offshore wind projects.

With over 10 years' experience, Spencer Ogden has access to a large talent pool across the globe that we draw exclusively from to support our clients.

Our worldwide, cross-sector experience means that we can offer our clients the advantage of broader energy industry know-how that helps them move swiftly up the learning curve and stay competitive.



Our Offshore Wind Solutions:

AREAS COVERED IN WIND

Here's an example of the roles we support on the full project phase, with more beyond this timeline:

- Project Development
- Permitting
- Project Finance
- Business Development

01.
Identifying Project

- Project & Construction Management
- Project Controls
- HVDC Engineers
- QSHE, coating and inspection
- Wind Technicians

03.
Construction Side

02.
Design Phase

- Substation Design
- Electrical and Mechanical Design

04.
Commissioning

- Commissioning Manager
- Commissioning Technicians

WHY CLIENTS CHOOSE US

There are many reasons why our clients choose us, but it is our global sector experience that really stands the Spencer Ogden team out from the crowd. Our expert recruiters have the global knowledge to support resourcing needs across Oil & Gas, Power & Utilities, Built Environment and Renewable Energy.

This cross-over in sectors allows us to source the talent needed to support the US offshore wind growth, whether that's across specialisms or borders. As specialists, we're ahead of the latest developments, from the in-demand skills needed to support the growth in Carbon Capture Storage (CCS) to the future of the revolutionary W2Power concept.

Aside from our industry experience, people work with us because:

- We listen
- We have direct access to talent globally
- We offer a dedicated and scalable solution

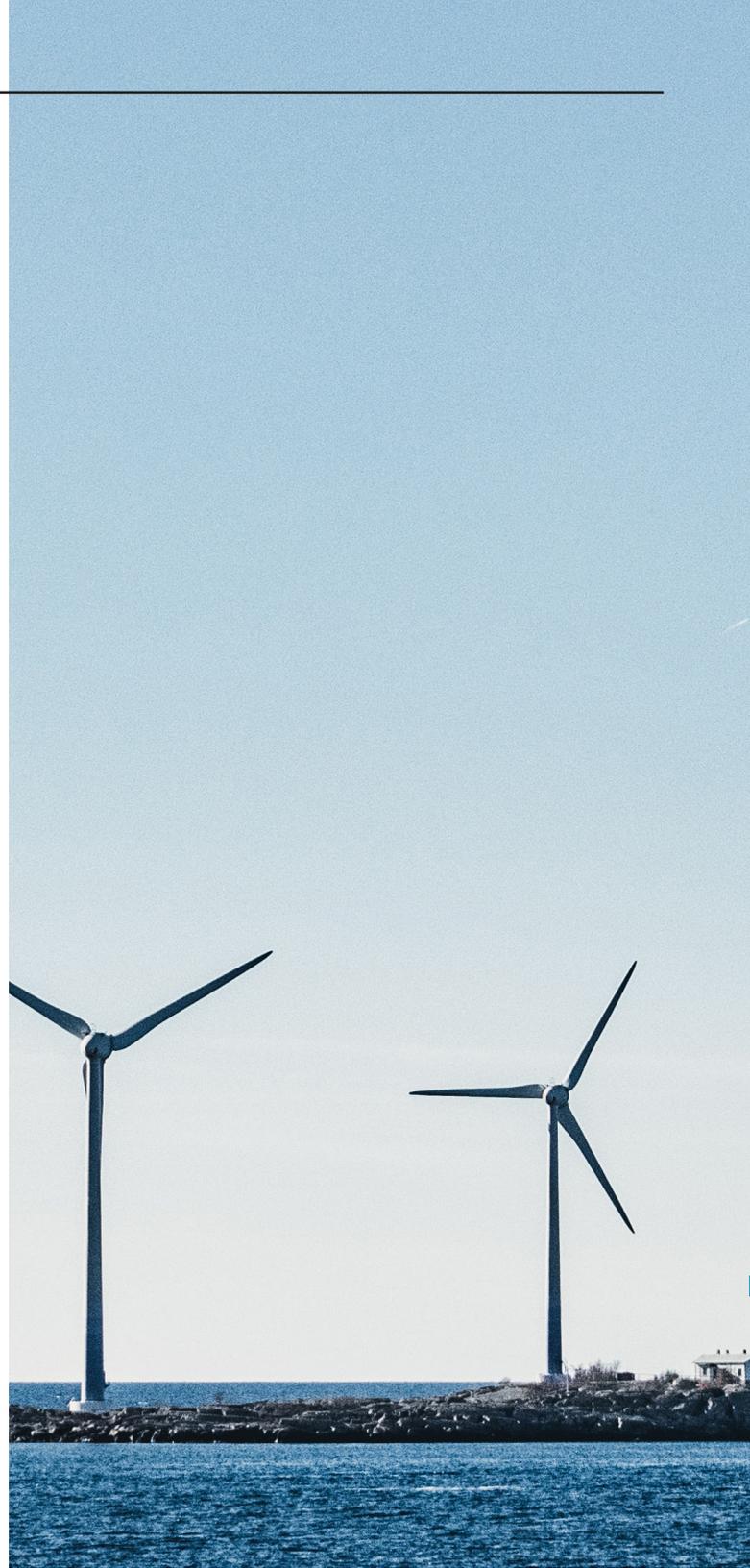
But don't just take our word for it.

Our website features multiple case studies – including a profile of our work with Vestas, a global manufacturer, seller and servicer of wind turbines. Spencer Ogden supported the client with the speedy hiring of a senior management individual, initially putting 52 applicants forward for the role.

More than just recruitment solutions

While our recruitment solutions provide employers with the best in the field, Spencer Ogden provides more than just high-quality candidates. Through our global reach we can source talent to support offshore wind projects tap into a vast talent pool – and we provide the visa and immigration solutions to help employers bring these skills into the US.

We have strong experience supporting our Oil & Gas and Renewables clients in complete end-to-end resourcing solutions, which includes contractor care, professional and travel insurance requirements, wider operational team support and even the provision of PPE needs.



“

They invest considerable time and effort in understanding your requirements and suggesting solutions.”

Siemens Programme Director

WHY CANDIDATES CHOOSE US

In all energy sectors, all over the world, we focus on mid to senior level positions and highly skilled technical roles. We put the personal into proactive, professional recruitment.

A growth industry offers a world of opportunity; our candidates enjoy the benefits.

- We don't just talk the talk. We listen to what you want – and as sector-specific industry specialists, we won't waste your time with roles that don't suit your unique skillset.

- Global possibilities. A global network of international offices give you access to the world's most exciting permanent and contract positions.

- We'll stay in touch. As part of our talent network, you'll be the first to know when there's a role to match your ambitions.

- Ongoing support, wherever you are in the world. Comprehensive candidate care including an in-house team dedicated to our contractors.

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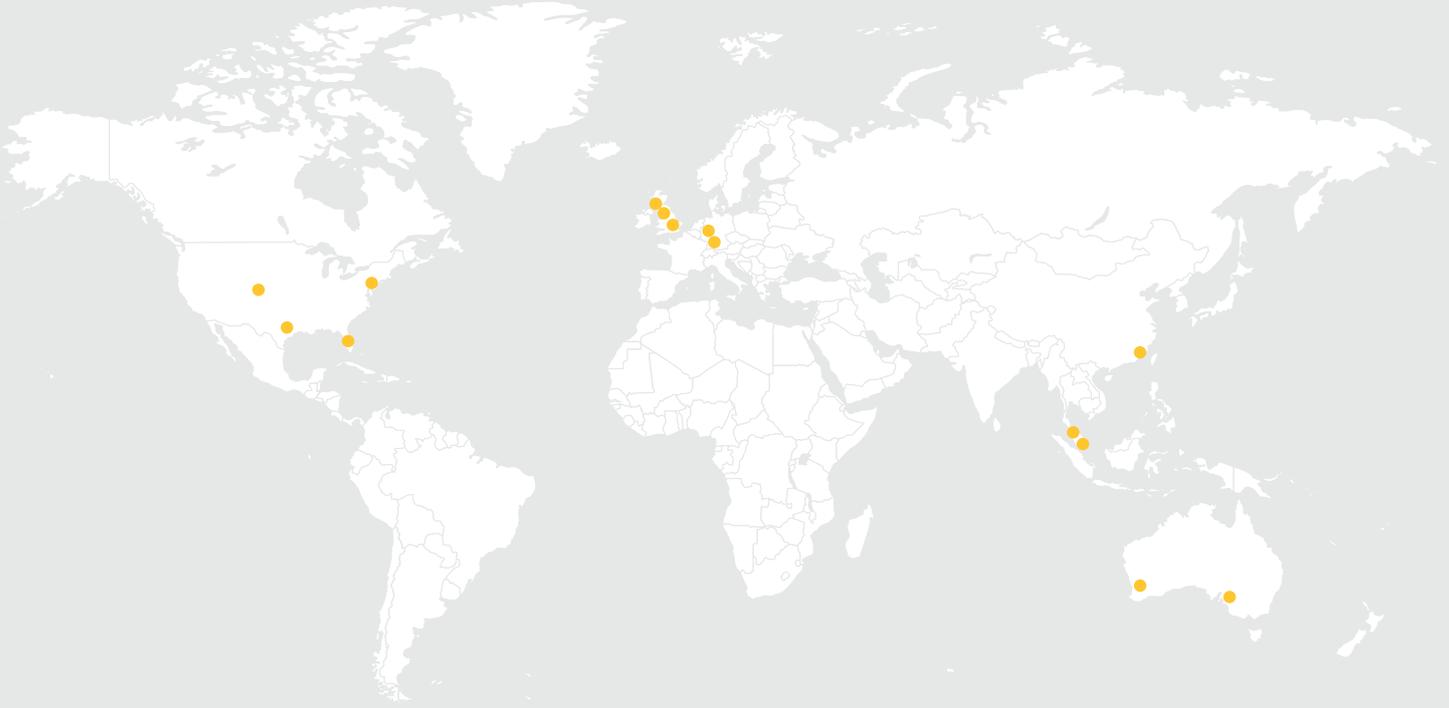
Spencer Ogden's work ethic and strive to achieve the needs for both the Customer and the Candidate have paid dividends for the portfolio of high end major players they have built in the industry'

Andy Bunting, Mitsubishi Heavy Industries America, Inc."

Discover how we can support you and your journey...



OUR OFFICES



APAC

Singapore

+65 3163 5000
singapore@spencer-ogden.com

Hong Kong

+852 2245 3350
hongkong@spencer-ogden.com

Perth

+61 8 6280 2400
perth@spencer-ogden.com

Melbourne

+61 3 8376 2497
melbourne@spencer-ogden.com

Malaysia

+603-7724-7610
malaysia@spencer-ogden.com

EMEA

London

+44 207 2689 300
london@spencer-ogden.com

Düsseldorf

+49 621 3999 9020
dusseldorf@spencer-ogden.com

Glasgow

+44 207 268 9300
glasgow@spencer-ogden.com

Mannheim

+49 621 3999 9020
mannheim@spencer-ogden.com

AMERICAS

Houston

+1 713 358 7900
houston@spencer-ogden.com

Denver

+1 720 643 2150
denver@spencer-ogden.com

New York

+1 212 653 0810
newyork@spencer-ogden.com

Orlando

+1 407 278 2650
orlando@spencer-ogden.com