



Red Rock Power Limited

# Graduate Engineering Programme

Generating a sustainable, low carbon future.

[www.redrockpower.co.uk](http://www.redrockpower.co.uk)





# Graduate Engineering Programme

It's an exciting time to start your career working within the UK and European low carbon and renewable energy sector. Here's what you can expect from Red Rock Power Limited's new Graduate Programme.

Red Rock Power is a growing, European energy company based in Scotland and owned by SDIC Power, a global power generation company headquartered in Beijing, China. Our Edinburgh team has expanded significantly in recent years and brings valuable experience from across some of the UK and Europe's biggest infrastructure projects. We currently employ more than 50 people based in our Edinburgh office across Engineering, Corporate Support, Finance, Legal, Project, Commercial, HSEQ and Asset Management teams.

Red Rock Power's project portfolio currently includes three wind developments – Inch Cape Offshore Wind Farm, Afton Wind Farm and a 25% share of Beatrice Offshore Wind Farm – and we hope to expand into new European renewable and sustainable energy sectors.



“University graduates are the future of our business and the energy industry. You will innovate new technology, revolutionise the renewables sector as we currently know it, and play an important role in tackling the intensifying climate change emergency. We look forward to welcoming you into our growing team and supporting your career development as you take on this challenge.

“This is your future, be part of our ambition to make a difference.”

Guy Madgwick, CEO, Red Rock Power Limited



“I'm currently balancing a busy work schedule whilst working towards my iMechE Chartership with support from the Red Rock Power's 'Chartership Committee', which we set up recently to assist with the development of young professionals. Red Rock Power has a strong career development path for graduate engineers, and I'm privileged to have worked with a great group of people and some inspiring mentors straight out of university. Our team has a wide variety of backgrounds and experience on some of Europe's biggest renewable infrastructure projects so it's a great opportunity to learn from them.”

Paul Sweeney, Asset Engineer, who first joined Red Rock Power as a summer intern and then Graduate Engineer. Read more of his story [here](#).





## What's in it for you?

- ◆ The opportunity to start a rewarding career within the low carbon and renewable energy industry
- ◆ A chance to work on some of Europe's largest renewable energy projects and offshore wind developments
- ◆ Training and development opportunities including chartership support
- ◆ Career opportunities at the end of the graduate programme
- ◆ Performance and development reviews to help you fulfil your potential and achieve your goals
- ◆ Cross-functional interactions and the chance to work within multiple areas of the business

## What you'll need

- ◆ A passion and enthusiasm for the renewables and energy industries
- ◆ Strong analytical and communication skills
- ◆ Driven approach to personal career development
- ◆ Innovative mindset with the ability to deliver value and to inspire continuous improvement
- ◆ Graduate degree in Engineering with a desire to become chartered

## We're committed to

- ◆ Growing our own talent
- ◆ Offering cross culture opportunities
- ◆ Significant investment in training and development to help you attain your chartership and develop your long term career
- ◆ Providing access to industry experts and invaluable career opportunities
- ◆ Listening to what you have to say, with employee forums and surveys conducted throughout the year, providing an opportunity to obtain feedback and ideas



Dedicated line manager and buddy to provide you with support and guidance



Lunch and learn sessions covering a range of industry specific topics



On site visits to our windfarms



The opportunity to attend networking events and be a member of our chartership forum



Extensive training and development opportunities within your areas of interest



Rotations within our Engineering and Project specific teams giving you exposure to these areas of the business



## Where will the graduate programme take you?

Red Rock Power's career path framework, Future Pathways, provides a reference guide to help and support individuals' personal development and to plan their career advancement.

To attract and retain the best people, we want to give you the opportunity to develop your career with us. We encourage internal promotions and cross functional working within our forward thinking and innovative teams.

Below are just some of the teams you will work with whilst on the graduate programme at Red Rock Power.

### Engineering

The Engineering team works across the business, from providing technical support on our three wind projects throughout development, construction and operation; to driving new innovations, performing due diligence and advising on M&A opportunities.

As Red Rock Power continues to expand, it is an exciting time to work with our vibrant and growing team of engineers. Anyone joining our team will have an opportunity to expand their knowledge of different technologies and renewable sectors, while also gaining experience working alongside different areas of expertise such as Asset Management, Consents and Environment, Finance and much more.

### Commercial

The Investment Management team is building a strong and solid foundation to support our ambition to further expand our portfolio through acquisitions in the UK and Europe across the renewables sector and wider energy industry.



### Asset Management & HSEQ

Our Asset Management and HSEQ team is growing, with two projects now operational and one preparing for construction. Graduate Engineers will have an opportunity to gain experience in a range of activities from performance analysis to inspections and maintenance across Red Rock Power's portfolio.



# Red Rock Power Portfolio

## Afton Wind Farm

Afton Wind Farm is an operational 50 MW onshore wind development in East Ayrshire, Scotland. The 25 turbine wind farm powers up to 35,000 homes each year and is expected to generate 3.5 million MWh of electricity in its lifetime.

## Beatrice Offshore Wind Farm

Beatrice Offshore Wind Farm, a 84-turbine 588MW operational project approximately 13.5km off the Caithness Coast in the Outer Moray Firth, was completed in summer 2019. It is one of the largest ever private investments in Scottish infrastructure, the country's largest single source of renewable energy and the fourth largest offshore wind farm in the world. Red Rock Power owns a 25% stake in the project.

## Inch Cape Offshore Wind Farm

Inch Cape is a proposed offshore wind development 15km off the Angus Coast in the East of Scotland. The development will generate over 1,000 jobs and around £680m to the economy during construction alone. Once complete, it will power over half a million homes.

The offshore wind farm and electricity generated by 72 turbines will be connected to an existing National Grid Electricity Transmission connection at the former Cockenzie Power Station in East Lothian by 85km export cables. Construction of the onshore substation is expected to begin in Autumn 2020 and offshore construction in Spring 2021.



# Rewards & Benefits

At Red Rock Power we aim for a high-performance culture and appreciate our employees' commitment. Performance and abilities are recognised through our rewards and benefits.

All employees are entitled to access the following benefits from the first day of their employment.



**Social Committee**



**Lunch, fruit & snacks**



**Life Assurance Scheme discounts**



**Pension**



**Generous Holiday Allowance**



**Cycle to work**



**HWL Committee**



**Private Healthcare**



**Training & Development Allowance**



**Flexible Working**



**Employee Assistance Programme**



**Performance related bonus scheme & exceptional contributions bonus scheme**



**Competitive Pay**



**Perks at Work**



**Family Friendly Policies**

**Social Committee** - organises a number of exciting social events for employees throughout the year

**Lunches** - provided during the working week which allows a great chance to catch up with colleagues

**Life assurance** - provided to all employees at 3 x their reference salary

**Pension** - we offer a generous 10% employer contribution to every employee's Red Rock Power non-contributory pension scheme

**Holiday allowance** - employees are encouraged to take a well deserved break using their 35 days annual holiday allowance

**Cycle to work** - our scheme encourages employees to cycle to work by offering a tax and NI free loan to purchase a bicycle and safety equipment between the value of £100 and £1000

**Healthy Working Lives** - the committee meet regularly and are committed to improving workplace health through a programme of health and wellbeing activities.

**Private healthcare** - employees can gain peace of mind with access to private medical cover

**Training & Development** - we give employees access to training and development opportunities that develop their knowledge and meet learning aspirations

**Flexible working** - we recognise that our employees have different personal circumstances and seek to give you greater choice and flexibility where possible

**Bonus schemes** - our Annual Bonus Scheme rewards employees based on the achievement of objectives throughout the year and we also operate an Exceptional Contribution Bonus Scheme, rewarding employee's for exceptional performance

**Employee Assistance Programme** - provides employees with information and support to help live a happy and healthy life

**Competitive pay** - we regularly benchmark our reward offering, ensuring pay is both fair and competitive

**Perks at Work Scheme** - gives employees access to the best perks from some of the UK's biggest brands

**Family friendly policies** - includes enhanced maternity and paternity leave support



# Graduate Programme Application Process



1. Applications are open on our [website](#) in November and close in mid-January.



2. Your CV will be screened by the hiring manager. Successful candidates will be asked to complete a phone screen, online numerical, deductive and inductive test throughout January and February.



3. Final stage candidates will be invited into our Edinburgh office to attend an assessment centre during March.

The assessment centre activities include a technical interview, competency based interview, presentation and group exercise.



4. Two successful candidates will be offered graduate scheme roles at Red Rock Power.

The graduates will start at the beginning of September.



# Assessment Centre



## What to expect at the Assessment Centre

- ◆ Final stage candidates will be invited to attend an Assessment Centre at our Edinburgh office
- ◆ You will be invited to the assessment centre a few weeks in advance and provided with lots of details to allow you to prepare for the day
- ◆ The Assessment Centre will last a full day so please keep your day free
- ◆ In advance of the Assessment Centre you will be asked to complete an online occupational personality questionnaire
- ◆ Candidates will work both individually and as part of a group on a variety of exercises throughout the day including:
  - Technical interview
  - Group Exercise
  - Presentation (to be prepared on the day)
  - Competency based interview
- ◆ At lunchtime candidates will get the opportunity to mix with other interviewees and receive a presentation

## Hints & Tips

- ◆ If you have any questions that will help you prepare for the day, make sure to contact HR in advance
- ◆ Brush up on your industry knowledge and research any news, competitors or market trends
- ◆ Remember that interviews are a two-way process, use the time to make sure the role is the right fit for you and use the time to ask any industry or company specific questions you may have
- ◆ Double check your application for any errors or spelling mistakes
- ◆ On the day remember to relax and be yourself, we want to see the real you!



# FAQs

## ***When does the application process open and close?***

Applications open in November and close in mid January.

## ***When and where will the assessment centre be held?***

Assessment centres are held at our Edinburgh office in March and you'll need a full day free to attend.

## ***What advice can you give me for the assessment day?***

Prepare interview questions in advance, dress smart and be yourself.

## ***Will I be informed if I have been successful or not?***

We will be in touch regardless of whether you have been successful or not. As we have such a high volume of applications we are unable to provide individual feedback at the CV review stage.

## ***When will I hear about my application?***

We will be in touch to let you know if your CV has been progressed to the next stage in January.

## ***What can I expect while on the scheme?***

The chance to work and learn from industry experts whilst you rotate through a number of our well established teams.