



Red Rock Power Limited

Commercial Graduate Programme

Generating a sustainable, low carbon future.

www.redrockpower.co.uk





Commercial Graduate Programme

It's an exciting time to start a career within the European low-carbon and renewable energy sector and play a vital role in the net zero transition. Read more to learn what you can expect from Red Rock Power Limited's Graduate Programme and why you should apply.

Red Rock Power is a developer, investor, owner and operator of renewable energy projects in the UK and Europe. 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 80 people based in our Edinburgh office across Asset Development, Asset Management, Investment Management, Engineering, Finance, Legal and Project teams. As a new graduate, you will be immersed in different teams and departments across the business before deciding on your chosen career path as a permanent employee.

Two new Commercial Graduates will play a central role in our day-to-day operations and growth plans moving forward. Our wind portfolio, including both part and fully-owned projects at varying lifecycle stages, has a generation capacity of approx. 2GW, installed or in late-stage development. Our projects include Afton, Överturingen and Beatrice Wind Farms, all operational, as well as Inch Cape and Benbrack, both late-stage developments. While our strength lies in the wind sector, we are actively pursuing new opportunities in other renewable energy technologies across Europe.



We're looking forward to welcoming two new commercial graduates into our business this year. This is an opportunity to learn first-hand from our experienced and dedicated team but more importantly, help shape the industry as it continues to grow and play an important role in the net zero transition.

Guy Madgwick, CEO, Red Rock Power Limited





What's in it for you?

- ◆ The opportunity to start a rewarding career within the low carbon and renewable energy industry, and play a key role in the delivery of the net zero transition
- ◆ Permanent role at the end of the 2-year graduate programme
- ◆ A chance to work on some of Europe's largest renewable energy projects and offshore wind developments
- ◆ A tailored training path that will develop your skills and knowledge for your future career
- ◆ 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 with a commercial focus
- ◆ Driven approach to personal career development
- ◆ Innovative mindset with the ability to deliver value and to inspire continuous improvement
- ◆ Graduate degree in a relevant discipline

We're committed to

- ◆ Growing our own talent
- ◆ Offering cross culture opportunities
- ◆ Significant investment in training and development to help you develop your long-term career
- ◆ Providing access to industry experts and invaluable career opportunities
- ◆ Maintaining a collaborative working environment



Dedicated line manager and buddy to provide you with support and guidance, with the option to participate in our mentorship programme



Lunch and learn sessions covering a range of industry specific topics



Onsite visits to our wind farms



An opportunity to represent the company and grow your own network at events and conferences



Extensive training and development opportunities within your areas of interest



Rotations within our Commercial focussed teams giving you exposure to many facets of our business



What will the 2-year programme look like?

While being mindful of your workload, there will be an element of flexibility to capitalise on opportunities across these departments which will best serve your learning, for example being involved in a transaction from beginning to end.

Investment Management

The Investment Management team is responsible for sourcing, evaluating, analysing and acquiring new projects to grow Red Rock Power's portfolio across Europe. The team also plays a key role in determining Red Rock Power's growth strategy by identifying the most promising markets and business opportunities for the company to pursue. During your time with the Investment Management team, you will:

- Help with the commercial evaluation of new investment opportunities and get involved in live transactions
- Learn how to assess different projects using discounted cash flow modelling, scenario analysis and other tools
- Participate in team discussions about market events, emerging opportunities and new strategic initiatives
- Help to prepare investment proposals and transaction updates for our Investment Committee and our shareholder

Asset Management

Our Asset Management team is expanding to keep pace with the growth of our portfolio of operational assets. The Red Rock Power Asset Management strategy is 'value-based' to ensure the best balance between risk and return on investment. During your Asset Management rotation, you will gain experience and insight into running our assets. During your time with the Asset Management team, you will:

- Take ownership of workstreams to optimise operational and financial performance and mitigate risks
- Prepare performance reports for the consumption of internal and external stakeholders
- Participate in meetings with strategic service providers (e.g. wind turbine OEM performance reviews) and our joint-venture partners (e.g. Operations Committees)
- Contribute to the continual improvement of our ISO 55001 accredited Asset Management System to evolve the way that we work
- Visit operational assets to see them in action and develop your understanding further



Asset Development

Asset Development is a varied and dynamic function of the business where project economics, environmental impacts and engineering realities all need to align. Its purpose is to grow the company's portfolio by developing new greenfield projects from conception, such as Inch Cape, or those acquired pre-construction, like Benbrack. During your time with the Asset Development team, you will:

- Work on feasibility and design of project opportunities
- Engage with stakeholders to mitigate impacts whilst creating viable projects
- Help manage development risk
- Work with the supply chain to optimise developments

Progressing Your Career

At the start of your experience with Red Rock Power, we begin with discussing your end goals. You will work together with your line manager to set training and development objectives and identify opportunities based on your background and ambitions, such as an external course or setting a specific piece of work with the support of the internal team.

Throughout the programme and more so as you near the end of the two years, you will work together with your line manager to establish what your permanent role will be in the business. At this point, like all other employees, you will set annual objectives and personal development plans. Red Rock Power's career path framework, Future Pathways, provides a reference guide to support individual's personal development and to plan their career advancement. We encourage internal promotions and cross functional working within our forward thinking and innovative teams.





Insights from the team

Our Graduate Engineers, Calum and Gillies, are in the second year of their Graduate Engineering Programme. They too have spent rotations working across different projects and areas of the business. Read about their experience so far below and [here](#).



Having just completed university, I was undecided on what part of the renewables industry I wanted to progress my career, so the Graduate Programme has been a great opportunity to learn about different aspects and career directions. It's been interesting to work across our different projects and contribute towards the growth of the company's portfolio. My experience has been varied, from spending a few weeks offshore on an Inch Cape site investigation and completing my 'working at height' training, to contributing to the company's leasing round submissions and M&A due diligence.

Gillies Munro



The opportunity to gain broad experience across the business was very appealing. A key focus of my time so far has been working on different aspects of our Benbrack onshore wind farm development. I'm on site regularly and engaging with key stakeholders, including potential suppliers which is interesting. I'm looking forward to seeing the project move into construction and gaining insights into this phase of the wind farm.

Calum Mackie



You'll be working with a large proportion of our expert and experienced team, including Laila in Investment Management and Craig in Asset Management.



I always envisaged a career in renewables, but my current role is quite different than what I first planned, and I think that symbolises the breadth of opportunities available within the industry. I've combined my background in mechanical engineering with data analysis skills, working closely with the wider commercial and engineering team to optimise the performance of our wind farms and inform decision making across our portfolio. It's rewarding to contribute towards the success of the company and maximise the amount of clean energy generated from our wind farms.

Craig Stout, Asset Analyst



Having previously worked in advisory services and for clients in a number of different sectors, I was eager to move into the renewables industry and use my skills to support the green recovery. As a member of Red Rock Power's Investment Management team, I am actively involved in analysing and assessing a number of opportunities to acquire or invest in new projects at varying stages of the lifecycle. It's extremely fast paced and interesting to see the level of potential within the sector at the moment, and how much is being planned and developed for the future, not just in Scotland but across the UK and Europe.

Laila Hassan, Associate Financial Analyst





Rewards & Benefits

At Red Rock Power we aim for a high-performance culture and appreciate our employee's 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

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. In addition, employees can opt to buy an additional 5 days holiday if they wish.

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 £2000.

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. Visit our [website](#) to read a more detailed job description and apply. Application process closes mid-March.



2. Your CV will be screened by HR. Shortlisted candidates will be asked to complete a phone interview as well as online situational and numerical assessments throughout March and April.



3. Final stage candidates will be invited to attend an assessment centre in Edinburgh in May.

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



4. Two successful candidates will be offered paid graduate scheme roles, starting in early September 2022.





Assessment Centre

What to expect:

- ◆ Final stage candidates will be invited to attend an Assessment Centre in Edinburgh
- ◆ In advance you will be asked to complete an online occupational personality questionnaire.

The event will include:

- Technical interview
- Group Exercise
- Presentation (to be prepared on the day)
- Competency based interview

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 and market trends
- ◆ Remember that interviews are a two-way process, use the time to make sure the role is the right fit for you ask any industry or company specific questions you may have
- ◆ On the day remember to relax and be yourself, we want to see the real you!