



Red Rock Power Limited

Procurement Graduate Programme

Generating a sustainable, low carbon future.

www.redrockpower.co.uk





Procurement 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 and 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.

The new Procurement 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.



New graduates have an opportunity to play a vital role within our company and the renewables industry as we strive towards a net zero economy and bolster opportunities for local businesses. Working closely with our supply chain to develop new innovations, overcome industry wide challenges and reduce our carbon footprint are key priorities as we grow and deliver our project pipeline and expand into other technologies.

Guy Madgwick, CEO





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?

The Procurement Graduate Programme is designed to unleash your potential and give you the unique opportunity of a fast-tracked career at Red Rock Power and within the renewables industry. We offer an intense two-year developmental journey where you'll learn from experts within your field and gain international project experience as well as valuable insights into procurement's central role within the business.

The programme is designed to help build your knowledge of the renewable energy industry and develop the skills to provide commercial, strategic and analytical advice, while working closely with our supply chain partners to drive positive social and environmental change, encourage innovation and contribute to the net zero transition.

Our Graduate Programme will see you work across all aspects of procurement and solve business challenges, take responsibility for your own assignments and engage in our day-to-day business decisions while rotating across four different parts of the business during the two-year period.

- ◆ **Initial three months:** Procurement Support within the Corporate function
- ◆ **14 months:** Tendering and Contracting within our project teams
- ◆ **Four months:** Market Intelligence within our Asset Development and Business & Strategy Development teams
- ◆ **Three months:** Chosen area of specialism within a chosen area of the business

Key learning components of the programme include:

- ◆ Procurement Admin
- ◆ Procurement Systems
- ◆ Sourcing
- ◆ Tendering
- ◆ Contract Execution
- ◆ Market Intelligence
- ◆ Due Diligence



What will your day-to-day activities entail?

Working with Corporate Procurement

- Help to manage Purchase Requisitions and Purchase Orders in the system
- Engage with stakeholders to identify and resolve governance issues
- Gain experience working with our different Procurement Systems

Working with Business & Strategy Development

- Help with the commercial evaluation and due diligence of new investment opportunities
- Support feasibility studies
- Engage with stakeholders to identify potential procurement risks and mitigate impacts
- Help manage and mitigate development risk

Working on our projects

- Provide procurement support for both operational assets and development projects
- Support and lead on tenders for contracts varying in scale
- Participate in negotiations and provide procurement advice
- Identify risks and develop mitigation actions
- Strategic supplier evaluation / co-operation
- Provide market intelligence
- Evaluate and benchmark analysis of existing contracts
- Work with supply chain to optimise development

Progressing Your Career

At the start of your experience with Red Rock Power, we begin with discussing your career goals. You will work together with your line manager to agree objectives and identify opportunities for development based on your background and ambitions.

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. 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 Caroline in Procurement.



I studied psychology and marketing at university so a career in procurement wasn't in my grand plan. After graduating and travelling, I worked in an admin role and supported the company's procurement function, and realised it was something I wanted to pursue longer term. I get a real sense of satisfaction from interacting with suppliers and supporting innovations which make valuable contributions to society, from medical research in past roles to developing wind farms at Red Rock Power.

Caroline Brown, Sourcing Manager



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 21th June.



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 in early July.



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

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



4. The successful candidates will be offered a paid graduate scheme role, 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!