

# Green Recruitment Company

Brochure 2023



**GREEN  
RECRUITMENT  
COMPANY**



## CREATING GREEN TEAMS

A leading provider of talent solutions to the green energy, technology and sustainability space

[www.greenrecruitmentcompany.com](http://www.greenrecruitmentcompany.com)



# Welcome

## #ConnectingGreenTalent

Since 2010, The Green Recruitment Company (TGRC) have built a passionate team of sector specialists alongside a global network of clients and candidates. Over time, our coverage has grown and diversified in line with the Green market itself.

At this time, we have dedicated teams operating in renewable energy generation, energy solutions, sustainability, energy investment & finance, cleantech, energy storage, energy software and electric vehicles.

We have partnered with a broad range of businesses from start-ups and scale-ups to SMEs and multinationals, all of which are driving the Green Energy transition.

This document aims to give further information on our services, areas of expertise, our competitive advantage, and examples of some of the companies we have partnered with.

# Our Services

We provide the full suite of talent solutions for our clients. A core part of our service offering is identifying the right hiring solution for you based on your objectives. For each placement we make, we undertake to offset their first month's carbon emissions to support your sustainability goals.

## Permanent/Direct Hire

TGRC has a proven capability as a permanent/direct hire specialist in the green energy and clean technology sectors. All our consultants are specialists in both their sector but also in specific disciplines and geographies. We constantly work to talent pool and engage with your next permanent hire through our programme of head hunting, social outreach and brand presence.

## Retained Search

Since our foundation we have been the trusted partner of start ups, EPCs, developers, utilities and investors. A core service offering is our retained search service. Our Search Consultants have vast personal networks and access to the best passive talent. We have supported our clients on hard to find skill sets, executive appointments, and board succession planning. Utilising a range of tools from psychometrics to AI we are able to provide you with an exclusive retained search service.

## Talent Partnerships

Our talent partnerships are designed to support clients looking to scale or with larger volume recruitment needs. This includes providing managed staffing provision (MSP) and recruitment process outsourcing (RPO) services. This can involve us supplying an onsite or remote recruiter for you, deploying our recruitment tech to support your hiring through to managing a supply chain of specialist recruiters as a master or neutral vendor.

## Advertising

Our company is committed to supporting the global green energy transition. As part of our commitment, we have created an advertising platform known as "Green Collar Jobs" that offers free basic advertising to our clients as well as a range of paid for services. Our marketing team can also support on brand awareness campaigns, social media endorsement and provide technical insight on job advert production, including DEI effective advertising campaigns.

## Contract Services/Temp

Our contract recruitment teams are experts in delivering flexible, hassle free labour across the globe. Working with you our team can scale from a single hire to providing a full project team. We make the process easy for you, managing compliance, mobilisation and payroll allowing you to enjoy the benefits of a cost effective and professional contract workforce.

## Project Solutions

Our project solutions service is built around giving our clients a highly bespoke and focused recruitment solution. The service can provide blended permanent or contract recruitment to help meet a specific project need. The model involves a retainer and a beneficial pricing structure for the campaign.

## Research & BI

Our company maintains a specialist research and business intelligence unit to support our clients. The team features MBA qualified personnel and have supported our clients on a range of projects including: salary surveys, competitor benchmarking/talent mapping, talent pool research, DEI initiatives and new territory business plans.



## Why Choose Us?

The Green Recruitment Company offers clients a unique hiring experience. As early advocates of the green transition we provide our clients with the benefits of a trusted sector hiring brand and unrivalled relevant candidate networks.

Choosing the right recruitment partner can be decisive in making the right hire for your company. Key factors include the reputation of the recruiter, their candidate reach and their ability to appeal to new hires. Our company is an award winning recruiter with a global presence and a proven methodology for reaching the best candidates. As multiple winners at the APSCO and Recruiter Awards, we are recognised as representing best practice in our sector. LinkedIn have also recognised our company as being a top 25 most socially engaged agency, making us the perfect brand advocate.

At the heart of our success as a company is our approach to continuous improvement. This manifests itself in several ways. First of all, we invest in our people, our consultants receive nearly double the industry average training days per year and also have personal development allowances. Our team gets better all the time. Secondly, we seek out opportunities for investment to secure technological and process innovations. Our use of AI, augmented writing technology and new tech integrations and products give our clients and candidates an enhanced recruitment experience.

“

**LinkedIn have also recognised our company as being a top 25 most socially engaged agency, making us the perfect brand advocate.**



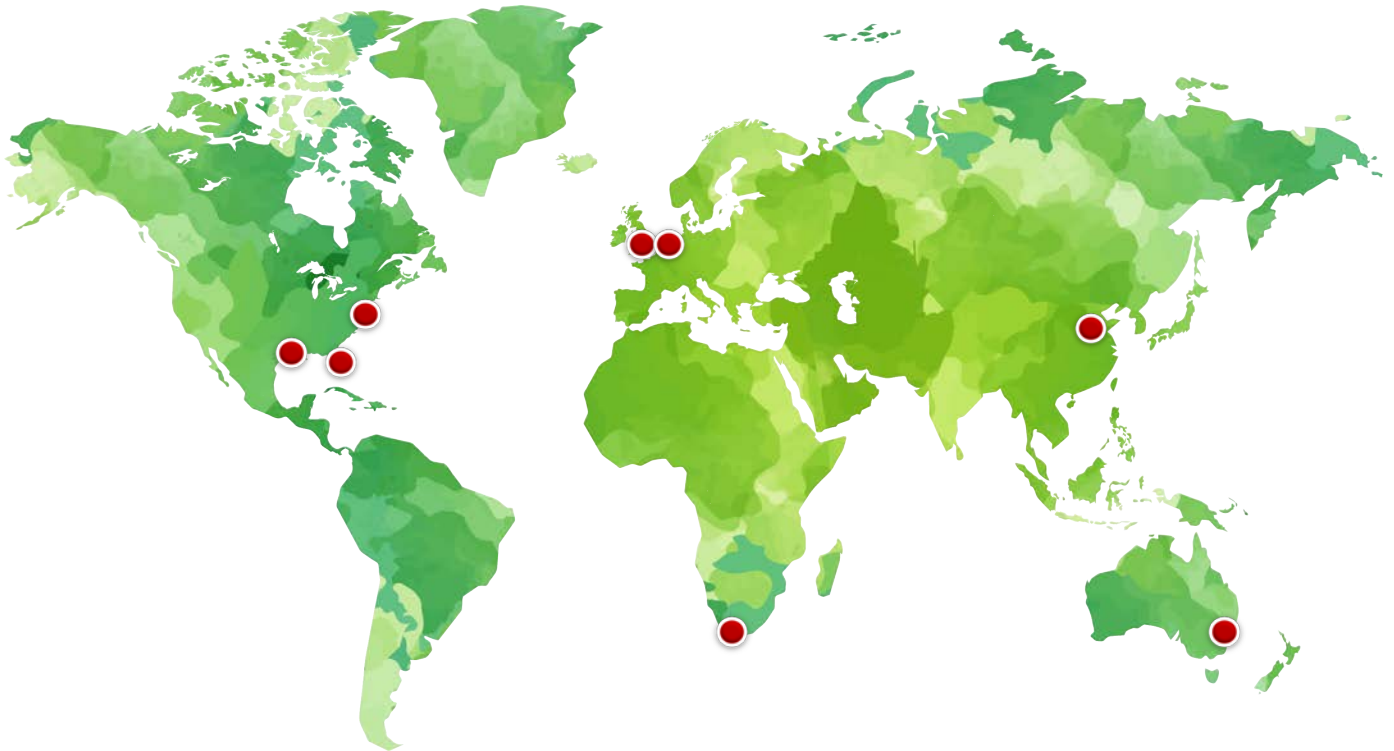
### Focusing on Long Term Results

Our company is passionate about giving our clients a high quality and cost effective recruitment solution. The best example of this is how we strive to secure high retention rates for our placement. At the end of year

one 97% of all our placement are still in role, at the end of year two 94% are still in their role. We seek to ensure that our approach eliminates the huge hidden costs of making a bad hire.

# Global Branches

Our business is continuously growing to meet the global needs of our clients - we currently have eight offices on four continents, with more than 60 industry leading consultants.



## Our Locations

The Green Recruitment Company has the benefit of a global network of offices. Our current locations are:

EMEA: London, Amsterdam and Cape Town  
APAC: Beijing and Sydney  
Americas: New York and Orlando



## Global Reach

With a network of international eight offices, it might surprise you to know that we have talent pools in 108 different countries. Our team have a record of accomplishment in delivering in country, international relocations, and global mobilisations for our clients. In an average year we will typically make placements in over thirty different countries.

# Renewable Energy Generation

Since our foundation in 2010, we have worked in close partnership across the entire renewable energy project lifecycle. Our specialist consultants have access to large talent pools on a global basis.



## Solar PV

The Green Recruitment Company's Solar team is firmly established within the RE sector, having spent the past decade successfully placing candidates of all seniorities across the full PV value chain. We specialise in project development, construction, technical & engineering, commercial, asset management/O&M, M&A, project finance and manufacturing/sales roles. Our team of multi-lingual consultants are able to service a variety of international businesses, including developers, IPPs, funds, EPCs, consultancies, utilities, manufacturers and service providers.

## Wind Energy

The Wind team specialise in placing highly skilled professionals across all stages of the project lifecycle in the Wind Energy (Onshore & Offshore) sector. They are partnering with the leading industry names, ranging from utility scale asset owners, specialist technical advisors, developers, IPPs, investment bodies and manufactures. Similar to the Solar team, we have multi-lingual consultants who are able to service and successfully place in a number of International businesses.

## Clean Energy

Beyond Solar and Wind, the Green Recruitment Company has wide ranging experience in other forms of clean energy generation. Our teams have experience of managing hydropower across impoundment, diversion, pumped hydro, large and small hydro from development through to operations and maintenance. We also have experience in geothermal energy and a growing specialisation in green hydrogen and other emerging technologies.

# Energy Solutions

Our energy solutions team have developed an international talent pool of mid-stream and downstream green energy professionals.



**T**he Green Recruitment Company has been at the forefront of the Energy Solutions space since we were established in 2010. The team focuses Energy Supply & Trading and Energy Procurement.

With over 12 years of success within this sector, the team continues to place individuals within Origination, Operations, PPA, Risk & Trading and Sales roles, covering all levels of seniority.

# Sustainability

Our sustainability team enjoy a well earned reputation for finding relevant talent in a fast growing cross-sector talent pool.



**T**he Green Recruitment Company's Net Zero & Sustainability team works with a variety of clients, from Start Ups right through to Global Consultancies and FTSE 250 & Fortune 500 Clients. We have a well-established team, with over 10 years of combined recruitment experience across multiple geographic locations.

The team deliver on a variety of roles across the Net Zero & Sustainability space including Sustainability Strategy, Carbon Management, Energy Management, Sustainability Consultancy, Energy Efficiency Solutions and Corporate Sustainability Reporting (CSR).

# Investment & Finance

Investment and finance cover roles from junior to c-suite, placing into Investment, Finance and Legal teams across Renewable Funds, Banks, IPP and Developers. The Investment & Finance teams works globally across all of our regions for renewables & Infrastructure covering Solar & Wind to new technologies of EV, Storage and Energy from Waste.

## Private Equity

Our team are well networked across the PE space, our clients include Private Equity, Venture Capital, Pension Funds, Asset Management, Hedge Funds, Fund of Funds, Private Placement & Fundraising. With offices in several of the world's key finance hubs we have developed an expert appreciation of how to hire into this space.

## ESG

With Green Finance becoming an increasingly significant specialisation in the investment and finance space, our team have supported numerous clients with the set up of dedicated ESG functions. Our ability to engage a wide range of cross-sector talent through our other specialist teams and our understanding of our clients has seen us offer effective insight and candidate access for ESG talent.

## Accountancy & Legal

Our investment and finance team take a holistic approach to supporting our clients. We have consultants dedicated to supporting our clients need for legal and accountancy candidates. Placements range from paralegals, legal secretaries to part and newly qualified practitioners through to board directors.

# CleanTech & Innovation

The Green Recruitment Company's Cleantech Team is focused on three core disciplines: eMobility, Energy Storage & Energy Software.



With this ever-changing, innovative landscape of the market, plus increasing ambitions around net zero our team has an impressive track record working with Start-ups,

scale-ups, funds, EPCs, Consultancies, Utilities & Developers across the UK/Europe. We engage with the best-in-class, commercial & technical

professionals of all Seniorities on behalf of our exciting, growing client base.





## A Carbon Neutral Company

We have achieved carbon neutrality and earned the Carbon Neutral® Company certification for 2021/2022. This achievement builds upon a long term carbon reduction focus within the company and commitment to positively supporting the vision and mission of all our stakeholders. The Green Recruitment Company worked with Natural Capital Partners to purchase carbon offsets in the regions and communities where it operates.

The Green Recruitment Company will continue to further reduce emissions and impact through additional carbon footprint reduction activities including investing in a portfolio of renewable energy projects around the globe.

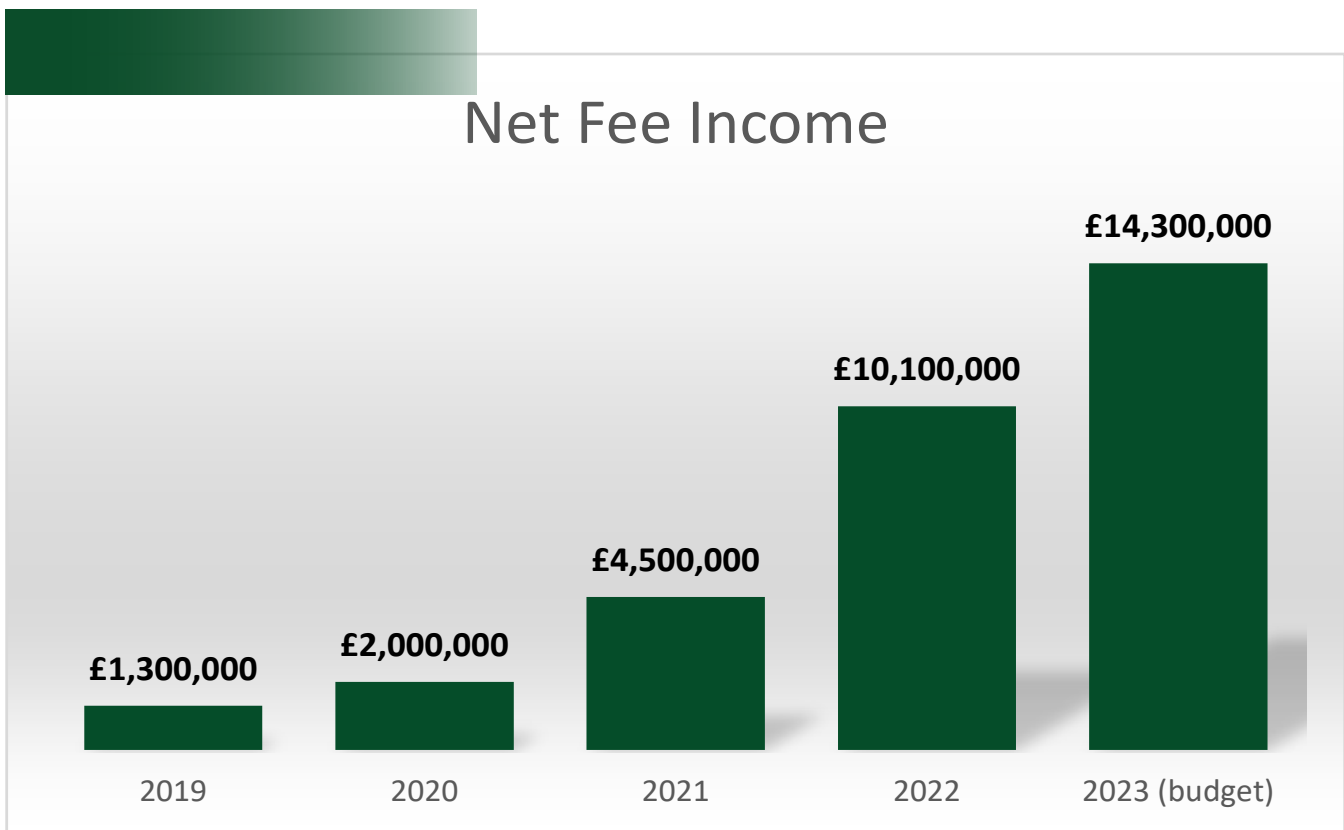
We also commit to offset the first month's emissions of each placement we make, in support of our clients.



[CarbonNeutral.com](https://CarbonNeutral.com)

# A Growing Business Partner

One of our values is straight-talking. As a recruitment partner we want to pursue a relationship that is transparent and shows that we are supporting your needs on the basis of a stable company. The chart below outlines our growth as an organisation. We're growing with our sector and keen to help more firms engage with the green economy.



## Supporting your Supply Chain Needs

The Green Recruitment Company pursues a policy of continuous improvement, and this applies to our role in your supply chain. We currently pursue a range of policies and actions to make us an ethical trading partner for your organisation whether its through pursuing greater sustainability, devising engaging DEI initiatives to helping our clients combat modern slavery.

We are always keen to hear how we can support your company, if you have any suggestions or requests from us as a trusted recruitment partner to help your business achieve its supply chain objectives, please let us know.

# Recent Clients

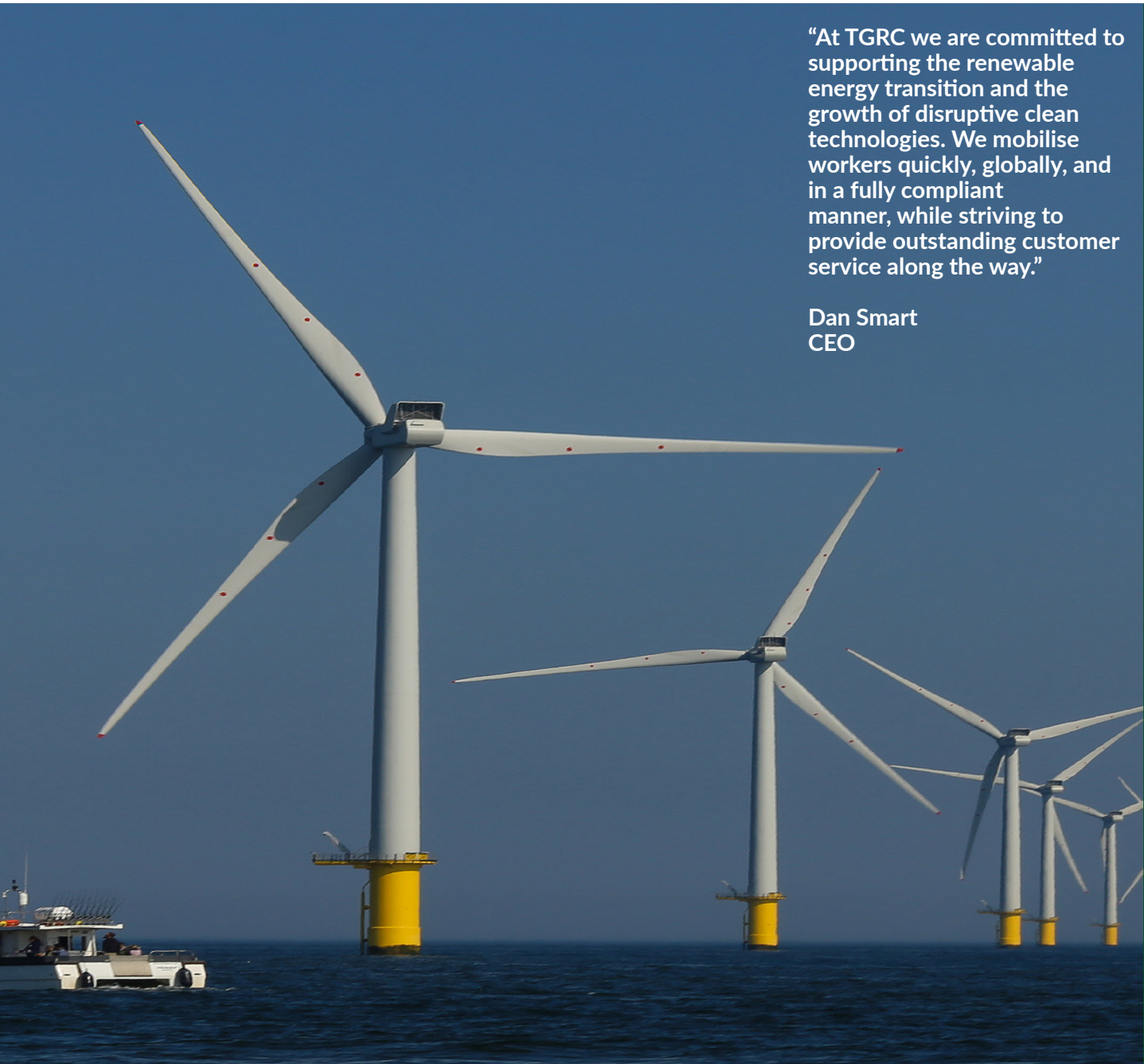
Solar					
Wind					
Solutions					
Investment					
CleanTech					



**GREEN  
RECRUITMENT  
COMPANY**

“At TGRC we are committed to supporting the renewable energy transition and the growth of disruptive clean technologies. We mobilise workers quickly, globally, and in a fully compliant manner, while striving to provide outstanding customer service along the way.”

Dan Smart  
CEO



Website: [www.greenrecruitmentcompany.com](http://www.greenrecruitmentcompany.com)  
Email : [info@greenrecruitmentcompany.com](mailto:info@greenrecruitmentcompany.com)