



Young Energy  
Professionals Forum  
Connect • Develop • Inspire

# Guide to Jobs in Energy



**Young Energy  
Professionals Forum**

**Connect • Develop • Inspire**

**The Young Energy Professionals Forum promotes and inspires the next generation of energy industry leaders, providing opportunities to connect, develop and recognise success.**

We run insightful events and initiatives that cover the whole spectrum of energy. Join the Forum to hear from industry leaders offering their insight on pressing issues, to learn about how to progress your own career, and to meet like-minded people from across the energy industry.

The YEP Forum's free events are open to anyone with up to 10 years of experience in the energy industry.

For further information on how to join our network of over 2500 young professionals, from over 300 companies.

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# How do I use this guide?

Working in energy is exciting, rewarding and never dull. As an industry that is vital to our daily lives and is undergoing a massive transformation, a career in energy is purposeful and means you can make a real difference.

The YEP Forum has created this prospectus to highlight the diversity of jobs within the energy sector. There are so many different kinds of roles, from a nuclear engineering apprenticeship, through to working in customer service for a retail energy company or for a tech startup. It could mean working as a lawyer, accountant or communications professional. To help us reach Net Zero, we will need all the people we can get, from all kinds of backgrounds, bringing with them a diverse range of skills.

This brief introduction sets out how the energy industry works, where jobs in energy can be found, and who the biggest players in the market are. Case studies are presented by levels of experience - with those entering energy through apprenticeships at the start, followed by those with a few years of experience, those with multiple years of experience, and those who had careers in different industries prior to joining the sector.

Sections are split by job role:

Engineering and STEM

Providing services to or within industry

Influencing policy, public affairs and regulation

Innovation

We've also been interviewed leading figures in the energy industry about their careers including recommendations for those looking to join the industry. You will find these '60 Seconds with...' interviews between each chapter.

Introduction from

**Phil McNally**

**YEP Forum Chair and Research  
Fellow at University College London**



Attitudes towards climate change and the Net Zero transition have transformed in recent years. After previously being considered fringe issues, there is now widespread acceptance of the science and the need to act to avoid increasingly severe weather and its consequences.

The transition to a Net Zero economy is well underway in the UK. The electricity sector has already reduced emissions by 74% relative to 1990 levels. However, unabated fossil fuels still contribute 78% of our overall energy consumption. The transition to Net Zero will require a monumental effort, unmatched since the Industrial Revolution, to deliver all the new infrastructure we need. Estimates vary for the number of jobs all this work will create, but it will clearly be upwards of hundreds of thousands, and those jobs will span all corners of the economy, including engineering, policy, finance, and marketing to name just a few.

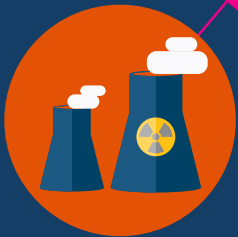
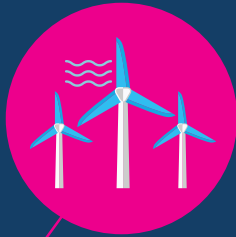
This jobs gap is a significant challenge but also a fantastic opportunity for people to play a role in the defining challenge of our time. The YEP Forum – representing those with less than 10 years of experience in the energy sector – is uniquely placed to support this effort.

**I'm therefore proud to present this guide to jobs in energy, profiling the range of roles on offer and the inspiring people, from all backgrounds, currently contributing to the transition.**

# How does the energy industry work?

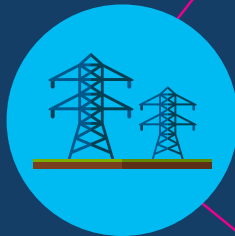
## 1. Generation

The production of electricity from burning fossil fuels, nuclear or renewables



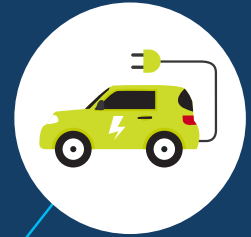
## 2. Transmission

High voltage bulk carrying of power across country



## 4. Embedded generation

Power stations connected to distribution networks



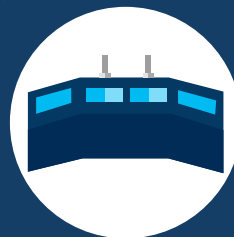
## 5. Domestic supply

Retail to households



## 3. Distribution

Lower voltage network



## System Operator

Balancing supply and demand



Industrial and commercial users



Grid scale storage

# Where are the jobs?



Source: Office for National Statistics Workforce jobs by region and industry, 2023



## Joanne Powell

Reactor Operator, Hinkley Point C  
Nuclear Power Station



### How did you get to your current job?

I started a Nuclear Engineering Degree Apprenticeship in 2018 after completing my A-levels in Maths, Chemistry and Biology. Within my apprenticeship, I spent time in various sectors of EDF's nuclear power fleet. This included design offices for the Hinkley Point C project and nuclear power plants currently generating electricity. I left my apprenticeship with a Bachelor of Engineering degree and interviewed to join a cohort of trainee Reactor Operators in 2022.

### What does your current job involve? What is the most interesting part of your job?

I am currently training to become part of the cohort of Reactor Operators that will eventually work within the Control Room in Hinkley Point C. The most interesting part is learning within our simulators - which are exact replicas of the Control Room that we will operate from in the future.

### What skills are important to people in your job and at your stage of career?

We need to be open to learning and self-improvement. Our team culture of being receptive to challenge ensures all of our activities are performed efficiently and errors are reduced. It is vital to be able to challenge others and accept challenge respectfully. We need to think critically, be conscientious and work as a team.

### What advice would you give to someone looking for a job in energy?

Communicate with lots of people, whilst keeping an open mind, and always try to say yes to opportunities that aid in your personal development and your understanding of the energy industry. There are so many different roles across energy, look around and you will likely find a role that you are interested in.

### What one change would you like to see in the energy industry over the next 5 years?

I would love to see a continued advancement of nuclear energy in Great Britain as well as continuing to see more young people and women join the industry.



## Lili Smith

Management Consulting  
Apprentice, PwC



### How did you get to your current job?

I completed my first year at the University of Bristol studying Mathematics, before deciding that university was not for me. I applied to PwC's Management Consulting Apprenticeship scheme, having never worked in business or the energy sector previously. PwC works across all sectors, however by chance I found myself working within the team that consults on projects for Shell. From there I learnt all about the energy sector and have loved every day of it!

### What does your current job involve? What is the most interesting part of your job?

My current job changes day to day, no two projects are the same! At the moment I'm working on a project that provides resources to the trading teams within a large global oil company. I also support our Lead Client Partner with the financial reporting and operational needs on the account. I manage the pipeline of work that comes into our team and take part in strategy planning for both PwC and our clients, and a normal day for me is spent in meetings and travelling around the country.

### What skills are important to people in your job and at your stage of career?

The most important skills for a consultant are communication, teamwork and resilience. There are often times that a client is faced with a problem that is extremely complex to fix, and you need to be able to work with your team to find creative and innovative solutions - and then deliver them in an efficient and professional manner.

### What advice would you give to someone looking for a job in energy?

A simple one - read the news! The energy sector is ever changing and has a dramatic impact on the rest of the economy as a whole. Having an in-depth knowledge of the global economy and what's happening in the world will really help you with your work.

### What one change would you like to see in the energy industry over the next 5 years?

Continued investment into low-carbon solutions and an increased usage of clean energy.





**Energy  
UK**

## Emma Pinchbeck

CEO, Energy UK

### How did you get to your current job?

I started my career on a training contract in finance. In that job I did some renewables financing, and at the same time Frozen Planet with David Attenborough came out. I was so moved by it that I decided I was going to quit my job and work for the environmental movement. After some time at a startup energy consultancy, I became Head of Climate Change at WWF-UK. Of all of the jobs I've done, that was the biggest leap - I'd had about two years of work experience when they gave me that job. I was working on huge projects, like the Paris Agreement and the GB coal phaseout. From there, I went to RenewableUK, helping sell the message that renewables were cheap - just as offshore wind auctions fell through the floor. Finally, I got asked to be Chief Executive of Energy UK. I think the industry wanted someone with an advocacy background who could help explain the energy transition to the public.

### In your view, what are the main challenges facing the energy industry?

We are trying to pull off a once in a hundred-year infrastructure change at a time of little public money, a challenging economic environment and at a time of massive geopolitical change. The rise of China, pressure on investment from the US and EU and political fragmentation in the UK mean that it's very difficult to get bold things done politically. On the positive side, many of the technologies now being rolled out will actually make a meaningful difference for peoples' day-to-day lives. It's not as if you need to land the idea that energy is a whole economy issue any more. Now that we are reaching a critical juncture on Net Zero, we are at what I call the 'crunchy decade'. We need to start making tough decisions, and I think Westminster in particular was unprepared for that.

### **In your view, what are the most important skills we need for the energy transition?**

I do think that we end up having a pretty reductive conversation about STEM (Science, Technology, Engineering and Maths) as though, if you just have lots of engineers, this will be enough to reach Net Zero. Now, don't get me wrong, we need many engineers, analysts, researchers and skilled professionals. But we are trying to pull off a massive societal shift, so we need to understand society. Some of our biggest barriers are actually about things like planning reform - which is fundamentally about understanding, for example, that people don't like infrastructure in their back garden. There is a need for people who understand communications, marketing, or have commercial skills, alongside people who can invent things and solve technical issues. We need as many skills as we've got problems to fix.

### **What is the most exciting element of working in the energy industry at the moment?**

It has been exciting but exhausting for everyone being in the midst of an energy crisis - you do suddenly realise how important the work that we do is to ordinary people. My Gran wants to talk about energy, as does the taxi driver, people in the coffee shop or on the train. There was a point last year when I was on maternity leave and every single conversation in my WhatsApp group was about energy, energy bills and Ukraine. We are absolutely at the heart of the current and future economy.

### **What one piece of advice would you give to someone starting a career in the energy industry?**

I think the most important thing is to stay interested, stay curious, and stay flexible. Do not decide too soon who you are in this industry. We are going through this massive transition at the moment - and that means we need people who are adaptable and curious, and can change with the sector.



## Lila Vazquez Villamor

Senior Electrical Engineer, Equinor

**Lila completed a Master's degree in Sustainable Energy Systems at the University of Edinburgh. She has worked on Dogger Bank Offshore Wind Farm since 2020, continuing to work on the project after joining Equinor in 2022.**

### **What does your current job involve? What is the most interesting part of your job?**

I oversee the construction and commissioning activities related to our HVDC transmission equipment in Dogger Bank A, from installation in Norway to final energisation offshore and hand over to Operations. This involves very close cooperation with our suppliers, through working as one team to ensure a successful project delivery and supporting Equinor in creating long-term value in a low-carbon future.

### **What skills are important to people in your job and at your stage of career?**

My current role has required me to develop a combination of skills - from technical, analytical thinking and being able to solve problems as they come up, to contractual governance and project management. Building relationships rooted in trust is also something I have enjoyed, which I see as the foundation for a strong team ethos.

### **What advice would you give to someone looking for a job in energy?**

Make sure you acquire a diverse skill set, stay adaptable to emerging technologies, and be sure to have a deep commitment to sustainability and innovation.

### **What one change would you like to see in the energy industry over the next 5 years?**

I would like to see offshore wind projects not only driving decarbonisation, but also playing a pivotal role in building a resilient grid, offering benefits such as enhanced grid stability, flexibility and security through strategic integration and advanced grid management capabilities.



## Mark Atkinson

Data Analyst, Octopus Energy



**Mark originally studied for a Bachelor's degree in Sound and Music Production, before becoming an Energy Specialist at an energy retailer in 2019. He moved to Octopus Energy in 2023, joining the Credit Risk team as a Data Analyst.**

### **What does your current job involve? What is the most interesting part of your job?**

I provide the business, and specifically areas within Credit & Collections, with data analysis on customers in financial difficulty. The most interesting part of my job is working with really caring, talented people - we all want to make a difference.

### **What skills are important to people in your job and at your stage of career?**

Data can be a very independent area, so working on your own and having good time management is key. Having a keen interest in and an understanding of your work, identifying and solving issues with data and working well to deadlines are all important, but which is most important can vary depending on what is needed for the job at that time.

### **What advice would you give to someone looking for a job in energy?**

Be open minded! Your first role might not feel like the best fit, but the experience will help you find what's right for you. I would never have expected that a customer service role at an energy company would lead to a job in data.

### **What one change would you like to see in the energy industry over the next 5 years?**

More investment into low-carbon heating, such as heat pumps. I believe this will ultimately lead to lower bills and lower carbon dioxide emissions both nationally and globally.



**Yumann Siddiq**  
Policy Manager, Energy UK



**Yumann studied a Master's degree in Global Politics, specialising in energy and climate change politics. She has been at Energy UK for three years.**

**What does your current job involve? What is the most interesting part of your job?**

Energy UK is the trade body for the energy industry, with members that span across the whole sector. My current role involves identifying, tracking and managing policy and regulatory risks for member companies, engaging with Government officials, producing thought leadership and representing the company on public panels and industry taskforces. My favourite part of the job is speaking to members in a personable manner, building our relationship and learning from their incredible insight.

**What skills are important to people in your job and at your stage of career?**

Communication is key when I am talking to stakeholders like our members or the regulator – in particular, being able to write and speak convincingly, and to distil complex detail into language that's easy to understand, yet appropriate for my audience. When working in policy, it is very important to be able to build a strong evidence base to assess outcomes of policy proposals and justify why you prefer certain outcomes over others. It is also extremely useful to be aware of issues that may affect public policy – for example, the political context or moral and ethical considerations.

**What advice would you give to someone looking for a job in energy?**

Often it won't matter if you start in a part of the sector that isn't your preferred area because as we transition to a Net Zero energy system, thinking about the energy system as a whole is essential and having expertise in multiple areas is really an advantage.

**What one change would you like to see in the energy industry over the next 5 years?**

More direct acknowledgment of insights from other sectors of relevance to our transition – thinking beyond just the environment and nature, but towards areas like public health, climate refugees, trade and social inequality.





## Shaniyaa Holness-Mckenzie

Market analyst, Modo Energy

MODOENERGY

**Shaniyaa studied a Master's degree in Mechanical Engineering with an industrial year at the University of Birmingham. Before joining Modo Energy in 2022, she completed a graduate scheme in the automotive industry.**

### **What does your current job involve? What is the most interesting part of your job?**

At Modo Energy, I look at what's happening in energy markets (particularly for battery energy storage), perform analysis and create insightful written and video content. Working with battery energy storage and renewables means I feel I am having a positive impact on my immediate and global community. I analyse the data we receive and then create videos and articles that help people in and outside the industry understand what's going on in energy markets. All the elements of my role are interesting, from gaining knowledge on electricity systems in Great Britain to recording videos with my team!

### **What skills are important to people in your job and at your stage of career?**

During my placement year and graduate scheme, I was exposed to a whole range of people and job opportunities from Project Manager to Application Engineer. From these experiences, I realised what I liked most was data. I started to learn different programmes for data analysis, such as Excel (and VBA), Python and SQL to upskill myself. Practical skills important for my role include data analysis, data visualisation, the ability to translate complex ideas into a simple, compelling narrative, and an ability to present on video. Personal skills include attention to detail, resilience, independence, time management, coachability, an ability to give and receive feedback, and teamwork.

### **What advice would you give to someone looking for a job in energy?**

The world of energy is big, with lots of groups doing lots of different things - think about what would give you satisfaction and look there.

### **What one change would you like to see in the energy industry over the next 5 years?**

Making knowledge around energy more accessible to the general public. Everyone uses energy in one way or another, so everyone should understand how it works.



**nationalgrid**

## John Pettigrew

CEO, National Grid

### How did you get to your current job?

I studied a Bachelors degree in Economics and went on to gain a Master's degree in International Economics and Banking at Cardiff University and completed the Advanced Management Programme at Harvard Business School. After finishing my degree, I applied to National Grid's graduate scheme at a time when the company was looking for economists. Since then, I have worked my way up, holding a variety of senior roles in both the UK and United States. I was appointed Chief Executive in 2016.

### How has the energy industry changed during your career?

The industry has changed dramatically over the last 32 years and never more so than in the last eighteen months, when global geopolitical events have meant providing safe, secure and clean energy is more important than ever before.

However, the biggest industry change is the ongoing transition to clean energy. Society is set to become more reliant on electricity, with demand expected to increase by around 50% by 2035. This is changing the industry in all sorts of ways, from how we source our energy and the ways in which we supply it, to the type of roles, people, and technology that we need to deliver it.

It is also changing National Grid as a business. We are at the heart of driving the energy transition forward in the UK, having recently launched The Great Grid Upgrade - the greatest overhaul of the electricity grid in generations. Not only will this see National Grid build five times more infrastructure in the next seven years than we have done in the last 30 years, but we will also be investing £16 billion in supporting the UK's Net Zero ambition over the five years to 2026. This makes us one of the largest green investors on the London Stock Exchange.

## **In your view, what are the most important skills we need for the energy transition?**

We need people more skilled in data and digital. The ability to analyse big data sets and digitise parts of the network will be hugely important. To make the energy transition affordable, we will need to optimise the network we've got, and by using leading-edge digital solutions we can reduce costs for customers and provide a better service. We will also need to invest in engineers, project managers and programme managers, replacing the people we employ now as they come to retire.

## **What is the most exciting element of working in the energy industry at the moment?**

The electricity system we use today was designed and built 50 or 60 years ago. The Great Grid Upgrade is rewiring Britain and laying the foundations for decades to come. We are creating significant new infrastructure that will future-proof the grid for the future, facilitating the transition to a clean, fair, and affordable energy future. Not only is this exciting, but it also brings with it a series of long-term benefits for the UK, including domestic security of supply, lower cost of energy, climate change mitigation and job creation. It feels like a moment in time akin to Victorian times when lots of infrastructure was built.

## **What one piece of advice would you give to someone starting a career in the energy industry?**

Network. Creating connections is massively important and you should never underestimate the value of surrounding yourself with the right people. Some of the connections I made as a graduate in my 20s I am still in touch with today, and many of these people have played a fundamental part in the development of my career. Some people can find networking intimidating, but my top tips are to be your authentic self - you don't have to act in a certain way to be successful in business and ask questions.





## Emily Hughes

Process Engineer, SSE

**Emily completed a Master's degree in Chemical Engineering at Strathclyde University. Whilst studying, she also completed a summer internship at SSE.**

### **What does your current job involve? What is the most interesting part of your job?**

My role involves monitoring the performance of operational combined cycle gas turbines (CCGT) within the SSE fleet as well as supporting the development of new projects, including carbon capture and storage (CCS) and hydrogen projects. The best part of my job is getting involved in first-of-a-kind projects from the very early concept design stages straight through to commissioning and operations.

### **What skills are important to people in your job and at your stage of career?**

Attention to detail, an ability to understand, present and discuss difficult concepts, being comfortable working with large sets of data and a keen interest in new and developing technologies, particularly those aimed at helping to achieve Net Zero in the power generation industry.

### **What advice would you give to someone looking for a job in energy?**

There are some great events and seminars online (a lot of them free) relating to the energy industry. I would recommend attending a few to get comfortable with the language used and understand the key challenges and opportunities within the industry.

### **What one change would you like to see in the energy industry over the next 5 years?**

Greater momentum and development to help achieve Net Zero.



## Randolph Brazier

Global Head of Clean Power Systems, HSBC



**Randolph has a degree in Physics and Electrical Engineering and currently leads on Clean Power Systems at HSBC as a subject matter expert, covering areas such as renewables, electricity grids and electrification.**

### **What does your current job involve? What is the most interesting part of your job?**

My role is ultimately to support HSBC to achieve its Net Zero ambitions. I do this by working with internal teams and external clients to help them to lower their emissions through scaling their use of clean technologies.

The most interesting part of my job is working with clients from all around the world and helping them to realise their Net Zero ambitions.

### **What skills are important to people in your job and at your stage of career?**

I would say it is an equal combination of technical and sector knowledge, alongside good management and people skills.

### **What advice would you give to someone looking for a job in energy?**

Ground yourself in a technical understanding of your part of the sector – it may not seem it at the time when you are stuck in the weeds of a tricky problem, but that fundamental technical knowledge is invaluable as you progress. You can then build out sector and other skills and apply that knowledge at places like HSBC. Technical understanding, like learning a language, is also much easier to pick up when you are young!

### **What one change would you like to see in the energy industry over the next 5 years?**

I'd like to see a much stronger focus from Government to remove barriers for green energy technologies to scale up en masse, for example through regulatory and planning reform.



## Jake Tudge

Corporate Affairs Director,  
National Gas



**Jake has a Bachelors degree in Aerospace Engineering and a Master's degree in Environmental Economics. Prior to joining National Gas, he worked as a management consultant, where he advised private sector clients and Government officials on energy strategy and policy design.**

### **What does your current job involve? What is the most interesting part of your job?**

In corporate affairs we are responsible for managing our brand, communications, advocacy, and reputation. I lead a fantastic team who are driving our external affairs programme, engaging our employees, managing our media and digital content, and ensuring we are a responsible business through our ESG (Environmental and Social Governance) and reporting strategy. Across all these areas, it's inspiring to see the growth of our hydrogen programme through Project Union and our continued role as the backbone of Britain's energy system.

### **What skills are important to your job?**

Your network, both internally and externally, is your greatest asset and I call upon mine almost daily to help me answer questions, find solutions, or test an idea. I like to think I also return the favour to others at times! Therefore, it's important to be able to build, and most importantly, manage a network. But this doesn't have to be large – having a few close allies and mentors, who will grow you as an individual, is extremely important.

### **What advice would you give to someone looking for a job in energy?**

Find a way that works for you to keep abreast of all the new developments in the sector, as there are a lot and it's often moving at pace! Whether it be magazines, newspapers, podcasts, or journals, there's a huge amount of information – but it's important to keep on top of this without it dominating your spare time.

### **What one change would you like to see in the energy industry over the next 5 years?**

I'd like to see a more mainstream debate on energy (through channels which reach the most diverse audiences) to engage our whole society on the challenges, options, and opportunities as we develop the low-carbon economy of the future.



## Yiu-Shing Pang

Open Data Manager,  
UK Power Networks

**Yiu-Shing has a Master's degree in Physics. After teaching English in Saudi Arabia for a year he trained as a patent attorney, joining the UK Power Networks strategy and regulation team in 2016.**

### **What does your current job involve? What is the most interesting part of your job?**

My role consists of a few key areas. Firstly, there are data management activities, culminating in our Open Data Portal. Secondly, there is plenty of stakeholder management to be done – both internally, working to open our data safely, and externally, explaining why some data is closed. I also do a lot of public speaking to show people the benefits of open data and what's available. It's a fast-moving area. My favourite part of my job is value realisation and being able to make a difference – for example, launching data services like the Network Infrastructure and Usage Map.

### **What skills are important to people in your job and at your stage of career?**

Key skills in my role include critical thinking – recognising and exploring where my team can deliver corporate and social objectives and value in the overall big picture. Stakeholder engagement is also vital – recognising data needs and delivering, explaining what open data is, and managing difficult conversations. And finally, it is important to keep an open mind – pun not intended.

### **What advice would you give to someone looking for a job in energy?**

It's a diverse sector that keeps growing – pick a role you like, upskill and don't be afraid to change roles when you need to.

### **What one change would you like to see in the energy industry over the next 5 years?**

Investment and confidence – without getting too political, and this is my personal opinion only, the US has the Inflation Reduction Act which will release around half a trillion US Dollars in infrastructure investment, and major companies are rightly investing their future into the US. Our network companies invest a lot, but the UK needs to figure out how to match this at the very least or outdo this. Otherwise, the UK risks losing out.



## Susan McDonald

Energy Transition Lead, Deloitte

### How did you get to your current job?

I always had a passion for engineering, technology, and renewable energy. Following industrial experience at a wind turbine manufacturer whilst at school, I pursued my passion for power and renewables by studying a Master's degree in Electrical and Mechanical Engineering at the University of Strathclyde. Alongside my degree I was awarded a National Grid-sponsored Institution of Engineering and Technology (IET) Power Academy Scholarship, providing me with industry experience every summer of my degree. This led to a role at National Grid, where amongst my responsibilities I led the coordination of 12 of Great Britain's offshore wind projects. Following six years at National Grid, I joined Deloitte in 2016, where I work in the UK Sustainability & Climate Strategy team. In my role, I help clients design and develop credible energy transition plans from grid design to offshore wind.

### What is the most exciting element of working in the energy industry at the moment?

The most exciting element of working in the energy industry is knowing that my work with talented colleagues and clients, keen to make a real contribution to addressing climate change, is helping us reach our Net Zero commitments and creating lasting impact. That's what keeps me 'energised' and stubbornly optimistic of a sustainable future.

## How has the energy industry changed during your career?

Across my career there have been major transformations in the GB energy industry, and progress in several areas. They include:

- 1. Increase in electricity generated by renewables** - 6.5% in 2010 to 48% in the first quarter of 2023.
- 2. Advancement of a diverse energy workforce** - From a gender diversity lens, 9% women in board seats in 2015 to 29% in 2023.
- 3. Legally binding Net Zero policy commitments** - UK commitment to decarbonise the electricity system by 2035.

However, there remains opportunities to improve supply chain collaboration, increase the pipeline of talent and skills required to match the demand to deliver the energy transition, and address the unprecedented scale of transmission infrastructure required for Net Zero.

## In your view, what are the most important skills we need for the energy transition?

To avert climate catastrophe and ensure that policy and technology solutions benefit all parts of society, we will require problem-solvers, people with data and analytical skills, effective communicators, and community and stakeholder advocates. As an engineer myself, I know that we need to increase the number of skilled and diverse engineers to help build the infrastructure and develop the technologies required to deliver a Net Zero energy system.

## What one piece of advice would you give to someone starting a career in the energy industry?

Grab the opportunities that are presented to you, whilst creating them for others around you – you really can make a difference.





Ørsted

## Haidee Barclay

Wind Turbine Technician  
Apprentice, Ørsted

### How did you get to your current job?

I started out completing a hairdressing apprenticeship in a salon, in Ayr. One evening, I watched a BBC documentary called Powering Britain, which spoke all about offshore wind. I thought Ørsted sounded like such an interesting company to work for and started my research. I applied for the Ørsted apprenticeship programme and was unsuccessful the first time. After being knocked back, I was determined to succeed so I began researching ways that I could enhance my knowledge in engineering. This led me to Ayrshire College to study the SCQF Level Six Wind Turbine Systems course. Whilst studying, Ørsted reopened applications for its apprenticeships and I was successful and was offered a Wind Turbine Technician Apprenticeship in September 2022.

### What does your current job involve? What is the most interesting part of your job?

There's a balance of college work and working offshore. We work in teams to learn about the daily jobs: servicing, routine maintenance, fault finding and repair, while learning all aspects of how the wind turbine works. I love that my office will be out at sea helping the planet.

### What skills are important to people in your job and at your stage of career?

Working well in a team, and actively listening, gives you the chance to learn and develop. Time management skills to balance coursework, practical learning, and long work hours. The turbines are remote locations so not only do you need the ability to work at height, but also strong problem-solving skills.

### What advice would you give to someone looking for a job in energy?

To just go for it, and listen to what they're asking for, the sector is so rewarding and exciting to work in.

### What one change would you like to see in the energy industry over the next 5 years?

I would like to see a wider range of apprenticeships throughout the sector to give people with different skill sets the opportunity to learn, thrive and inspire in green energy.



## Brogan Gollop

Senior Hydrogen Consultant,  
BOSS Energy Consulting

### How did you get to your current job?

I was seeking a career that was results-driven and oriented in the green energy industry that also combined my love of people and technology! I focused on recruitment, I researched companies working in the sector and made sure that I went to all of my job interviews with an understanding of the company and industry, why I wanted to join the team, and how I could be a good value add.

### What does your current job involve? What is the most interesting part of your job?

My role involves developing talent strategies across the globe within the hydrogen and clean energy sector. The most interesting part would be developing relationships on a candidate and client perspective and being able to watch the sector grow and mature, whilst helping individuals start their clean energy journey.

### What skills are important to people in your job and at your stage of career?

Relationship-building and leadership skills are incredibly important, as much of my day-to-day role is about building networks across the sector as well as being able to lead my team and address the constant changes within the industry.

### What advice would you give to someone looking for a job in energy?

I would advise anyone in the industry to be vigilant on the companies they are looking to join, and make sure to attend networking events as much as possible.

### What one change would you like to see in the energy industry over the next 5 years?

An equal representation of women in senior leadership positions in the energy and recruitment industry.





## Amarinda Bazeley

Head of International Industry and Buildings Decarbonisation, Department for Energy Security and Net Zero



Department for  
Energy Security  
& Net Zero

### How did you get to your current job?

I previously worked as a graduate architect whilst I was studying in Australia, which developed my expertise in low-carbon solutions for the built environment. I applied to an open recruitment for 'Net Zero policy' roles with the Civil Service in late 2020 and came in as a Higher Executive Officer working on retail energy policy. I also took the opportunity to volunteer on the emergency response to the 2020 Gas Price Crisis. From there, I applied for a lateral move into the International Climate Directorate and was successful. After building my expertise across climate diplomacy and multilateral co-operation, I received another promotion and am now leading a small team working on heavy industry and buildings decarbonisation policy.

### What does your current job involve? What is the most interesting part of your job?

My current role includes co-leading a world-leader-backed climate commitment (Breakthrough Agenda) with the German Government. I am responsible for facilitating international collaboration across 30 governments and 10 multilateral initiatives to accelerate decarbonisation of the global steel sector. The most interesting part is engaging with people across the world to understanding different perspectives and find a common approach to climate action.

### What skills are important to people in your job and at your stage of career?

For those working in the policy or government space, sector-specific expertise can always be learnt, and you will find yourself continuously learning! Being able to communicate ideas with passion and recommendations with authority is key and will go a long way to asserting yourself as a leader, and in building relationships with collaborators.

### What advice would you give to someone looking for a job in energy?

Think creatively about how your existing skills can be applied – what makes you unique and what can you offer that others might not?

### What one change would you like to see in the energy industry over the next 5 years?

Diverting fossil fuel profits to support a just Net Zero transition.



## Mat Ilic

CEO, greenworkx

GREENWORKX

### How did you get to your current job?

Throughout my career I've tackled social justice, employability, and social impact issues through diverse roles in Government, private, and nonprofit sectors. Starting at PwC and Tribal, I later became a policy manager at City Hall and served as CEO of Only Connect. After a stint as a Special Adviser at 10 Downing Street and a tenure as a Director and later Chief Development Officer at Catch22, I founded greenworkx in 2022 to address the urgent need for green skills which are crucial for achieving a safe and successful Net Zero transition.

### What does your current job involve? What is the most interesting part of your job?

Being a startup CEO is as diverse a role as they come, but it predominantly entails setting a clear vision and strategy, securing funding and managing operations. It involves making tough decisions, leading a team, fostering innovation, building partnerships, and navigating uncertainties. Personally, it requires resilience, adaptability, and a relentless drive to succeed in a dynamic and competitive market. The most interesting part is simply that no one day is the same as the one before, and that huge progress can be achieved in a short space of time especially with every new person or partnership that gets on board.

### What skills are important to people in your job and at your stage of career?

There are some core skills that are not negotiable for the job, including strategic thinking, sales and marketing, financial management and overall governance. These are all enabled by focused problem-solving and prioritisation. Most importantly, you have to be extremely motivated and buoyant in the face of challenges and an effective communicator and networker if you are to successfully take an idea and make it real.

### What advice would you give to someone looking for a job in energy?

It's a crucial and incredibly broad sector with significant opportunities to change lives in neighbourhoods and whole nations. There is no sector that is more important over the next two decades for life on Earth and the sector needs thousands of talented people at all levels. Work out what role you want to play and where - then go for it.

### What one change would you like to see in the energy industry over the next 5 years?

More diversity in all of its forms is needed, especially if we are to bring some fresh thinking on solutions to energy security and resilience while driving a clean, low-carbon future with better outcomes for customers and for the world.

If you want to read more  
about the green skills gap,  
**look here:**

Climate Change Commission  
[Skills and Net Zero Expert Advisory Group.](#)

National Grid  
[Building the Net Zero Energy Workforce.](#)

PWC  
[Green Jobs Barometer.](#)

Green Alliance  
[Closing the UK's Green Skills Gap.](#)

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