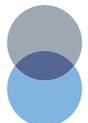


Business Intelligence & HR Consulting

.....



Connecting renewables specialists
to pioneering projects

Business Intelligence & HR Consulting

taylorhopkinson.com/business-intelligence/

Our services improve attraction, retention and development of employees and are deployed throughout the recruitment and personal development process.

Salary & remuneration benchmarking

Are you paying your business-critical employees enough to reduce the risk of losing them in increasingly competitive markets?

Replacing key staff can be stressful and expensive. Our business intelligence services have been proven to reduce costs and improve performance across a wide range of our clients.

With the right data you can budget, attract, retain and incentivise your teams. Our specialist team can provide you with accurate, real-time data tailored to your specific needs using our proven methodology and proprietary database of over 70,000 renewable energy-specific professionals.



Selection process benchmarking

.....

Are you losing strong candidates to your competitors even when money is not the issue?

The candidate experience during the interview process can be critical to achieving success in highly competitive and constrained talent markets.

Our specialists work with you to improve your interview and selection processes, in line with how your competitors are assessing and attracting talent, saving you time and money.

Organisational design

.....

Do you need support structuring your team to maintain competitive advantage or create more value?

Whether you are new to the offshore wind, onshore wind, solar or storage industries, or simply experiencing transition and growth, we can advise and design your organisational and team structures to maximise efficiency and business effectiveness. Our services include organogram design, job description benchmarking and KPI benchmarking and design.



Psychometric Profiling

.....

Are your teams lacking certain competencies? Do you need to improve communication between teams?

You need to be certain that your development plans are focusing on the right competencies for all team members.

Our consultants are certified to conduct Thomas International DISC profiling which aims improve selection decisions and cultural fit within your teams. This has been invaluable to many of our retained clients, but it is also effective as a standalone product both in selection processes and in team development exercises, benchmarking and KPI benchmarking and design.



This process was extremely valuable to us in terms of attracting and retaining our talent...

CEO, Clean Energy Associates

Succession planning

.....

Changes happen, but leadership changes can have a major impact on organisational culture, share price and talent retention.

In this situation, it is vital that you can reassure investors and alleviate any potential negative market reaction.

We partner with you to manage this transition by proactively planning for these inevitable changes. We help you identify a shortlist of potential successors, approachable up to 12 months prior to a vacancy, using our trusted industry knowledge and extensive network of renewables professionals.



Contact us

.....



Clint Harrison

Managing Director,
Offshore Renewables Permanent
clint@taylorhopkinson.com
+44 7718 325 565



Andrew Thomson

Senior Research Consultant,
Offshore Renewables Permanent
andrew@taylorhopkinson.com
+44 7591 385 336