THE SOLENT CLUSTER

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HOW TO...

FIND SKILLED STAFF FOR DECARBONISATION ACTIVITIES IN THE UK

Finding skilled staff for decarbonisation activities in the UK involves understanding the specific skill sets required, tapping into relevant recruitment platforms, and building a network within the sustainability and environmental sectors.

By focusing on strategic recruitment efforts and offering a compelling working environment, your organisation can attract the best talent to help lead the charge toward a low-carbon future.

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STEP BY STEP GUIDE

1. DEFINE THE SKILLS AND ROLES YOU NEED

Decarbonisation covers a broad range of areas, from renewable energy integration to energy efficiency, carbon offsetting, and sustainable building practices. Consider the following:

- **Energy Systems Expertise**
  Knowledge of renewable energy sources, energy storage systems, and grid management.
- **Carbon Footprint Analysis**
  Ability to measure and track carbon emissions across business processes and supply chains.
- **Sustainable Building and Construction**
  Expertise in green building certifications (e.g., BREEAM, LEED), energy-efficient design, and retrofitting.
- **Environmental Policy and Regulatory Knowledge**
  Understanding UK government policies, such as the Climate Change Act and Net Zero Strategy.
- **Circular Economy and Waste Management**
  Experience in designing systems for waste reduction, recycling, and sustainable resource use.
- **Environmental Science and Data Analysis**
  Ability to analyse and interpret environmental data, track sustainability metrics, and model future decarbonisation pathways.

2. USE SPECIALIST JOB BOARDS AND ONLINE RECRUITMENT PLATFORMS

Once you know the skills and roles you require, start searching for talent on platforms dedicated to environmental and sustainability sectors.

Top UK job boards and recruiters

- **Green Jobs Online**
  Specialises in roles related to environmental sustainability and energy transition.
- **Environmental Jobs**
  Offers job postings in sectors like renewable energy, climate change, and environmental consultancy.
- **LinkedIn**
  With specific filtering options, LinkedIn allows you to find skilled professionals with expertise in decarbonisation and sustainability. You can post job listings, join sustainability-focused groups, and use search filters to identify skilled candidates.
- **Indeed**
  Broader job platform, but with many environmental roles available, especially when specific keywords (e.g., "carbon reduction," "energy transition") are used.
- **Reddit**
  Subreddits like r/sustainability and renewable energy can help you find job boards, forums, and community discussions relevant to decarbonisation.
- **NRG PLC**
  Specialises in sustainability and green energy roles.
- **Green Recruitment Company**
  Focuses on placing candidates in green jobs, from energy management to environmental consultancy.

3. COLLABORATE WITH UNIVERSITIES AND EDUCATIONAL INSTITUTIONS

Many of the most skilled candidates for decarbonisation roles will be graduates from relevant fields like environmental sciences, engineering, or renewable energy. Consider the following:

- **Engage with University Career Services**
  Universities like the University of Southampton, Southampton Solent University and University of Portsmouth offer degrees and research in sustainable refurbishment and environmental sciences. Reach out to their career centres for internship or recruitment opportunities.
- **Attend Career Fairs and Industry Events**
  Many UK universities host career fairs focusing on sustainability and environmental topics. Participating in these can help you connect directly with students and graduates.
- **Support Graduate Schemes**
  Many universities offer tailored graduate programmes in decarbonisation and renewable energy. Consider sponsoring or collaborating with these schemes to attract top talent early.

4. NETWORKING EVENTS

There are numerous events that focus specifically on climate change, sustainability, and decarbonisation activities. Consider the following:

- **United Nations Climate Change Conference**
  A major international event that brings together leaders in climate change and decarbonisation.
- **UK Green Building Council (UKGBC) Events**
  A platform for networking and learning about sustainable construction and building practices.
- **Innovation Zero**
  The UK's largest Net Zero congress held at at London Olympia offers a great opportunity to network with like-minded individuals and track down potential skilled staff

5. OFFER COMPETITIVE AND ATTRACTIVE PACKAGES

Many professionals in the sustainability and decarbonisation sectors are motivated not just by salary, but also by the opportunity to make a meaningful impact on the planet. Consider the following:

- **Flexible Working Hours and Remote Working Options**
  Many skilled workers in decarbonisation are looking for a work-life balance and flexibility.
- **Clear Career Development Paths**
  Sustainability professionals often seek roles with long-term potential for growth and impact.
- **Training and Certification**
  Offering opportunities for continued education and professional certification in areas like carbon management or renewable energy can help retain top talent.

TIPS AND TRICKS

Promote Your Organisation's Commitment to Sustainability

To attract top talent, it's important that your organisation is seen as a leader in decarbonisation and sustainability. Candidates in this sector are often passionate about working for companies that align with their values. Consider the following:

- **Showcase Your Sustainability Initiatives**
  Share your company's decarbonisation goals, renewable energy projects, and efforts to reduce emissions on your website and social media channels.
- **Certifications and Awards**
  Display any sustainability certifications, such as ISO 14001 or BREEAM, to show your commitment to environmental stewardship.
- **Create a Positive Work Culture**
  Highlight your focus on diversity, equity, and inclusion in your recruitment materials to ensure your workforce reflects a wide range of backgrounds and perspectives.

LINKS AND FURTHER INFORMATION

The Carbon Trust
A leading expert in helping businesses achieve carbon reductions, they offer networking opportunities, training, and resources.

Renewable Energy Association (REA)
A UK-based industry association that offers opportunities to connect with professionals in the renewable energy sector.

CIBSE (Chartered Institution of Building Services Engineers
Focuses on energy-efficient and low-carbon building technologies and systems.

Green Construction Board (GCB)
Focuses on low-carbon, sustainable construction practices and offers opportunities to collaborate with professionals in the field.

The Solent Cluster
Working towards a lower carbon future.

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