



**ADVANCE**  
CAREERS

# Capability Statement

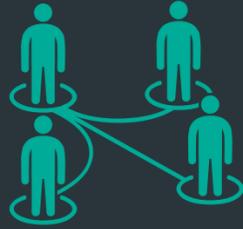
ENERGY & SUSTAINABILITY RECRUITMENT SPECIALISTS



Advance Careers is a Recruitment Consultancy specialising in the Energy and Sustainability industry. We help energy businesses power growth through unique and affordable recruitment solutions across APAC.

COMPANY PROFILE

# Do you need people with niche energy skills fast?



We have a large engaged network of candidates across APAC within the Energy and Sustainability sector, with a range of **niche and highly sort after skills**.



Whether you're a HR Manager or a Hiring Manager we support you and work as an **extension of your team**.



We offer unique recruitment models, making recruitment more affordable, **saving many of our clients 20% - 30% in** comparison to traditional recruitment models.



## ABOUT US

# Energy and Sustainability Experts

Advance Careers has built relationships over many years in energy and renewables from large projects to environmental advisory and consulting companies.

We work with hiring managers seeking international representation and contacts in APAC to fill senior and technical roles.



### Energy Market

We work on behind-the-meter technologies, including Demand Response, Energy Advisory, and Energy Procurement.



### Renewables

We also have considerable expertise in recruiting for firms that build and project-manage Wind, Solar and Hydro farms.



### Sustainability

We work with Sustainability Consulting practices, businesses aiming to reach Carbon Neutrality, and Environmental Social Governance (ESG) programs.



### Cutting Edge Technologies

We stay ahead in the industry in the newest technology impacting energy and renewables, including Electric Vehicles and Embedded Networks.

# Where we drive Growth

Powering the growth of energy businesses across APAC.



We source niche candidates in energy across APAC, often in the hardest-to-fill roles. We grow teams, and businesses or can hire one-off niche roles. We work with you as an extension of your team to deliver results.

COMPANY PROFILE

# Here's just a few of the roles we've placed:

- 
- Customer Experience Project Manager (Shanghai)
  - Technical Program Manager (China)
  - Electric Vehicles Program Manager (Shanghai)
  - Business Development Manager (Singapore)
  - Communications Lead (ANZ)
  - Senior Financial Accountant (Melbourne)
  - Energy Market Analyst (Melbourne)
  - APAC Head of Procurement (Melbourne)
  - Solar Project Engineer (Melbourne)
  - APAC HR Manager (Melbourne)
  - Sales Manager (Korea)
  - Country Manager (Japan)
  - Business Development Managers x 7 (Tokyo)
  - Sales Manager (Taiwan)
  - Business Development Manager x 2 (Taiwan)
  - Regulatory Affairs and Industry Engagement Manager
  - Senior Analyst, Planning and Control
  - IT Manager (Australia)
  - Marketing Manager
  - Business Development Manager (Sydney)
  - Software Engineer (New Zealand)
  - Technical Analyst (Wellington)

# Our Services

We help our clients not only fill job vacancies but achieve their overall business growth targets. We work with many different clients across APAC in the energy sector with varying recruitment needs. We can help you grow your team through customised solutions to meet your needs. Here are some of the service models we offer:



## Standard Recruitment

The traditional recruitment model, we source the candidates for you and after placement, you pay the full fee in one payment.

Paid on Placement



## Upfront Payment

This is the most cost-effective, for smaller to medium businesses or infrequent hiring needs. The first payment is due when candidate sourcing commences, second payment at interviewing, and the third payment at placement.

3 Payment installments



## Ongoing growth Partnership

The most cost-effective options for large businesses or businesses going through steady growth. You pay a reduced ongoing monthly fee for unlimited roles across APAC.

Unlimited Monthly Subscription



## CASE STUDIES

# Energy Consultancy

Driving Growth of APAC team by 50% with an unlimited Recruitment subscription.

Our client helps businesses gain a competitive advantage with power flexibility and demand response programs.

They came to Advance Careers and asked us to recruit several Business Development Manager (BDM's) roles in Japan. Having previously lived, worked, and recruited in Japan, we could recruit for them for Japan from Australia.

We put together a cost-effective proposal to help them meet their goals. Rather than a standard recruitment fee based on a percentage of salary per role, we were able to offer them a solution that bundled the roles together into a package with a flat fee, providing significant savings.

We mapped the candidate market to identify all candidates who had the skills and experience for the role. We ran a LinkedIn search and shortlisted candidates, and communicated their Employee Value Proposition (EVP) to candidates. Our team flew to Japan for a week, and conducted face-to-face interviews with all shortlisted candidates

After successfully placing the BDM roles, they identified 20 more roles they needed to fill, [across Asia including South Korea, China, Taiwan, Japan and Australia](#). We met with them to understand their growth plans over a two-year trajectory, and put together another proposal for an unlimited monthly subscription contract.

During the contract period, we conducted a recruitment campaign in South Korea, mapping the marketing and identifying candidates. We flew to Seoul for three days and conducted 50 back-to-back interviews, to assess the final top seven candidates to provide to Enel X.

We successfully supported their growth plans, providing them with candidates with niche skills, on time and under budget.

The HR Manager of APAC not only had roles filled, but also spent less on recruitment than any other regional HR leaders in the business worldwide.

36 roles were filled over 2 years across APAC.

30%  
Savings

by going on our unlimited monthly subscription service rather than a traditional recruitment fee by role model.



## CASE STUDIES

# Energy Action

## Expanding Energy Sales Teams

Energy Action help businesses save money on energy bills, reduce emissions and increase the value of assets.

Energy Action was looking for a Senior Business Development Manager (BDM). They had hired BDM's in the past who didn't hit the mark, so they engaged Advance Careers to source sales candidates. Energy Action were looking for a high calibre, experienced BDM with the ability to engage with C-Suite clients, and manage large accounts. People who could hit the ground running, open doors and manage key accounts. Energy Action were on a roll of revenue growth and needed sales people in Melbourne fast to keep up with the demand.

Advance Careers conducted a search on LinkedIn nationwide, approached people in our networks, and advertised the job right across Australia. Candidates were filtered on their ability to deliver on key objectives of the job, including their track record in achieving a significant revenue target. After assessing candidates on targeted requirements, a shortlist of three candidates was delivered to Energy Action.

Advance Careers attended the first round of interviews with Energy Action which included a problem solving assessment for each candidate to assess their critical thinking ability. Two more rounds of interviews were conducted with different business leaders, and Advance Careers provided support to the hiring managers on a daily basis.

Three strong sales candidates were interviewed, and Advance Careers persuaded the preferred candidate to make a move from Perth to Melbourne to take the job.

The successful candidate had a large network of key decision makers in both new prospects and previous accounts. Advance Careers provided the candidate with regular calls once a month to support a smooth transition into a new role and new state.



# 100% Carbon Neutral Certified

As experts in energy recruitment, we know it's a priority for many of our candidates and clients to work with sustainable, and environmentally conscious businesses. In 2021 we received our Carbon Neutral Certification.

In the process of becoming "Carbon Neutral," we reviewed our business activities and made changes to reduce our carbon emissions. We took action to offset the remaining CO2 emissions by contributing to biodiverse forest programs. Resulting in the net amount of our CO2 emissions in the atmosphere to zero.

We evaluated our consumption of electricity, gas, waste, water, paper, vehicles, events and food and drink.

We made changes to our business to reduce our carbon footprint. Some of these included:

- Moving to a paperless office.
- Using Public Transport or walking rather than driving.

Through carbonneutral.com.au we invested in a "Biodiverse reforestation Carbon Offsets," project estimated to reduce 967,695 tonnes of CO2-e over 50 years.

Offsets in this program restores a fragile ecosystem through a revegetation program, planting species indigenous to the region, encouraging the reintroduction of endangered species, and combating desertification in a biodiverse hotspot.



Turn Emissions into Trees®



ABOUT US

## Giving back - Kiva Partnership

Advance Careers is proud to support Kiva. Through Kiva we donate and lend to businesses and farmers in developing countries to have access to solar power, to help grow sustainably and profitably.



# Testimonials



"Thomas is a true and thorough professional, his thoroughness and attention to client-centric detail helped me achieve my goal. Thomas comes with my heartfelt recommendation...He asked the right questions and used it to develop a customised solution to meet our needs. He was not pushing candidates for the sake of closing a deal quickly but was sincerely getting us the right candidate. Again, for those who want something new in recruitment, I recommend Thomas."

**Edwin Rogers**  
Sales Manager, Energy Action  
Sydney



"We were thrilled with the level of service and quality of applicants that Advance Careers presented to us. This was a difficult brief because we were seeking some very specific skills in an area of the electricity market where there are only a few people with the experience and qualifications required. We thank the team at Advance Careers and highly recommend them to anyone in search of talented people in the electricity industry."

**Michael Zammit**  
Managing Director, VIOTAS  
Melbourne



"I had a pleasure working with Neil at Advance Careers. He is prompt, meticulous, and closely aligned to delivering best value to his clients. I had full confidence while working with him and Advance Careers."

**Nathaniel Boon**  
Director International Investments, SP Group  
Singapore

# Our Team



**Chris Wellock**

DIRECTOR

Recruiting across Asia and Australasia for 14 years. An explorer, Chris lived in the U.K, U.S and Japan before finding a permanent home for himself and his family in Melbourne. Having worked with people from a multitude of different countries, cultures and backgrounds he has successfully filled complex search assignments by utilising unique insights. Building on his experiences across the globe, Chris has partnered with businesses throughout Australia to help launch and grow their teams across Asia Pacific.



**Neil Chandaria**

DIRECTOR

Neil began his career in recruitment in the UK, completing significant assignments for major blue-chip organisations. After working in online advertising Neil moved to Melbourne and continued his successful career in recruitment. He has built relationships with a variety of clients from the not-for-profit, commercial and government sectors across Australia, New Zealand and Asia.



**Thomas Daly**

RELATIONSHIP MANAGER

Thomas has over 25 years experience working in the Energy industry in roles including Technical Advisor, Metre Data Analyst, Operations Manager, Energy Consultant and Client Solutions Manager. Thomas has hands-on experience working across the spectrum of the energy industry and holds a Certificate III in Solar Energy Technology. Thomas moved into Recruitment and has first-hand experience on what its like to be both a hiring manager and a candidate. He has indepth knowledge and a vast network across APAC.



Energy &  
Sustainability  
Recruitment  
Specialists

# ADVANCE CAREERS



[www.advancecareers.com.au](http://www.advancecareers.com.au)



[info@advancecareers.com.au](mailto:info@advancecareers.com.au)



Mel: +61 3 9069 6725  
Syd: +61 2 9053 8354