



## Capability Statement

ENERGY, SUSTAINABILITY AND ESG RECRUITMENT SPECIALISTS



# Do you need qualified professionals with niche skills fast?



We have a large engaged network of candidates across APAC, with a range of and highly sort after skills, specialising in Energy, Sustainability, and ESG.



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



We offer a range of recruitment service models, whether you're hiring individuals, growing teams, or expanding into new regions.



ABOUT US

# Advance Careers



Advance Careers has built relationships over many years across Australian businesses, Global businesses, Government and Not for Profit.

We work with hiring managers seeking international representation and contacts in APAC to fill niche roles, and expand teams.

Our key areas of focus include:



## Sustainability

We work with Sustainability Consulting practices, businesses aiming to reach Carbon Neutrality, Not-for Profits, and Environmental Social Governance (ESG) programs.



## Energy and Renewables

We have expertise in the energy market, recruiting for firms that build, project-manage, and consult in renewable energy.



## Complex Search

Our Complex Search service covers all industries, working with business to help them achieve their growth targets, through sourcing unique candidates, growing teams, and expanding into new regions.



# Where we drive Growth

Here's just a few of the roles we've placed across APAC in Energy and Sustainability:



## AUSTRALIA & NEW ZEALAND

- Project Development Managers (Melbourne & Sydney)
- Electrical Engineer - Power Systems (Hobart)
- Battery Systems Engineer (Melbourne)
- Grid Connections Manager (Melbourne)
- Asset Manager (Melbourne)
- Senior Electrical Engineer (Brisbane)
- Sustainability & Environmental Lead (Sydney)
- Head of Decarbonisation Technologies (Melbourne)
- Climate Analyst (Perth)
- Carbon Analyst (Sydney)
- Solar Project Engineer (Melbourne)
- Energy Market Analyst (Melbourne)
- APAC Head of Procurement (Melbourne)
- Regulatory Affairs and Industry Engagement Manager (Sydney)
- Senior Analyst, Planning and Control (Melbourne)
- Technical Analyst (Wellington)
- Energy Solutions Manager (Sydney)
- Software Engineer (Wellington)
- Communications Lead (Melbourne)
- Business Development Managers (ANZ)
- Sales Managers (ANZ)
- Account Managers (ANZ)
- IT Manager (Melbourne)
- Marketing Manager (Sydney & Melbourne)
- Senior Financial Accountant (Melbourne)

## JAPAN

- Country Manager (Tokyo)
- APAC HR Manager (Tokyo)
- Business Development Managers - (Tokyo)
- Project Engineer - Solar & Storage (Tokyo)
- Commercial Operations Specialist (Tokyo)
- Energy Market Analyst (Tokyo)

## KOREA

- Sales Manager (Seoul)
- Business Development Managers - (Seoul)

## CHINA

- Technical Program Manager (Shanghai)
- Electric Vehicles Program Manager (Shanghai)
- Customer Experience Project Manager (Shanghai)

## SINGAPORE

- Business Development Manager (Singapore)
- Market Development Manager (Singapore)
- Demand Response Program Manager (Singapore)

## TAIWAN

- Sales Manager (Taiwan)
- Business Development Managers (Taiwan)





## CASE STUDY

# EnelX

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

EnelX is a energy consultancy helping 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

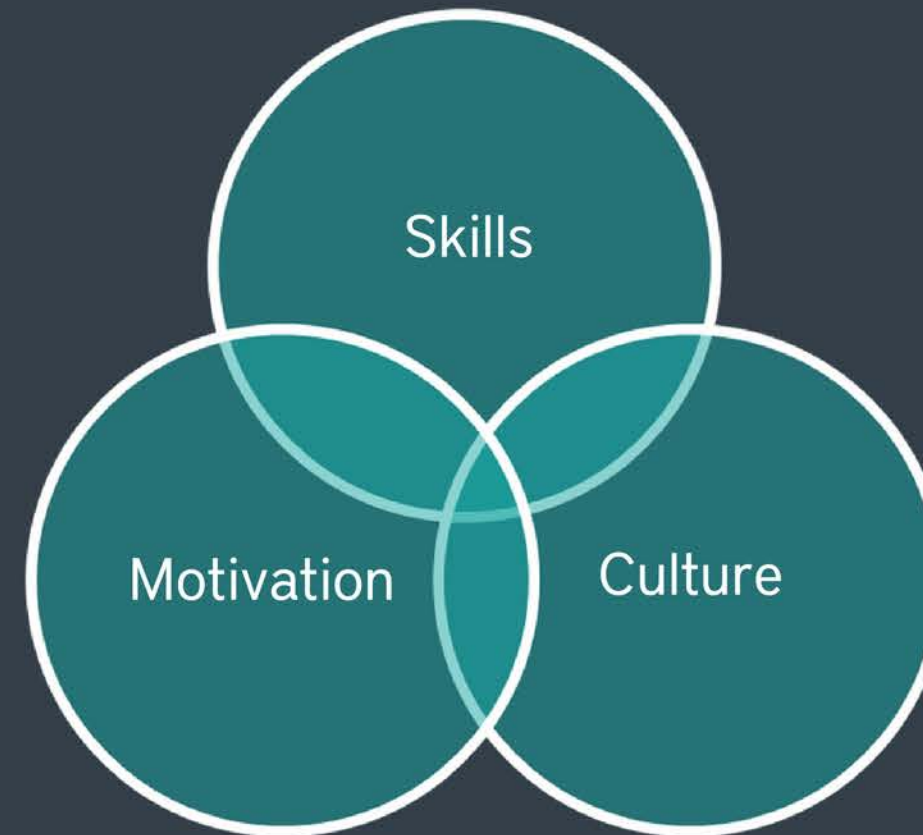
by going on our unlimited monthly subscription service rather than a traditional recruitment fee by role model.





# Our Methodology

We believe that our recruitment methodology is at the core of what we do and focusses on three areas:



We screen resumes for the ideal skill set, conduct in depth interviews to discover motivation, however, it is only through true partnership that we find the person with the right cultural fit for your organisation.

## Skills

From taking a full and detailed job brief with you and your hiring manager we can understand the skills required and use this to design competency based questions to ensure candidates on your shortlist have the capability to perform the role.

## Motivation

Focussing on the 'why', we discover applicants' true drive and motivation to make certain expectations from both parties are aligned.

## Culture

Perhaps the most important factor for any organisation. Getting this right ensures finding someone who embraces the role, the team and the values, and proves to be a valuable addition for many years to come.





# Our Process

## 1. Briefing

- Understanding your growth plans.
- Understanding your organisational culture.
- Understanding specific role requirements.

## 2. Searching

- Mapping the candidate market.
- Sourcing candidates from our database, and our extensive engaged LinkedIn network APAC wide.
- Managing advertising on job boards.

## 3. Screening & shortlisting

- Reviewing resumes.
- Assessing candidates against required skills and experience.
- Selling your Employer Value proposition to candidates.

## 4. Interviewing

- Meeting with candidates in person or over video conferencing (depending on requirements).

## 5. Presenting candidates

- We present successful candidates to you.
- Providing opportunity for you to meet and interview candidates.

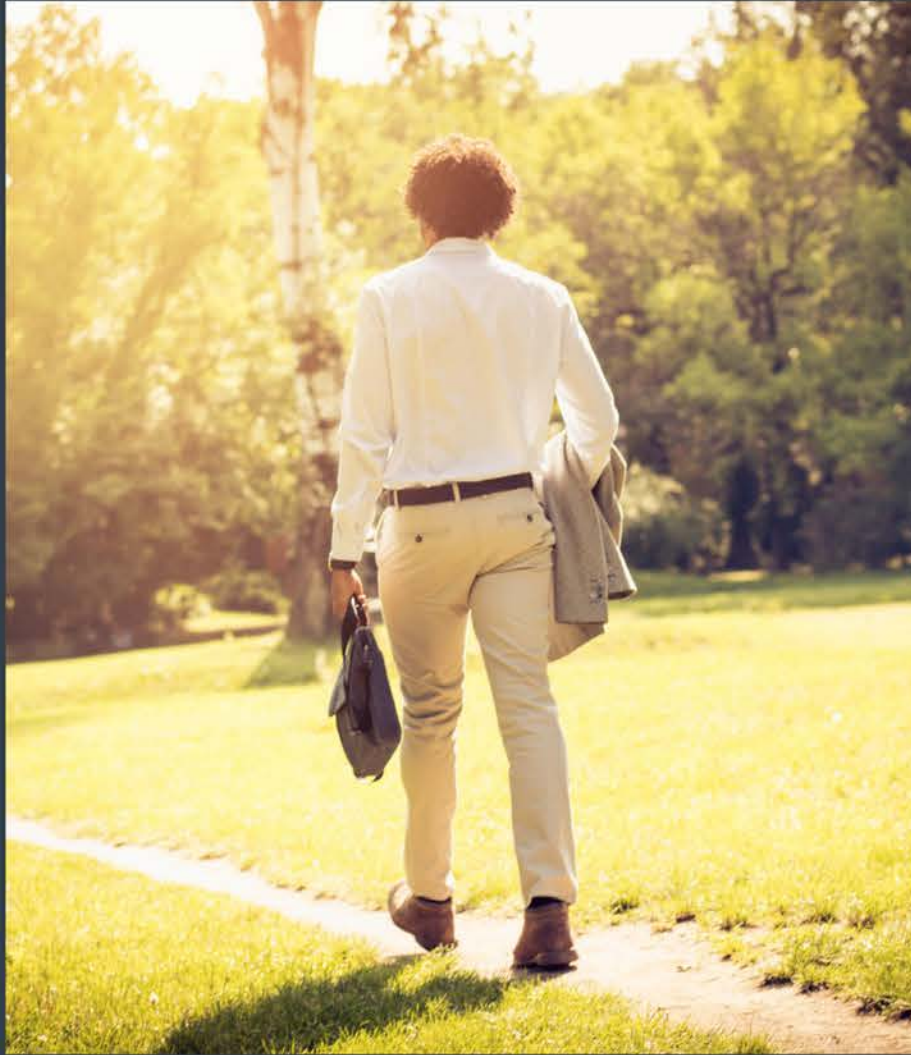
## 6. Conducting Checks

- Completing Reference Checks and Pre Employment Checks.

## 7. Offer & Acceptance

- Managing offer and candidate acceptance of role.





# 100% Carbon Neutral Certified

As experts in 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](https://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 partner with Kiva; a micro-financing organisation, working with local, on-the-ground charities around the world. Together we're providing loans and donations, giving access to renewable energy and sustainability solutions for small businesses and farmers in developing countries.

Supporting thousands of people in over 80 countries around the world, Kiva works with those less fortunate, often financially excluded, and without access to other sources of credit. Many whom Kiva support work multiple jobs just to get enough income to feed and support their families. Borrowers include Farmers, Shop Owners, Builders and Artisans.

**kiva**  
Supporter



# 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 them 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."

**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 Directors



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.



# The Team



Lionel Lim

CLIENT SOLUTIONS  
ASSOCIATE



Joel Melbourne

SENIOR CLIENT  
SOLUTIONS  
MANAGER



Shaun Sng

CLIENT SOLUTIONS  
ASSOCIATE



Daniel Maloney

CLIENT SOLUTIONS  
MANAGER





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CAREERS

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