

RWE

RWE Offshore Wind Early Career Opportunities



Come join us in the green energy revolution

RWE is leading the way to a green energy world. With our investment and growth strategy **Growing Green**, we are contributing significantly to the success of the energy transition and the decarbonisation of the energy system around the globe. Around **20,000** employees work for us in almost **30 countries worldwide**. We are one of the leading companies in the field of renewable energy. Between 2024 and 2030, we will invest **55 billion euros** worldwide in offshore and onshore wind, solar energy, batteries, flexible generation, and hydrogen projects. Our green portfolio will grow to more than **65 gigawatts** of generation capacity, which will be perfectly complemented by our global energy trading. As a company, we will be **net-zero by 2040**. Fully in line with our purpose: **Our energy for a sustainable life**.

Our people

Our people, diverse and full of ambition, are the key to our successful business. We welcome people at the start of their careers, as well as potential employees transitioning from other sectors including the armed forces, the fossil fuel industry and returners; we have programmes for apprentices, interns, and graduates. Our current and future workforce will play a valuable role in the growing offshore wind sector and opportunities are available all around the UK.

The range of roles available is vast, each with the opportunity to make a real difference to the world we live in. During construction, many further roles are also available through our supply chain partners. There are countless ways to get started at RWE and to be a part of tomorrow's energy.

Our UK offshore wind portfolio

The UK is one of RWE's most important markets; the company is the UK's largest power producer and third largest renewable generator, supplying around 15% of all UK electricity.

We are a leading partner in the delivery of the UK's Net Zero ambitions. We operate ten offshore wind farms across the UK and are currently constructing the 1.4 GW Sofia offshore wind project, in the North Sea. We also have another nine offshore wind projects in development. In total representing a potential combined potential installed capacity of almost 10GW.

Up for the challenge?

Whether you join us as a graduate, a technician or a placement student, your work will be supporting one of the most important industries globally. As part of RWE Renewables, the skills you develop will help us lead the way to NET Zero by 2040, whilst maintaining a year-round supply of electricity to businesses and communities across the UK. The following pages provide detail of all the opportunities available in our growing offshore wind business.

RWE is committed to creating a diverse and inclusive environment – we value your passion, your willingness to learn and your desire to thrive. Even if you don't have all the above skills, need flexible working arrangements or other adjustments not yet listed here, we'd love to hear from you.



Offshore Wind Turbine Technician Apprenticeship

The RWE Wind Turbine Technician Apprenticeship provides a fantastic opportunity to enter the growing world of renewable energy, and to earn whilst you learn.

Our Wind Turbine Technicians work in teams dedicated to specific offshore wind farms.

As part of your apprenticeship, you will learn how these teams operate, and about the many aspects of wind turbine maintenance. It is a rewarding job that allows you to work on highly advanced machinery in a challenging environment.

You could be working at sea, in all weathers and at height, using heavy, complex mechanical and electrical equipment.

What will you learn?

- Working on site and learning how the site operates
- How to maintain wind turbines to the highest standards
- Academic qualifications: NVQ level 3 in wind turbine operations and maintenance & Level 3 diploma in wind turbine maintenance

Following this you will be well equipped to become part of our technician teams, where your hard work will ensure our wind farms continue to deliver power to households and businesses.

What existing attributes do you need?

- A strong desire to learn and embrace new challenges
- Enjoy working in a “hands on” environment, with the ability to work at sea and at height
- Willingness to work on a shift rotation

Your benefits

- A strong team behind you that supports you in developing to the target role
- Broad insights into offshore wind while being assigned to a specific wind farm, working on site and learning how the site operates
- A tailored development and training plan, attending the North Wales or Kent training centres, where you will complete your academic qualifications
- Building a strong internal and external network with the UK region as well as internationally

Essential Information

Business	RWE Renewables UK
Base location	Split between our training centres and wind farm site location
Salary	Competitive salary with annual increases throughout programme. Accommodation, travel and food covered by RWE.
Duration	36 months
Working hours	Full-time
Education requirements	5 GCSEs (or equivalent) at 4/C or above including Science, Maths and English



Health, Safety and Environment (HSE) Apprenticeship

In this 2 year apprenticeship, learning will be a combination of 20% college programme learning and 80% workplace on the job learning, mostly completed at your allocated Wind Farm site location.

You will develop the knowledge, skills and behaviours of HSE Technician within the Offshore Wind Sector.

What existing attributes do you need?

- Passion for renewables energy and the desire to be an active part of the energy transition
- Have a good moral compass and high ethical standards
- Curiosity and openness towards change, the courage to question the status quo and the motivation to take initiative and drive your ideas and concepts
- Show a keen interest in other people's health and wellbeing as well as the protection of the environment

Your benefits

- A strong team behind you that supports you in developing to the target role
- Broad insights into offshore wind becoming proficient in Health, Safety, and Environment (HSE) management, including legal requirements, auditing, presentations, behavioural programs, risk assessment & incident investigation

- Successful completion of the apprenticeship leads to achieving Institute of Occupational Safety and Health (IOSH) Technician status and a Level 3 Safety Health and Environment Technician NVQ, enhancing career prospects
- Building a strong internal and external network with the UK region as well as internationally

Essential Information

Business	RWE Renewables UK
Base location	At one of our UK & Ireland RWE Renewables locations
Duration	24 months
Working hours	Full-time
Education requirements	5 GCSEs (or equivalent) at 4/C or above including Science, Maths and English



Undergraduate Opportunities

Industry Insight: A year in offshore wind

For undergraduates who have the opportunity to undertake a year in Industry, we can provide a valuable insight into this exciting and dynamic industry.

No two days in Offshore Wind are the same you'll benefit from a collaborative feedback oriented culture with lots of opportunities for growth. Backed by a supportive and diverse team environment, we know we can offer you a truly unique experience.

We have opportunities across a variety of engineering, environmental and business roles, but all will offer you:

- A chance to work alongside world leading experts, as a core member of the team
- Real, hands on experience - helping us solve complex problems
- A chance to be embedded in projects from day one, enabling you to apply your knowledge and rapidly acquire new, marketable skills
- A competitive salary and a range of additional benefits
- Support and mentoring to help you get the most from your time with us we'll work with you to understand your career interests and ambitions

Duration	12 months
Start date	Each year in September
Home base	At one of our UK & Ireland RWE Renewables locations

Requirements

- You will be in the penultimate year of a relevant degree (subject preferences vary by opportunity) and be able to commit to a full year in industry placement
- Passionate about the sector and the impact we can make together
- Confident in your communication skills and fluent in English
- Motivated to take on new challenges, whether operating independently or in a team
- Analytical, curious and keen to collaborate to find innovative solutions



RWE Graduate Programme

Developing young professionals to meet the future demands of our business!

RWE Renewables is a growing business in a rapidly evolving industry. Developing the right people to address not only today's challenges but to be prepared to meet the business requirements of the future, will be key for our success.

The Renewables International Graduate Programme is the career entry point for qualified international graduates. In our 18-month programme, you will build professional experience, bring your knowledge into projects and actively shape the energy turnaround with us. This programme has a clear focus on Renewables Business with a view on the whole value chain of RWE Renewables.

RWE Renewables is looking for you as young professionals with the right skills and mindset to drive our business across the organisation in the near future.

Requirements

- You score points with firsthand working experience ideally in the field of renewable energy
- Everyone can feel your enthusiasm for renewable energy and your desire to be an engaged part of the energy revolution
- You convince us with your advanced reasoning skills for complex problem solving, combined with a strategic and forward thinking mindset
- Curiosity, openness towards change and the self believe to question the status quo are the right words to describe you
- You are motivated to take initiative and to promote your own ideas as well as concepts. Your degree of self reliance is high

- You are able to interact and connect in cross cultural teams, with a sense of diversity and inclusion
- You have fluent oral and written business English skills, other European languages are a welcome plus

Number of rotations

3 rotations in various functions with the following options:

- Different Technologies (e.g. onshore/offshore, solar)
- Management Support Function (e.g. Commercial, Strategy, Controlling, Finance)
- Another department of the value chain (Development, Engineering, Construction, Operations)
- International rotation for max. 6 months

Essential Information

Business	RWE Renewables UK
Base location	All global RWE Renewables locations
Start date	Each year in September
Duration	18 months
Working hours	Full-time
Degree requirements	Successfully completed Bachelors or Masters degree in the field of science (physics, geoscience, geoinformatics, environmental science etc.) or engineering



Advanced Apprenticeship SCADA (Supervisory Control and Data Acquisition)

This scheme is a two year apprenticeship, in which your technical and interpersonal skills will be developed. RWE would develop your technical skills to either HNC or Masters Degree level, while giving site experience and relevant projects.

What existing attributes do you need?

- A capability to handle multiple assignments as needed and plan them dependent on project priority
- Willingness to work offshore, travel and motivation to travel across the UK to improve SCADA systems and our sites
- Passion for renewables and the desire to be an active part of the energy transition
- Self starter with the ability to act comfortably in cross cultural teams, with a sense of diversity and inclusion

Beneficial but not essential

- Experience in some of the most used Industrial Communication Protocols (OPC_family, IEC 104, Modbus and MMS)
- Knowledge in Communication Systems commonly used in offshore windfarms (Tetra, VHF, 4G, 5G, IP Telephony)
- Experience in carrying out risk analysis and its mitigation plans

Your benefits

- A strong team behind you that supports you in developing to the target role
- Apprentices will gain in depth knowledge of communication and SCADA systems within offshore wind farms, becoming proficient in providing 2nd and 3rd layer support. This expertise is highly valuable in the growing renewable energy sector
- Building a strong internal and external network with the UK region as well as internationally

Essential Information

Business	RWE Renewables UK
Base location	At one of our UK & Ireland RWE Renewables locations
Duration	24 months
Working hours	Full-time
Education requirements	Engineer with some experience in SCADA and/ or communications Infrastructure, with either an ONC or equivalent wanting to develop their skills further to HNC or Masters Degree level in SCADA



A global leader in offshore wind

- in operation
- under construction
- in development

¹ Total installed capacity

² Owned renewables capacity as of March 2024. Pro rata capacity

