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Zoe Suren is the founder of recruitment companies across Energy sectors, focused on Oil and Gas & Energy Transition – Hydrogen/CCUS & Geothermal.

Her companies specialise in placing staff and contractors into senior positions both from a staff and contract background on a global basis.

**1. What sub sectors of the Energy Industry do you work with? How have you seen levels of recruitment activity change in each sub sector over the last couple of years?**

The focus areas within the energy sector for us are the subsurface technical sectors and then also technical people into H<sub>2</sub>, CCUS and Geothermal industries.

Levels of activity have picked up over the last year. The subsurface sector is beginning, slowly to rebuild their teams with an equal upturn against contract and staff positions. This is what we refer to as the 'first stage' hiring within an upturn, second stage will cover replacement positions too.

Within the energy transition the biggest growth areas that we see is for technology companies looking to build technical teams in order to push forward CCUS, H<sub>2</sub> and Geothermal

**2. In terms of employers, have you seen any changes in what skillsets (soft or technical) or experience they are looking for? Do you see more flexibility or openness to consider a wider range of candidates and then train specifics on the job?**

Again, I will break this down over the O&G focus and Energy Transition:

In terms of subsurface hiring one thing that has been more evident in the last year has been the focus on diversity within regrowth. There seems to be a greater recognition that different backgrounds and ideas create a more successful team environment.

Following the downturn jobs within this sector still tend to be aimed at finding the 'perfect' candidate who ticks all the technical boxes. But we do find that the market is rebuilding with a more 'generalist' skillset – specialist positions have not returned as much just now.

Development is also leading the hiring charge before exploration, although we are seeing a push to regrow in both.

In terms of 'soft skills' this is greatly dependent on the type of company that we are hiring for – however the commitment to the industry over the last few very tough years tends to speak for itself – enthusiasm for the sector in general tends to help when interviewing for a job.

Within the Energy Transition sectors I would say the same – the natural enthusiasm for the sector is a huge selling point, if transitioning from O&G, either some courses or experience within CCUS, Geothermal or H<sub>2</sub>. The transition at these early stages is easier done through management consultancies, service providers and consultancies who can utilise both backgrounds and have access to more projects.

The main skillsets required mainly transition easier from the Project Management, Process engineering and specialist backgrounds – however as the industry matures, we see a greater value in the subsurface skillset within certain energy transition sectors

**3. Have you placed any O&G workers in other energy sectors and is this trend increasing? Can you give any examples? Have they needed to upskill for these moves? What are the barriers you see to this happening more?**

Currently the subsurface transition moves that we have facilitated have been for the consultancy side of the business.

To give an example we placed a very senior, very impressive Geoscientist into a management consultancy where they were able to utilize the knowledge of the oil and gas space to advise on Energy Transition and becoming more carbon aware. The main things that we were looking for in this placement was the ability to be client facing from the candidate, the understanding of both sectors and progressive thinking.

Current barriers really are the number of these positions available right now versus the number of people looking to make this transition.

**4. In terms of candidates, are their preferences changing in terms of what kind of roles/T&Cs they want? Any advice on how O&G candidates can maximise their potential to land an energy transition role if that is what they are looking for?**

Candidate preferences right now are to look to the future and diversify skillsets to ensure that future downturns are not so detrimental to careers.

My advice would be to consider what you enjoy as well as where your skillset can expand. Although right now the pace of hiring in the energy sectors is still slow the industry has growth plans which far outweigh the skillset available. The flexibility around the technical experience needed will open.