

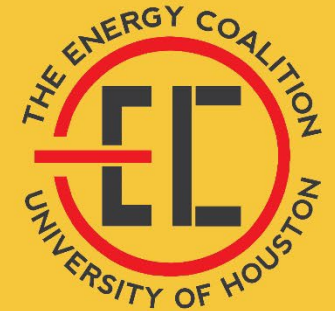
Energy Career & Leadership Webinar

Energy Careers Entering the Energy Transition

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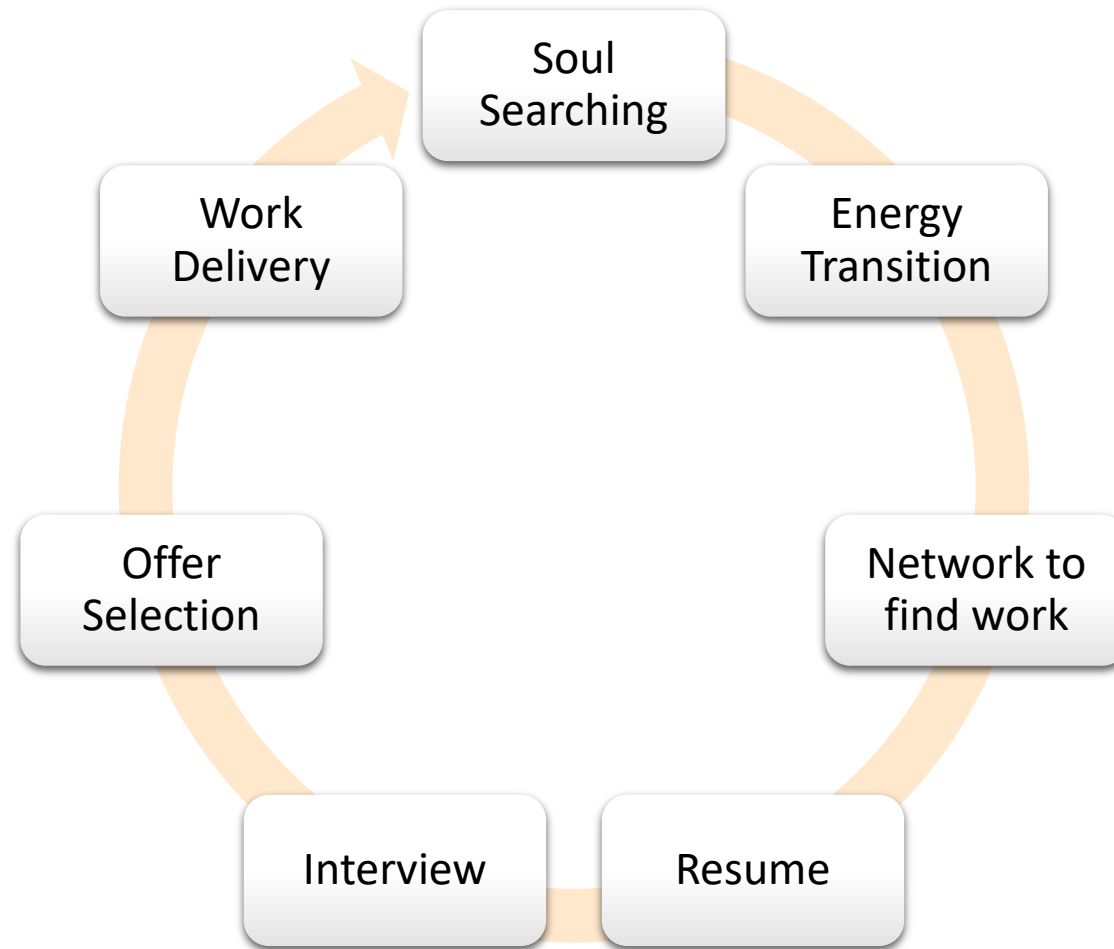
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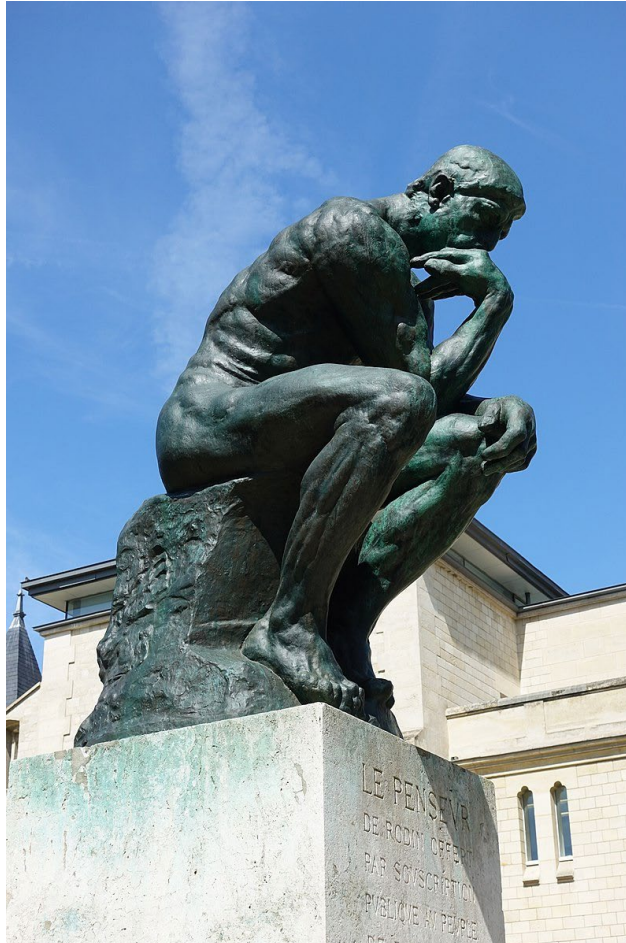
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Soul Searching

Why?

What are my needs and wants?

What are my priorities?



The Thinker (1904), Musée Rodin, Paris

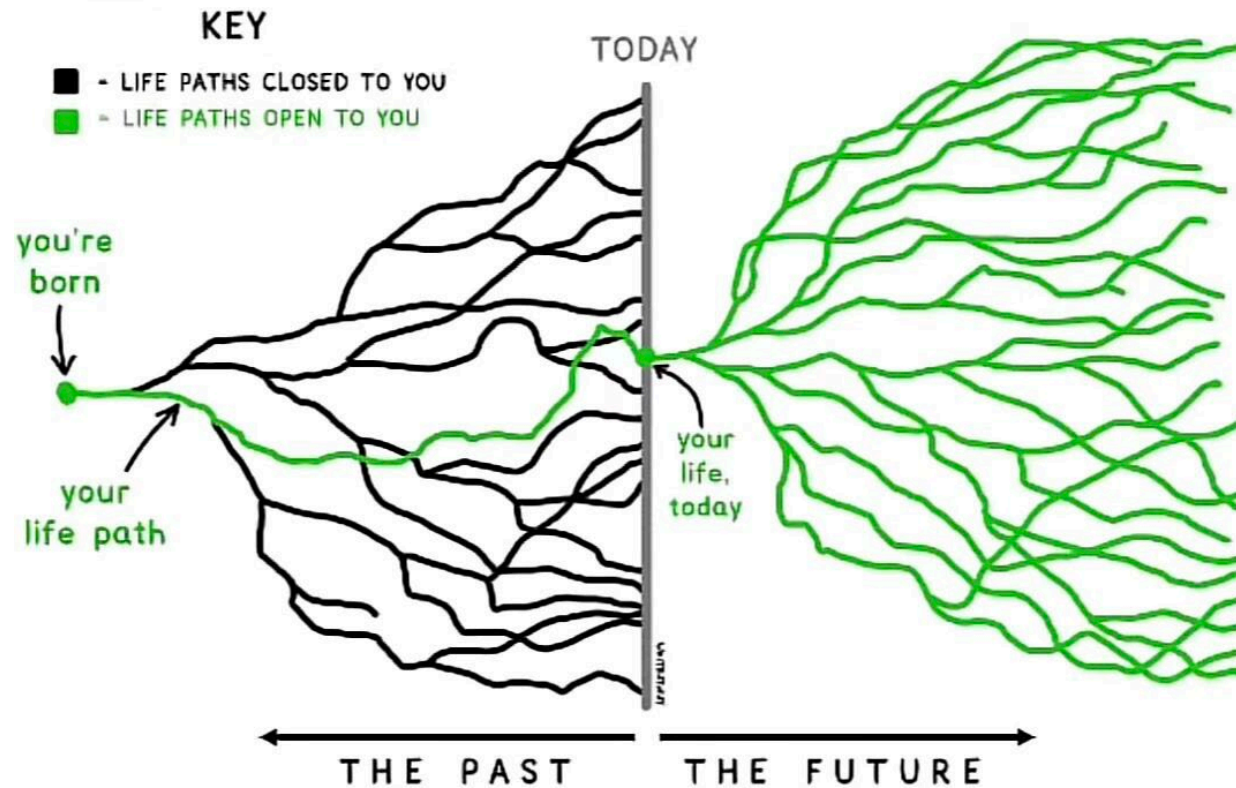
How will I get there?

What are my Skills, Gaps, Capacity, Growth Potential?

Who do I know and need to know?

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One-way doors vs.
Two-way doors

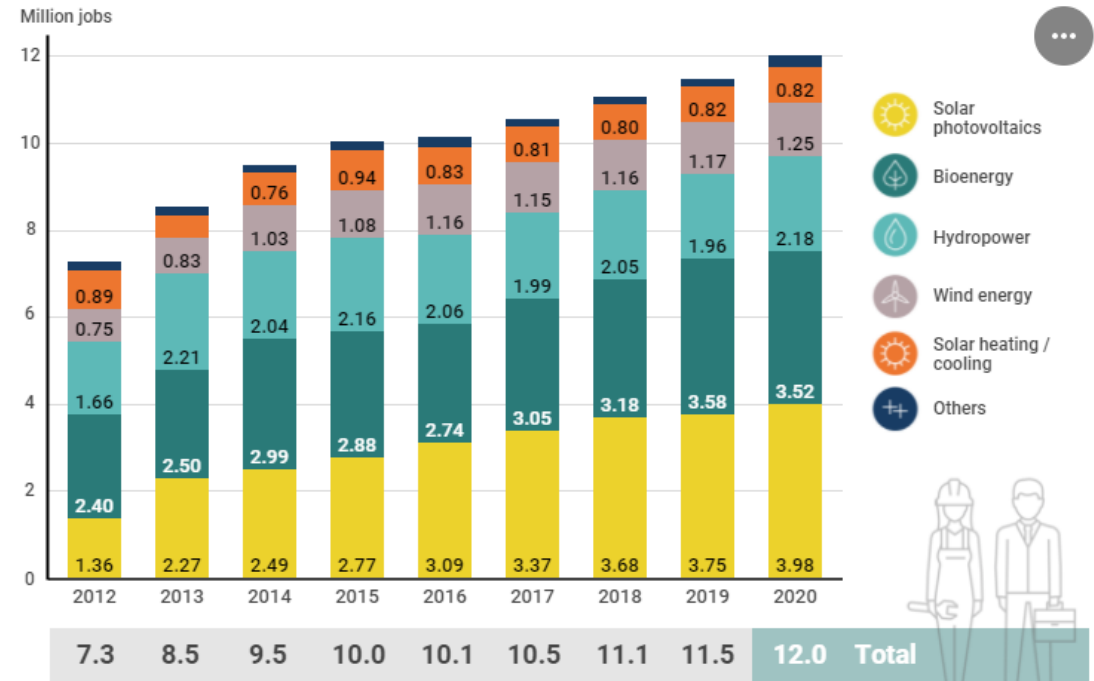


**Write your
priorities down
in their order**

- ✓ Learn about “new paths” – read, follow people in new fields, watch news, network, take classes
- ✓ Surround yourself with mentors, family, friends who encourage and empower you
- ✓ Believe in yourself, even when people say otherwise

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Energy Transition - Opportunities



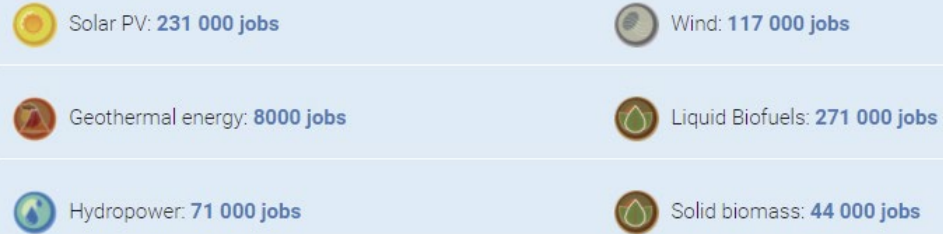
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Energy Transition - Opportunities

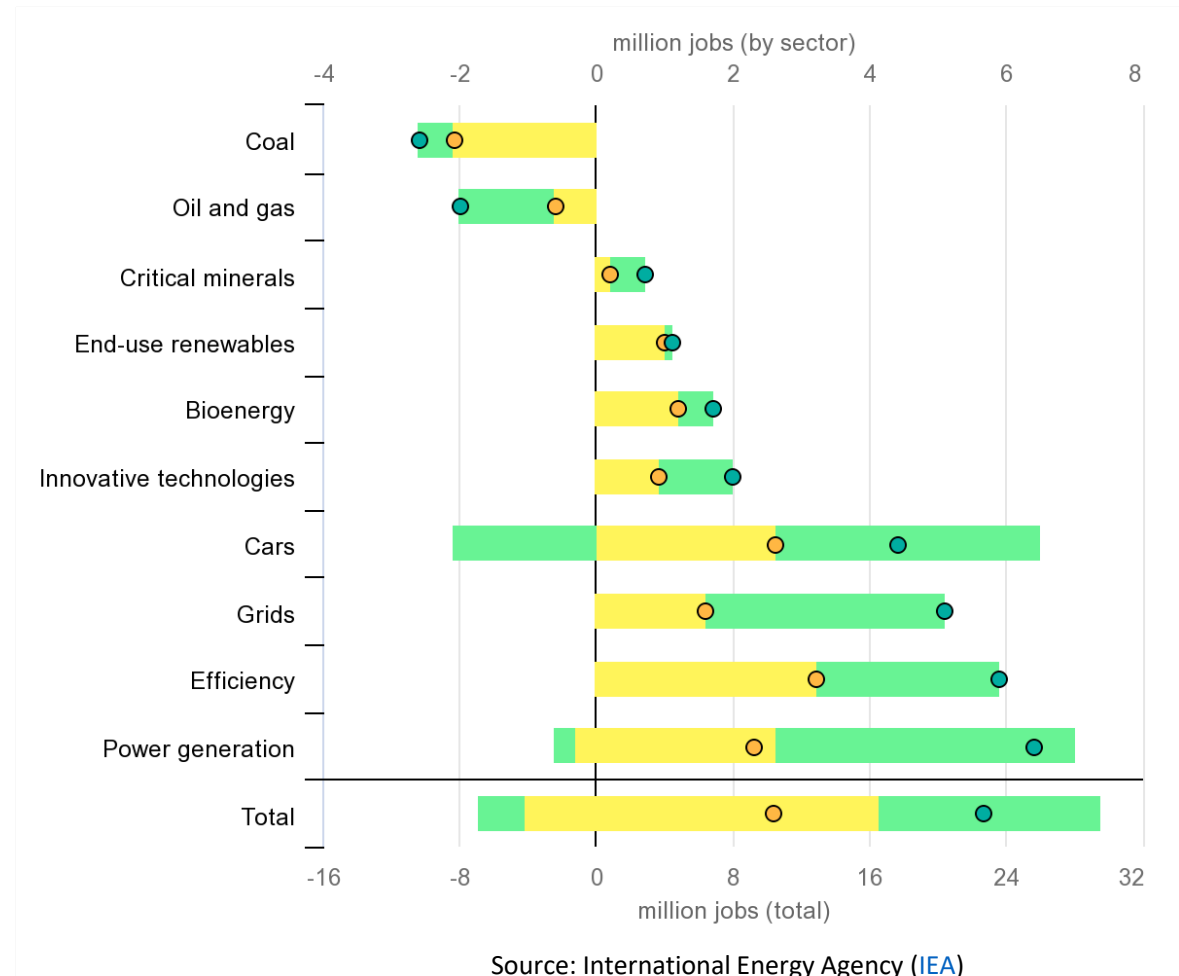
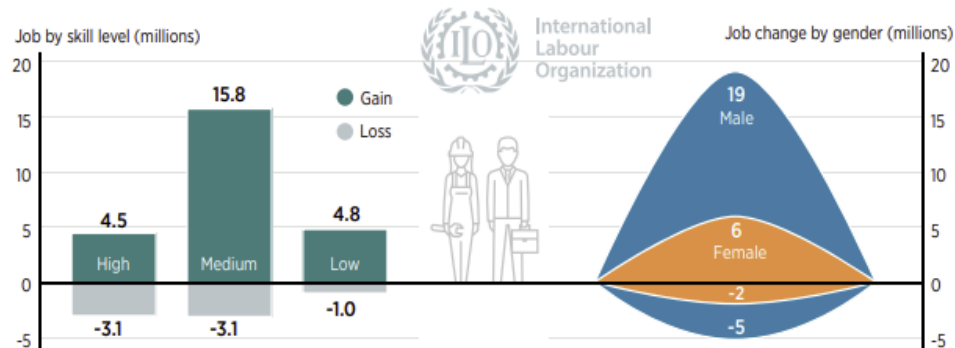
United States

Largest biofuels producer

838 000 jobs



Jobs created and destroyed in an energy sustainability scenario to 2030:



Source: International Energy Agency (IEA)

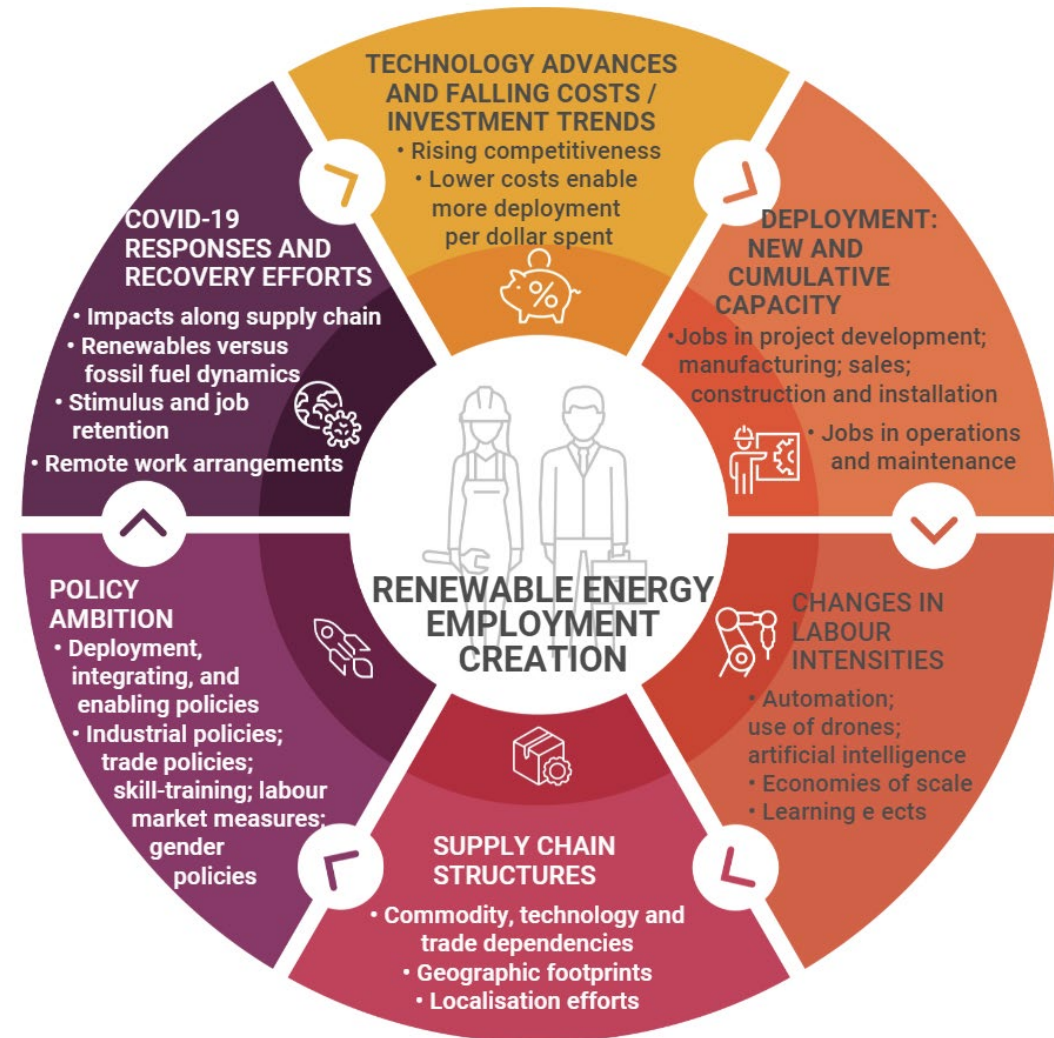
Source: ILO, 2019a

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Energy Transition - Opportunities

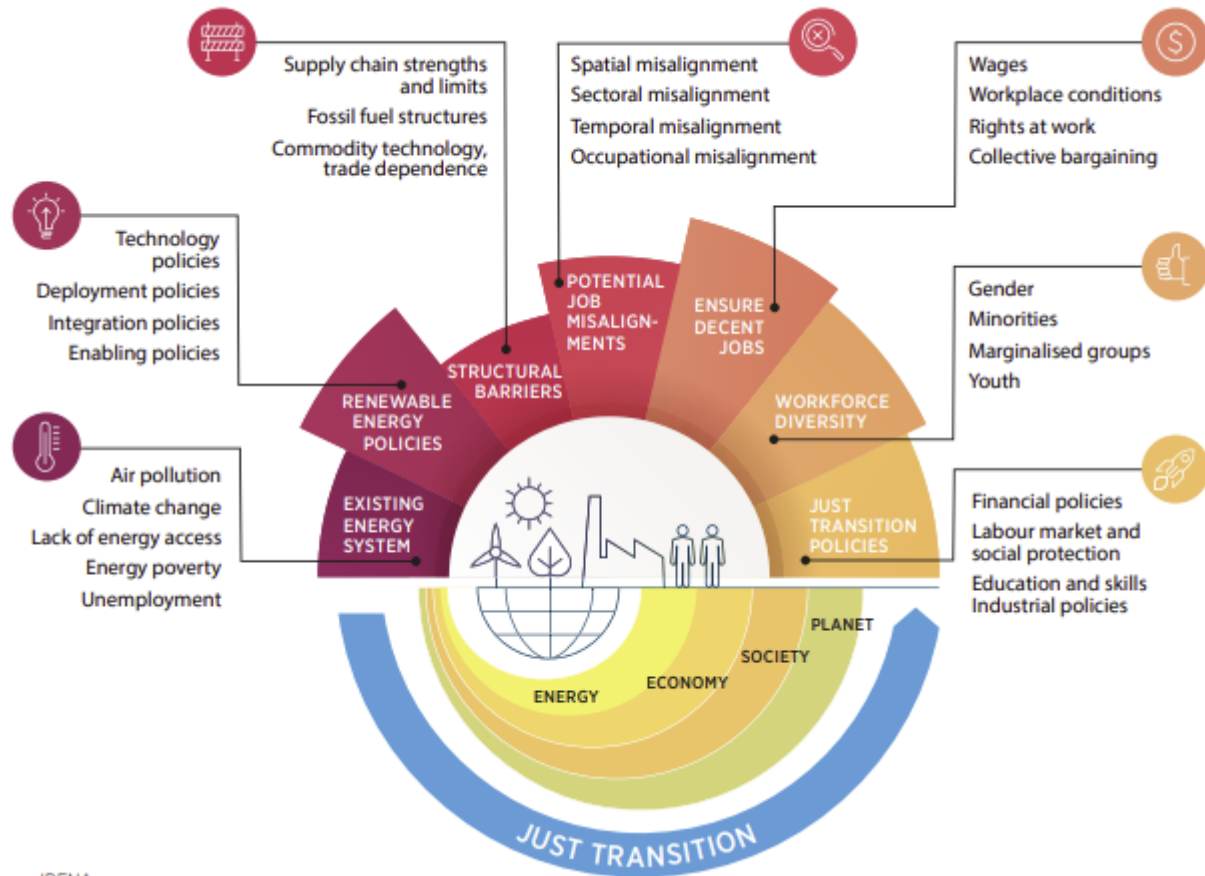
Key Factors Affecting the Speed of Energy Transition:

1. Public Policy
2. Technology Development
3. Consumer Demand

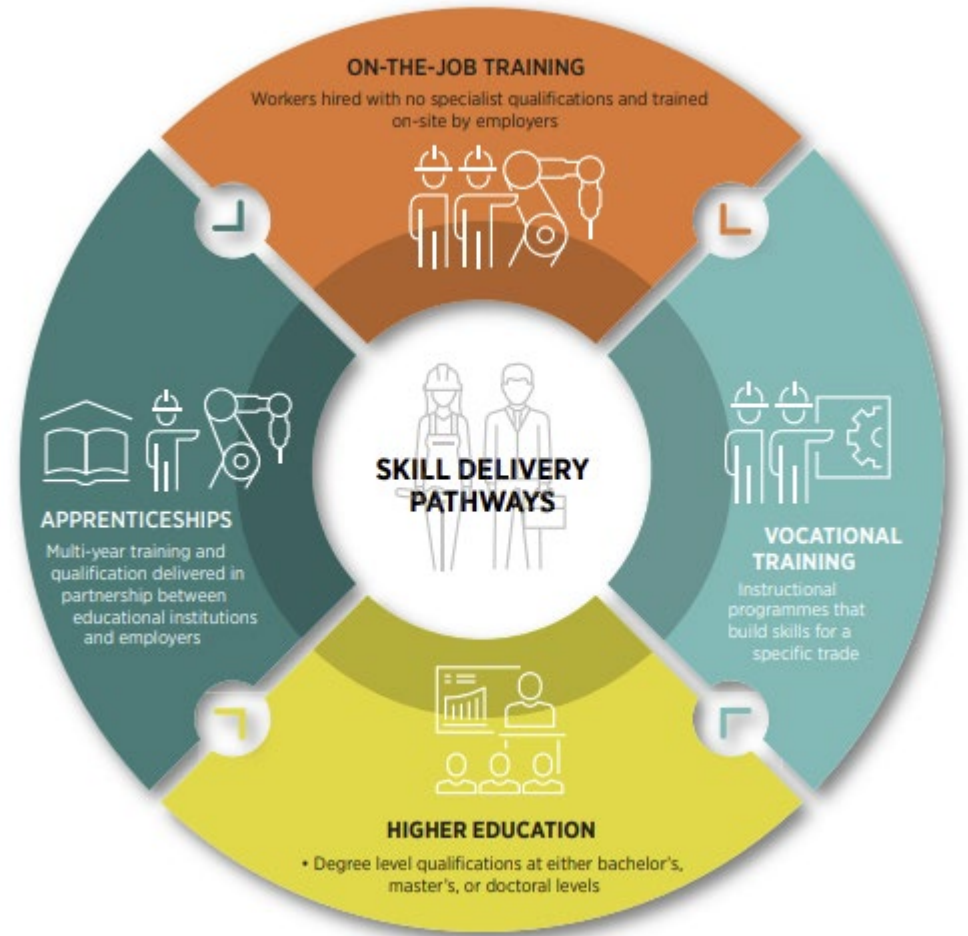


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Energy Transition - Opportunities



Source: IRENA.



Source: International Renewable Energy Agency ([IRENA](https://www.irena.org/))

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Network to Find Work!



Why Network?

1. Get your name out there
2. Get in early
3. Assess the market
4. Essential for switching careers
5. Could decrease time between jobs
6. Recruitment processes prefer referrals from own employees

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Network to Find Work!



How to Network for Jobs?

1. Be Proactive
2. Know where to go
3. Develop a strategy, prepare and tell stories
4. Be a good, genuinely curious listener
5. Mind body language
6. Give as much as you get
7. Let conversations flow naturally
8. Join professional organizations
9. Volunteer
10. Team up
11. Join/start a job club
12. Use social media (e.g., LinkedIn)

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Network to Find Work!



How to Sustain a Network?

1. Write thank you notes/messages
2. Close the loop on conversations
3. Be patient
4. Share important updates periodically
5. Seek and remain open for feedback
6. Selectively act on feedback

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Resume Writing



1. Resume is your brief advertisement, not a comprehensive record of every achievement – brevity is your friend
2. Research position through network and job description, write fit for purpose
3. Include relevant experiences and quantify impact of your actions
4. Make it friendly to Automated Resume Screening Software (ATS)
5. Prepare separate version for human eyes
6. Iterate: get multiple cold eye reviews, evaluate suggestions and continuously tweak as you see fit

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Interview



1. Prepare, prepare, prepare
2. Research job, company, interviewer
3. Leverage your network, ask questions
4. Lean on recruiter shepherding you through the process
5. Test alignment in your and company values
6. Situation, Task, Action, Results (STAR)
7. Be confident, succinct, clear, and quantify
8. Practice mock interviews
9. Appear for several real interviews
10. Ask clarifying questions to interviewer
11. Ask questions about work in role, culture, etc., to assess company

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Offer Selection



1. Compare elements of job offer (company, culture, pay, benefits, etc.) with your stated priorities
2. Benchmark using online tools (glassdoor.com, salary.com, levels.fyi, etc.) and leverage your network
3. Leverage rapport built with recruiter and negotiate as necessary
4. Select offer that aligns with your priorities, meets your expectations

Congratulations on your new job!