

# Trydan Gwyrdd Cymru

## Candidate Information Pack

Engineering Lead  
Hybrid / Full-time

2 April 2024

Reference: TGCPE



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# Welcome from Welsh Government

Dear Applicant,

Thank you for expressing an interest in applying for this position with Trydan Gwyrdd Cymru. In October 2022 we announced that Wales would establish a publicly owned renewable energy developer. This is a long-term sustainable investment funded by Welsh Government that intends to put net zero and the communities of Wales at the heart of the transition required to address the adverse effects of climate change.



We aim to have more than one gigawatt of locally owned, locally generated clean energy by 2040. The new state-owned energy developer will scale up the rollout of renewable energy projects across the Welsh public estate, principally through onshore wind and solar PV technologies. We have a genuine opportunity here to produce an income that will be reinvested in improving people's lives in Wales as well as creating good quality, clean energy jobs. This new company will drive a new approach to delivering benefits from renewables that really make a difference to communities. The current cost of living crisis underlines the importance of energy in our society and involving people in developing different models of benefit sharing will be crucial to the company's success.

As a newly created company, we are now seeking to expand our team by recruiting a renewable energies engineering lead to fulfil the role of our in-house expert on all engineering matters. Working with a small team of project managers and technical coordinators the post-holder will deliver a pipeline of renewable energy onshore wind projects located across the Welsh Government Woodland Estate. You will use your engineering expertise to develop and design wind farm civil and electrical infrastructure, helping to identify project risks, and recommending engineering solutions. This is an excellent opportunity for someone who is looking for a new challenge to be part of something right from the start to create a more sustainable future for all. If you feel you have the relevant qualifications and experience we would be extremely interested to hear from you. Further details of the role and the requirements of the post can be found in this candidate information pack. I hope you find it useful and that you will be inspired to seek to join us.

A handwritten signature in black ink, appearing to read 'R. Evans'.

Richard Evans  
**Chief Executive Officer**

# About us

## Background

Welsh Government's publicly owned renewable energy developer, Trydan Gwyrdd Cymru will deliver its strategic objective to accelerate the development of renewable energies on the Welsh Public Estate.

The overarching strategic objective for the company is to realise the ambitions of the Welsh Government by delivering one gigawatt of new locally owned renewable energy by 2040. This will be achieved by moving from the current delivery model, where public land is leased to commercial developers, to a model where Welsh Government takes a lead role in developing a portfolio of projects on the public estate. This will ensure the financial value of these projects is retained in Wales and their outputs, both directly and indirectly, contribute to delivering wider economic, social and environmental benefits for the people of Wales.

## Our aim

Our ambition is for Wales to be a globally responsible nation<sup>1</sup>.

*“Our vision is for Wales to generate renewable energy to at least fully meet our energy needs and use surplus generation to tackle the nature and climate emergencies. We will accelerate actions to reduce energy demand and maximise local ownership retaining economic and social benefits in Wales”.*

## Current position

Transitional arrangements are in place to formally establish the company which has an expected launch date of 1<sup>st</sup> April 2024. An initial management team was formed in November 2021 with representatives from Welsh Government, Local Partnerships, Carbon Trust and the Energy Saving Trust. Last year we embarked on a series of recruitment campaigns which saw us successfully appoint our new CEO, Richard Evans and our Chairman, Llyr Roberts. We are also pleased to have been able to secure appointments to several other key roles including Development Director, Head of Public Involvement and a team of Project Managers.

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<sup>1</sup> [Renewable Energy Deep Dive 8<sup>th</sup> December 2021](#)

Key areas of work have focused on defining the ways of working, carrying out early feasibility work on pilot projects, planning resources for the review of the Welsh public estate and developing a procurement strategy.

An [Interim Board](#) was established in January 2022 which includes membership from Welsh Government Treasury, Climate Change and Rural Affairs, Finance, Local Government, Natural Resources Wales (NRW) and non-executive directors from the community energy and commercial energy development sectors.

We expect to transition to the permanent Board by the end of March 2024.

## Location

The company will operate using a hybrid model where staff will spend a proportion of their time working from home. Meetings and other joint activities will be hosted from time to time by Welsh Government at various office locations across Wales. The Company's Head Office will operate out of Merthyr Tydfil. The role holder will need to be flexible as the job will require travel from time to time within the country.

## Further information on Trydan Gwyrdd Cymru

Further information can be found on Welsh Government / Llywodraeth Cymru: [gov.wales/environment and climate change/low carbon energy/locally owned renewable energy](http://gov.wales/environment-and-climate-change/low-carbon-energy/locally-owned-renewable-energy).



# About the role

## Job purpose

As Engineering Lead you will be responsible for reviewing, inputting and approving infrastructure designs for projects within the portfolio. You will have design responsibility for several projects, located across Wales, and these may be in different stages of their life cycle, from feasibility to construction.

## Organisational Context

The role will report to the Development Director and will work closely with a small team of Project Managers and Project Technical Co-ordinator colleagues in delivering a pipeline of renewable energy projects. The portfolio of onshore wind energy projects is located on the Welsh Government Woodland Estate. You will be expected to work closely with Project Managers and Engineers from Natural Resources Wales (NRW) to ensure that projects comply with the overarching design principles for integrating wind farms into the Woodland Estate. You will work closely with our contracted environmental and technical partners and the land management arm of Natural resources NRW in delivering buildable and profitable projects.

## Key Accountabilities

Your overall responsibility is to provide engineering expertise and to scrutinise/approve engineering feasibility assessments and designs for wind farm civil and electrical infrastructure. There will be a strong civil engineering bias to the role, but you will also need to have an understanding of the electrical and grid aspects and the interfaces between these elements in the overall project design.

### Your key tasks and responsibilities:

- ❖ Work as part of a multi-disciplinary team of specialists supporting all stages of onshore wind farm development.
- ❖ Manage the engineering input into the Project Description, Preliminary Front-End Engineering Design (Pre-FEED), permits and statutory consents during the project development phase.

- ❖ Responsibility for definition, optimisation and integration of the project design with due regard to the project commercial drivers, schedule and budget. Technical sign off of critical project design and concepts.
- ❖ Promote a consistent and inherently safe design and ensure that design safety risks are demonstrably As Low As Reasonably Practical (ALARP). Ensure any civils design work aligns with CDM Regulations and Trydan Gwyrdd Cymru policies.
- ❖ Input to negotiation strategy with chosen suppliers, creation of necessary pre-bid tender documents and its offers, approval of engineering documents and invitation to tender technical specifications.
- ❖ Under delegated authority of the project lead, supporting development of project schedule technical risk evaluation and mitigation and oversight of technical LCOE and innovation measures.
- ❖ Support collation of relevant cost inputs for technical elements of the project (e.g. DEVEX, CAPEX and OPEX).
- ❖ Management of external resources needed to carry out project engineering work, ensuring that safety in design is appropriately accounted for in the civils designs and that quality requirements are met.
- ❖ Following industry best practice, standards and codes and keeping you knowledge of these up to date with continuous professional development.
- ❖ Visiting project sites and carrying out site walkovers to gain information.
- ❖ Supporting the Procurement and Contracts Manager in procuring surveys and geotechnical and electrical site investigation works.
- ❖ Fulfilling the role of Client under the Construction Design Management Regulations 2015 and working closely with the external principal designer as part of the EIA team (appropriate training will be provided, if required).
- ❖ Support with technical input to landowner negotiations.
- ❖ Work closely across all interfaces with; internal stakeholders, external design houses, and contractors to produce cost-effective and value-added solutions.
- ❖ Ensure that all lessons learned from the completed works are incorporated into future projects.

## Person specification

### Essential skills and experience:

- ❖ Relevant experience at a similar seniority level in development and construction of large infrastructure projects.
- ❖ Strong track record in successful engineering construction management and good knowledge of all onshore wind farm package areas and their interdependencies.
- ❖ Educated to degree level in civil or structural engineering or equivalent experience.
- ❖ Strong appreciation for CDM Regulations, safe systems of work and environmental requirements.
- ❖ Excellent communication and negotiation skills, able to communicate effectively within a team.
- ❖ Strong coordination and leadership skills; highly motivated; confident and resourceful.
- ❖ The drive and motivation to meet the time, cost and quality targets.
- ❖ Willingness to travel within the UK, particularly across Wales.

### Desirable skills and experience:

- ❖ Chartered member of a professional engineering body.
- ❖ Deep understanding of onshore civil design across the entire project lifecycle from pre-FEED to detailed design.
- ❖ Ability to carry out/participate in risk management and optioneering to obtain the most favourable outcomes/solutions.
- ❖ Experience of working with Natural Resource Wales (NRW) and other public sector bodies.
- ❖ Design Manual for Roads and Bridges.
- ❖ Geotechnical and structural design principles.
- ❖ Terrestrial and airborne surveying techniques.
- ❖ Ability to speak Welsh or a willingness to learn would be desirable.



## Terms and conditions of appointment

- ❖ Salary: Competitive
- ❖ Job Type: Permanent
- ❖ Hours per week: Full time – 37 hours per week
- ❖ Annual Leave: 28 days raising to 29 days after two years' service and 30 days after three years' service
- ❖ Public Holidays: 8 days per annum

## Other benefits

Defined contribution pension scheme  
Flexible working

## Indicative timeline

Applications must be submitted no later than noon on 2 April 2024. Those applicants selected to attend for interview should hear via email by 8 April 2024. Any applications received after the above closing will not be considered.

## How to apply

To apply for this position, please provide the following:

1. A comprehensive CV setting out your career history with key responsibilities and achievements and details of your current remuneration package.
2. A supporting statement in the form of a covering letter of no more than two sides of A4, explaining how you believe your skills and experience match the key responsibilities and person specification requirements for the role. Please note that the covering letter is an important part of your application.
3. Details of two professional referees together with a brief statement of their capacity and over what period of time they have known you, one of whom is expected to be your current or last employer. Referees will not be contacted without your prior consent.
4. A completed diversity monitoring form.
5. Clearly state in your covering letter should you be shortlisted, whether you wish your interview to be conducted through the medium of Welsh or English.

On finalising your application, preferably in MS Word format, please forward to the following email address: [YmatebionYnni-EnergyResponses@gov.wales](mailto:YmatebionYnni-EnergyResponses@gov.wales)

## Further information about this role

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, please email [YmatebionYnni-EnergyResponses@gov.wales](mailto:YmatebionYnni-EnergyResponses@gov.wales) to request a call and we will be pleased to get back to you. We will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

## Equality and diversity

We are committed to creating an inclusive working environment for everyone. We especially encourage applications from all underrepresented groups. We do not discriminate on the basis of age, race, religion, colour, national origin, gender, marital status (including equal, same sex marriage or civil partnership), sexual orientation, or disability.

If you have an impairment or disability and need to discuss reasonable adjustments for any part of this recruitment process, or wish to discuss how we will support you if you were to be successful, please email [YmatebionYnni-EnergyResponses@gov.wales](mailto:YmatebionYnni-EnergyResponses@gov.wales) as soon as possible and a member of our team will contact you to discuss your requirements and address any questions you may have.

## Welsh language

Wales is a bilingual country, with both Welsh and English used routinely in our daily lives and workplaces. The Welsh language has official status in Wales. There are measures in place to ensure it is treated no less favourably than English.

Applications for any post can be submitted in either Welsh or English. Those applicants submitting their applications in Welsh will be assessed on an equal basis with applications submitted in English. You can also request an interview through the medium of Welsh. If you would like your interview to be conducted in Welsh, please include your request in your covering letter.

## Data consent

We will process the data you provide to us in applying for this role as necessary for the performance of this task, which is carried out in the public interest. We will also share the data with any third-party data processors engaged on our behalf to deliver the recruitment service. More information is available here: [Gov.wales/welsh-government-privacy-notice](https://gov.wales/welsh-government-privacy-notice)

# Diversity monitoring form

Trydan Gwyrdd Cymru is committed to valuing equality and diversity for our workforce. To ensure these objectives are fully met, it is essential that we monitor our recruitment and selection procedures. Therefore, we would like you to complete the attached questionnaire.

## Purpose and Benefits

We need to find out whether our policy is working in practice and ensure there is no discrimination in the way that we appoint and promote staff. The purpose of monitoring is to identify trends that indicate problems, so that we can remedy them in order to provide a fairer and more effective appointments process for all applicants.

## What happens to the information I supply?

- Any information provided will be treated in **strict confidence** and will not affect your application in any way.
- The data will be used to produce statistical reports. These comprise a series of anonymous figures, by which we can monitor our applicant numbers and the outcomes of our recruitment and selection processes.
- Only those monitoring job advertising will have access to the data. The information collated will be used entirely anonymously, but names are included on forms to enable cross-checking between the forms and the paperwork to be undertaken by our recruitment professionals.
- Staff involved in sifting and interviewing for the post will **not** see your questionnaire.
- The information collated will not lead to a quota system nor be used against any particular group.

## Helping us to help you

Your co-operation is much appreciated; please help us to improve equal opportunities. We strongly encourage **all** applicants to complete, save separately and return the attached questionnaire together with the other sections of your application documentation.

We thank you for your co-operation.