



Safety first ...

HEADHUNTING CASE:

Renewables – Offshore Wind

POSITION:

As HSEQ Director your overall task is to ensure an effective integration of EHS in the business and assure the organisation's EHS policy, standards and procedures are fully implemented across functions on a global basis, at the same time ensuring compliance with local EHS legislation. It will thus be required both to coordinate own team efforts and to coordinate and ensure agreement from business managers to ensure policy and standards are being implemented. You will develop the new strategy for HSEQ and implement ownership culture among all employees leading to improvements in culture and behaviour.

CANDIDATE:

The right candidate has several years of international experience with EHS, preferable in Offshore, Wind, Oil/Gas or from larger industrial companies. You must possess strong communication skills and be able to obtain buy-in from business managers and discuss with top management as well as with site teams. You are a self-starter and approaches work in a structured manner, are able to navigate in a matrix organisation and have considerable technical flair and understanding. You can lead and support highly skilled specialists working globally without unduly interference with their responsibilities. 60 days of travelling per year are to be expected.

PROCESS:

Week 1

Profiling
Contacted: 16 Candidates
Telephone Interview done: 5 Candidates

Week 2 - 3

Search
Contacted: 33 Candidates
Telephone Interview done: 9 Candidates
Personal interview done/scheduled: 4 Candidates

Week 4 - 5

Assessment, tests and references
Contacted: 35 Candidates
Telephone Interview done: 24 Candidates
Personal interview done/scheduled: 8 Candidates

Week 6 - 7

Presentation of 4 candidates.

Week 8

Closure
Second presentation including case project from 2 candidates
Contract signed and Onboarding initiated for the first 100 days.

For further insight and references please contact **Birn + Partners**