

**Energy & Power Overview**

Our Energy & Power Desk delivers tailored recruitment and staffing solutions to companies in the **Power, Oil & Gas** sectors. Operating both in the UK and globally, we have gained an in-depth industry knowledge and expertise, and our clients are supported by consultants who understand the risks and opportunities facing companies in this sector.

The economic and business environment for Power is still uncertain going in to 2006, with Kyoto continuing to impact Power Plant investment in Europe. Whether CCGTs will in fact replace Coal-Fired Stations (given the risk of dependence on gas while potential unstable countries control the bulk of the supply) does seem clear. However deregulation and competition are here to stay and as the big three European Power Generators look to use cash piles and Iberia awaits a merger to create a fourth major player, companies need to acquire talent and recruit individuals that will ensure their competitive advantage, not rely on temporary boundaries and market inefficiencies.

Today's energy companies face widespread issues with the surge in oil prices. Increased demand from the US, Asia and market problems in markets like Saudi, Iraq, Nigeria and Venezuela mean prices are likely to remain high. It is vital to meet the challenges to build shareholder value. Continued industry consolidation and business globalisation will require companies to be proactive in taking advantage of new market opportunities. Acquiring the right talent will be the driving force behind this.

We have a strong track record in partnering with global energy and utility companies and in attracting key talent to meet organisational needs. We combine global reach and a strong database, with an in-depth industry network to deliver rapid solutions. Language capabilities and cultural awareness help us leverage our pan-regional network allowing rapid coverage on cross-border projects. Our mission is to build deep and committed client relationships, and we recognize we are as linked to our clients' success as much our own completion record.

**Sector Coverage**

**Gas & Power:** Utilities; IPPs; Energy Merchants (trading/marketing); Natural Gas logistics & Supply Chain; Power Transmission & Distribution.

**Refining, Petrochemical & Retail:** Refining and marketing; Retail petroleum products marketing; Chemicals; Petrochemicals.

**Upstream Energy & Related Support:** Exploration for and production of natural gas, oil, and/or minerals, petroleum equipment and contract/engineering services.

**Market Reviews & HR Services:** Strategic market & salary reviews, EMEA Regional Comp & Bens advice to the energy & power industry.

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**Key Industries**

Plant Manufacturing & Engineering

Oil, Gas & Power Generation

Transmission & Distribution

Energy & Power Trading and Services

Energy & Power Contract and Support Services, Maintenance & Operations

**Key Functions**

General Manager/MD

HR, Organisational Development

Supply Chain, T&D Management

Finance & Controlling

Sales, Commercial & Trading

Operations & Construction

**Key Geographies**

C. Europe, Russia & CIS

Middle East, Africa

Other EMEA Emerging Markets

Germany, France, Nordics

**Testimonial**

*Due to my previous good experience with Farn Williams in Emerging Markets, I approach them first to come up with a very tight and qualified short list of international candidates within a short period of time. Given the specialist and close knit nature of the Power industry searches have to be conducted with the utmost discretion but also speed. Farn Williams find a high quality group of candidates within the required timeframe and provide a thorough interview and reference checking process. I am very happy with the hires we have made and with the service provided by Farn Williams.*

*Regional Vice President, Power Generation, AES Corporation*

*Additional Referee;*

*John McLaren*

*Vice President Operations, Europe & Africa*

**Contacts**

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