

31/10/25

AREG
Newsletter
October Edition

Photo Credit: Bob Taylor

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“Dear Member,



We’ve had a vibrant and successful few months across the AREG networks, delivering a series of high-impact events that brought members, partners, and industry leaders together to collaborate, share insights, and celebrate innovation across the energy sector.

A particular highlight was the success of our second SME Technology Showcase, which once again demonstrated the strength and creativity of the Scottish supply chain.

We extend a sincere thank you to all speakers who shared their innovative technologies and solutions, to Scottish Enterprise as Platinum Sponsor, event partners Veunex and Elementz, lanyard sponsor Stronachs LLP, and all exhibitors and attendees who helped make the event such a success.

We were equally delighted to deliver other impactful events across our networks, including our Communications Network event, sponsored by Mearns & Gill and OEUK, and an inspiring behind-the-scenes tour for our Young Professionals Network hosted by Fugro. These activities have provided valuable opportunities for engagement, learning, and collaboration across our growing membership community.

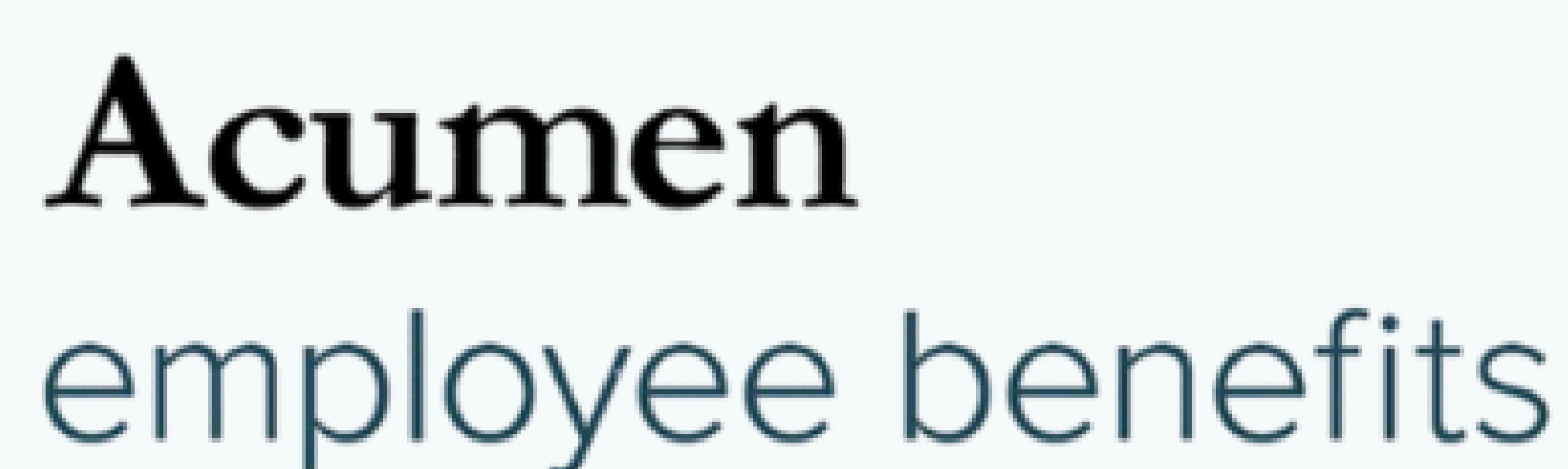
AREG also continues to play an active role in representing members’ interests on national energy issues. We recently supported the OEUK open letter to the UK Government, alongside more than 100 organisations, urging the creation of a competitive, permanent tax framework to replace the temporary Energy Profits Levy (EPL).

We’re pleased to share a few staff and board updates. Cameron Taylor has joined the team as Member Relations Executive, further strengthening our member engagement and communications capacity. We’re delighted to also welcome Philip Imperiale and Graham Cowperthwaite to the AREG Board, bringing a wealth of industry experience and insight to help guide our continued growth and impact.

Scotland’s energy landscape continues to evolve at pace, and I believe AREG is well positioned to continue to play a role in shaping its future. Our focus remains on engaging with our members, strengthening collaboration across the sector, and championing the innovation that keeps the North-East and Scotland at the forefront of the global energy transition. The year ahead holds great opportunity, and I’m excited for what we will achieve together as we continue to grow, adapt, and deliver lasting impact for our members and our region.”

Jean S Morrison MBE

AREG Chairperson, October 2025



Offer informal 1:1 chats with a Financial Planner

In today's financial climate, employees may be feeling uncertain about what market changes, tax updates, or pension reforms mean for them. That's why we're offering an opportunity for your team to speak one-to-one with a Financial Planner — at no cost to your business.

Topics Employees Might Cover:

- **Market conditions & investments**
- **Retirement or pension queries**
- **Tax updates & planning guidance**
- **General financial priorities**
- **A second opinion on existing advice**

➡ What's Included?

- 30-minute 1:1 sessions
- In-person or virtual format
- Led by the employee
- Confidential, relaxed, and tailored

➔ Why offer this to your team?

- **Boosts employee wellbeing**
- **Encourages financial confidence**
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AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

As a member led organisation, AREG has had a busy and impactful quarter amplifying member voices, growing partnerships and leading conversations that shape the future of our energy ecosystem.

What AREG Has Been Up To

AREG Quarterly Update: Driving Growth and Collaboration Across the Renewable Energy Sector

It's been another busy and productive few months for AREG, with activity across events, member engagement, and industry representation continuing to grow.

As we look ahead at what's next, AREG remains focused on delivering value for members, fostering connections, and championing opportunities across the renewable energy industry, driving forward Scotland's journey to net zero.

AREG Board Update

We are pleased to welcome Philip Imperiale and Graham Cowperthwaite to the Board of Directors.

Philip brings extensive global energy experience, most recently leading integrated production optimisation at Shell. His strategic insight and commitment to innovation will support AREG's vision for a collaborative and sustainable energy future.

Graham Cowperthwaite, COO at Global Energy Service Holding, adds over five decades of expertise across engineering, fabrication, and renewables. His leadership and deep understanding of the supply chain will be invaluable in driving AREG's mission and supporting Scotland's energy transition.

Together, they bring valuable insight, leadership, and technical expertise that will further strengthen AREG's mission to connect the supply chain and drive Scotland's transition to a sustainable energy future.



AREG Team Update



AREG is delighted to welcome Cameron Taylor to the team as Member Relations Executive.

Cameron brings four years of marketing and communications experience, underpinned by an MSc in Digital Marketing from Robert Gordon University.

In his new role, Cameron will play a key part in supporting AREG members, helping to strengthen relationships across the network, and driving marketing campaigns that showcase the innovation and capability within our supply chain.

AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

Member Events

This quarter has been a busy and rewarding period for AREG, marked by a series of successful member events that fostered collaboration, innovation, and engagement across our networks. Each event provided valuable opportunities for members to connect, share insight, and contribute to Scotland's leadership in the global energy transition.

Positioning Aberdeen as a Leader in a Unified Energy Future

The Communications Network brought together professionals and industry leaders from across Aberdeen's energy sector, with headline support from **Mearns & Gill** and insights from **OEUK**, **Port of Aberdeen**, and Stephen Flynn MP, **SNP**. Speakers shared valuable perspectives on collaboration, storytelling, and strengthening Aberdeen's voice as an energy hub.

📺 Watch Mearns & Gill's highlights video capturing the key conversations of the day: [View Here](#)

AREG will continue to drive this mission forward, ensuring Scotland and the North-East remain leaders in the global energy transition.



Member Masterclass with COMET: Root Cause Learning - A Single Truth of HSE Performance

This Masterclass on Root Cause Learning explored how proactive, structured learning is key to preventing recurring issues. Their insights into Industry 4.0 and the latest tools helping high-risk sectors tackle repeat failures sparked valuable discussion in the room.

We were delighted to bring our members together for these important conversations. A big thank you to everyone who joined us, and to David Wilson for opening the session with an overview of the exciting projects at Energy Transition Zone Ltd and welcoming us to host the event at W-Zero 1

Connected Energy: Co-locating Storage and Renewable Projects

This webinar explored how Battery Energy Storage Systems (BESS) are becoming essential to the UK's Net Zero journey. As storage is increasingly co-located with renewable generation, discussions focused on the strategic, technical, and commercial benefits of these integrated solutions, enhancing grid resilience, maximising returns, and unlocking new value across the energy landscape.

The session featured insights from Neil Carmichael (Pacific Green) on large-scale storage and solar integration, and Andrea Caio (Mocean Energy) on offshore wave energy innovation.



Supply Chain & Innovation Network

Connected Energy: Co-locating Storage and Renewable Projects



AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

The Future of Offshore Operations: Inside Fugro

Our Young Professionals Network had an exciting behind-the-scenes tour of Fugro, welcoming 20 participants across two sessions.

Attendees explored Fugro's innovative facilities and discovered how remote operations, uncrewed vessels, ROVs, and advanced monitoring systems are driving autonomous offshore energy operations. The tour offered a unique opportunity to learn directly from industry experts, network with peers, and gain firsthand insight into the technologies shaping the future of offshore energy.

A big thank you to Fugro for hosting an inspiring and informative day that brought innovation to life for the next generation of energy professionals.



SME Technology Showcase

The second annual AREG SME Technology Showcase took place on Tuesday 30 September at the Sandman Hotel in Aberdeen, bringing together supply chain innovators, industry professionals, partners, and stakeholders to explore the technologies driving the future of renewable energy.

The event delivered a dynamic programme of industry-focused sessions, rapid-fire Tech Byte presentations, and an engaging exhibition featuring cutting-edge solutions in AI and digital technology, subsea innovation, data engineering, and offshore wind.

Panels were chaired by leading industry figures including **Karen O'Hanlon** (Opportunity North East), **Suzanne O'Hare** (Scottish Enterprise), **Jodie Mewse** (Fugro), **Isla Robb** (ETZ Ltd), and AREG Non-Executive Director, **Philip Imperiale**, each highlighting the critical role SMEs play in enabling and advancing the energy transition.

Scottish Enterprise supported the event as Platinum Sponsor, reaffirming its commitment to innovation and strengthening the energy supply chain. Event partners **Elementz** and **Veunex**, along with Lanyard Sponsor **Stronachs LLP** and Event Supporter **Opportunity North East (ONE)**, all played important roles in the success of the day.

The showcase once again demonstrated the strength, creativity, and ambition of the Scottish supply chain, reinforcing AREG's mission to support the energy transition through initiatives that promote knowledge sharing, collaboration, and industry growth.



Interested in getting involved in upcoming AREG events and exploring sponsorship opportunities? Contact sarah.wells@aberdeenrenewables.com

AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

Representing Our Members Across the Sector

From major conferences to networking events, AREG has been on the ground to advocate for our members and engage in future-shaping discussions.

This quarter we:

- Attended the Scottish Renewables Green Energy Supply Chain Awards as Event Supporters and were delighted to witness some of our members take home well-deserved awards.
- Attended an insightful Energy Transition Zone Ltd workshop on 'Powering Global Growth in Offshore Wind Opportunities'.
- Attended OEUK Data & Digital Conference, which explored how data and digital innovation are transforming the offshore energy sector.
- Hosted a Delegation visit from the VISTA Programme, with representatives from Equinor, alongside University of Aberdeen, ORE Catapult, and ETZ Ltd.
- Hosted a delegation from Istanbul Technical University, during their visit across the UK to learn about hydrogen infrastructure and innovation. Alongside a consortium of partners, AREG presented the insights in the region's leadership in hydrogen development, technology, and transition initiatives.



Offshore Europe

Offshore Europe Week proved to be an exciting and productive few days for AREG, with the team actively engaging across conference sessions, networking events, and member activities. Highlights from the week included:



- Attending the **Aberdeen & Grampian Chamber of Commerce** Business Breakfast that kicked off the week, setting the stage for engaging discussions and opportunities to strengthen collaboration.
- AREG Board Director Allan MacAskill, joined by Richard Wakefield of **Kincardine Wind Partners**, presented in the Offshore Wind Theatre on Day 1: 'Offshore Wind in Action'.
- Attending the Holyrood Sources Live podcast "The Future of Energy" exploring Scotland's energy transition and the role of innovation in shaping policy and practice.
- Supporting AREG members hosting networking evenings throughout the week, including excellent events led by **Whittaker Engineering** and **Elementz**, fostering collaboration and new connections across the supply chain

AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

AREG Strategy Day

AREG brought together its Executive Team, Board of Directors, and Advisories to the Board for a dedicated Strategy Day, focused on shaping the organisation's priorities and objectives for the year ahead.

The day was expertly facilitated by Fiona Moir of Flotation Energy, whose insight and energy helped guide a series of productive conversations on AREG's strategic direction, member engagement, and industry impact.



As part of the session, we were delighted to welcome Dan Wright, Head of Supply Chain at Flotation Energy, who shared valuable perspectives on emerging supply chain opportunities and how AREG can best support its members to engage and benefit from them.

The Strategy Day provided an important opportunity to reflect on AREG's achievements to date, align on shared goals, and ensure we continue to champion our members and the wider renewable energy community in the months ahead.

Thank you to the Flotation Energy team for their generous hospitality and to everyone who contributed to such an inspiring and forward-looking day.

Fuelling the Future: Aberdeen as a Global Leader in Renewable Energy

AREG is proud to announce the completion of *"Fuelling the Future: Aberdeen as a Global Leader in Renewable Energy"*, a research project led by postgraduate student Bashir Mohammad in collaboration with AREG as part of his Master's studies. The project received an A grade for its depth of analysis and insight.

The study explored perceptions and priorities within the energy transition, revealing Aberdeen and the North-East's unique strengths, including world-leading offshore expertise, industrial capability, and opportunities in offshore wind, green hydrogen, and CCUS.

Findings point to the importance of accelerating project approvals, reskilling the existing workforce, strengthening infrastructure, and ensuring long-term policy stability to support the transition. However, it also highlights key challenges such as project uncertainty, supply chain fragility, and the social dimensions of the ongoing Energy Transition.

The research reinforces that Aberdeen's shift to renewables is not only technological, but also cultural and social, a transformation that must bring communities along.

[Read the full report here.](#)

Welcome to our new members!



AREG's Quarterly Update

Supporting Members. Driving the Energy Transition.

Coming Up Next

As we approach the close of 2025, AREG is gearing up for a dynamic season of events designed to energize our network, foster meaningful connections, and advance collaboration across the renewable energy landscape.

From expert-led webinars unpacking the latest innovations in offshore wind, green hydrogen, and policy, to networking evenings that spark new partnerships and cross-sector dialogue, each event is crafted to support knowledge exchange and community building.

Whether you're looking to stay informed on emerging trends, engage with industry leaders, or simply reconnect with peers, these events will offer valuable platforms to learn, collaborate, and contribute to shaping the future of the energy transition.

Stay tuned for full announcements coming soon! Keep an eye on our website and LinkedIn for updates on dates, speakers, and registration details.

[View our full roster of events here.](#)



25 NOVEMBER 2025

Doppler Dynamics - Aberdeen

📍 Village Hotel, Aberdeen, Scotland

Join Nortek in Aberdeen for Doppler Dynamics 2025, a full-day technical event dedicated to providing in-depth, **practical training on Doppler instruments** and their role in the marine and offshore environment.

Register here!



nortekgroup.com

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With an audience reach of 1,500+ our media sponsorship packages provide a valuable opportunity to spotlight your organisation and make key connections across the industry.

Quarterly Newsletter

Full or half-page advert featured in our quarterly newsletter

Shared with 1,500+ recipients (Industry Wide)

£150+VAT for a half page

£250+VAT for a full page



Hear from our members

A spotlight on some key updates from our members

Cammach announces second HR Forum in Aberdeen.



Following the success of its HR Forum in July, Cammach, a leading recruitment agency based in Aberdeen, has confirmed that it will host a second event at Fountainhall at the Cross, in Aberdeen on the 30th of October from 10:00 a.m. to 12:00 p.m. To help deliver this insightful gathering for HR professionals, Cammach has partnered with Stornachs LLP, an Aberdeen-based firm that has been providing legal advice for more than 150 years.

With the aim of providing immediate and practical benefits to those in attendance, the event will feature a session led by Stornachs on forthcoming changes to employment legislation, followed by a table workshop offering practical guidance.

David Chalmers, Partner and Head of Employment at Stornachs LLP, said: “With new employment legislation on the horizon, it’s important for HR professionals to feel confident about how upcoming changes may affect their organisations. We’re looking forward to sharing practical guidance at the next HR Forum and supporting the HR community as these changes take shape.”

The HR forum will provide a relaxed and friendly environment for connecting with peers. Attendees will have the opportunity to share experiences, strengthen their networks, and build a supportive community that extends beyond the event itself. Eilidh Taylor, Operations Director at Cammach, said: “After seeing how effective the last HR Forum was, we are delighted to announce our next event. For the team at Cammach, it’s about creating a space where the HR community can share best practices, grow their expertise, and support one another.

If you feel that this would be something you or one of your team members would benefit from attending, email recruitment@wearecammach.com for more information.

Buchan Offshore Wind submits onshore consent application

Buchan Offshore Wind has submitted an onshore planning application to Aberdeenshire Council for the onshore infrastructure required to connect their multi-billion pound energy project to the electricity grid.

Buchan Offshore Wind is the developer of a floating offshore wind farm 75 km northeast of Fraserburgh on the Aberdeenshire coast. With a capacity close to 1GW and a connection date of 2033, it is anticipated that its construction later this decade will spark significant investment in Scotland’s ports and bring long term jobs to Aberdeenshire and the Highlands.

The application provides detail of the proposed onshore electrical infrastructure which will connect this landmark offshore wind project to the existing transmission network at Peterhead substation. The works includes a cable landfall on the Aberdeenshire coast at Rattray Head and an underground cable route which will extend around 20 km south to the project substation on a site close to the existing Peterhead Substation – all of which is required to connect the major offshore energy project to the grid.

Commenting on the application, Project Director Clare Lavelle said:

“We are developing a world-leading floating offshore windfarm with the potential to be a cornerstone for large-scale manufacturing in Scotland, supporting thousands of new jobs, and driving progress towards the UK and Scotland’s offshore wind targets. The onshore connection is a vital component of the project and will enable us to export clean electricity sufficient to power around a million homes. The cables to our substation will all be underground and once installed, the land will be reinstated.

“We’ve carried out detailed assessments to identify and address environmental constraints when locating the landfall and cable routes, while also taking on board feedback from local communities. Over the past three years, the project team has hosted nine public events, engaging with residents across Aberdeenshire and the Buchan coast, as well as meeting with businesses and organisations across the region.

“These events have provided vital opportunities for local people to contribute to the project’s development, ensuring that the project can reflect regional priorities,” Lavelle says. It is estimated the project’s development would see more than £900 million invested in Scotland’s manufacturing sector and supply chain, with around 2,900 jobs in Scotland at the peak of construction and close to 300 ongoing jobs during operation.

The project has identified BW Ideol’s patented Damping Pool floating substructure as its preferred foundation option, with BW Ideol working actively to establish a manufacturing centre at the Ardersier Energy Transition Facility being developed at the former oil and gas fabrication yard on the Moray Firth.

The project also offers significant opportunity to the existing supply chain in the north-east of Scotland, including the region’s ports and harbours, which will play a key role in construction and a long-term role in the operation and maintenance of the project.

Earlier this year the Buchan project submitted its offshore consent application to Scottish Ministers.



Hear from our members

A spotlight on some key updates from our members

Fathom Group showcases breakthrough Digital Twin technology

Aberdeen-based Fathom Group has unveiled groundbreaking results from a recent benchmarking study of its advanced physics-based digital twin software, METHOD, presented at Core Conference 2025.

Developed by Fathom’s academic team, METHOD represents the next generation of digital tools for the offshore wind sector, powered by a novel frequency domain solver that enables efficient modelling and digital twin updating at unprecedented speed. In collaboration with leading academics, including Prof. Nigel Barltrop, the study compared METHOD’s performance against OpenFAST for a 5MW floating offshore wind turbine.

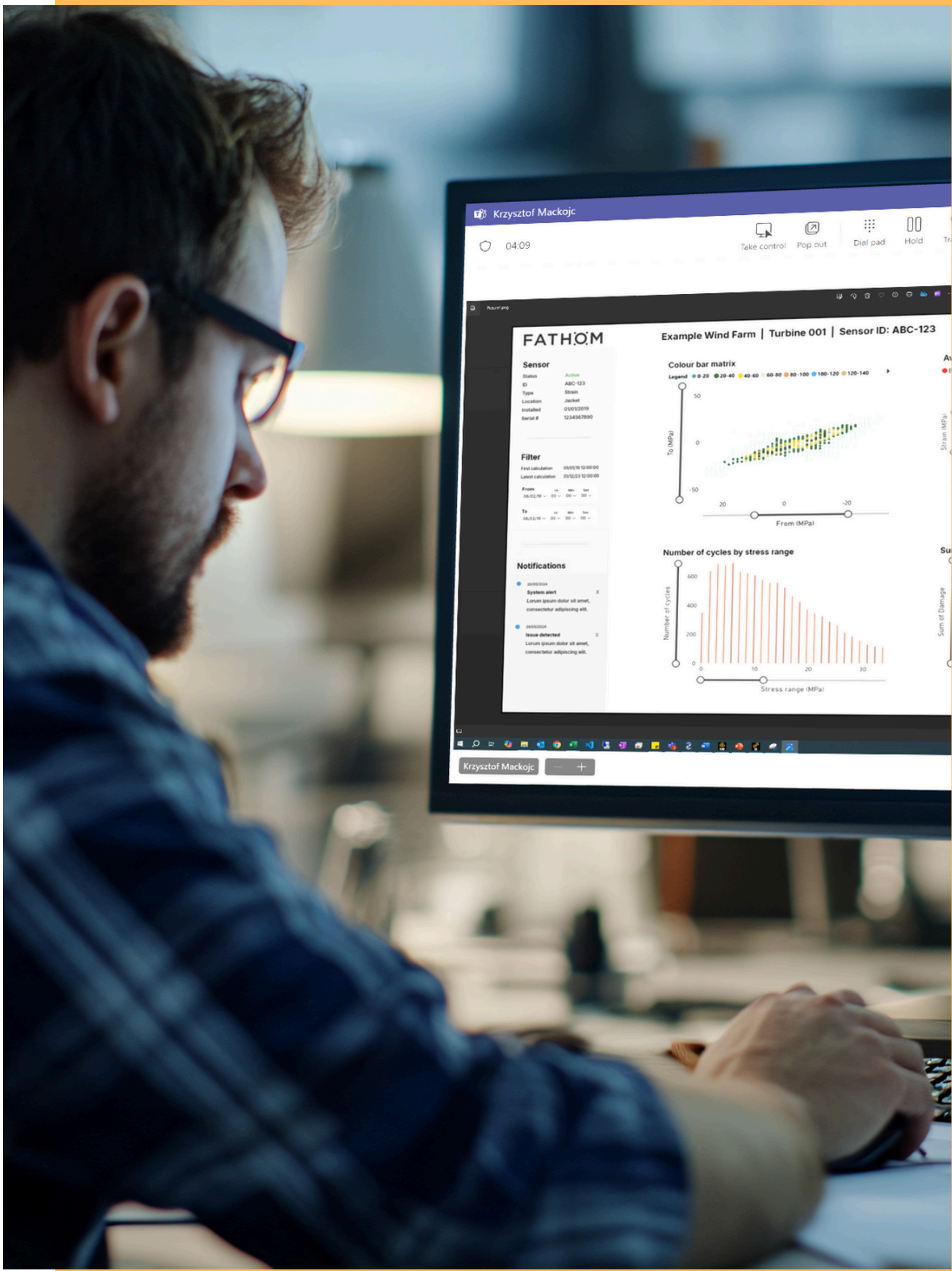
The results were striking: METHOD delivered results over 10,000 times faster while maintaining required accuracy. This breakthrough opens the door to near real-time digital twin updates, faster design exploration, and more informed engineering decisions, all critical to reducing cost and risk across offshore wind development.

“Speed, accuracy and clarity were key drivers in the development of METHOD” said Richard McGowan, Managing Director of Fathom Group. *“Without these we wouldn’t be able to deliver the trusted data-driven decisions that offshore wind needs to improve asset integrity and lower operational costs.”*

Fathom’s commitment to innovation extends beyond technology. At Opportunity North East’s Annual General Meeting, Richard McGowan and co-founder Krzysztof Mackojć took part in a panel discussion showcasing the North East Venture Mentoring Service (VMS), a powerful model developed at MIT that pairs founders with experienced mentors. Fathom joined the programme in early 2025 and has since gained invaluable guidance as the company scales.

Through pioneering technology and active collaboration within Scotland’s entrepreneurial ecosystem, Fathom Group continues to push boundaries, advancing digital twin performance and shaping the next generation of offshore renewable solutions.

Learn more about METHOD at fathom-group.com.



FATHOM

Global Energy Leaders Unite at Onboard Tracker’s 6th Annual Forum



The sixth annual OnboardXChange forum brought together over 80 global energy leaders at ONE Tech Hub on 2nd October for a full day focused on the future of digital crew management. The event featured a keynote from industry icon Sir Ian Wood, who urged energy companies to embrace digital transformation and praised Onboard Tracker™ as a pioneering example.

Attendees explored key workforce management challenges, including taxation, global mobility, skills transition, and market entry. Breakout sessions and client-led discussions helped shape the future roadmap of Onboard Tracker™, our SaaS platform now supporting over 150,000 personnel across 8,000+ sites in 110+ countries.

Managing Director Kevin Coll highlighted the importance of collaboration, noting that clients not only use Onboard Tracker™ but actively shape its evolution. *“Ten years ago, the North Sea ran on spreadsheets. We’ve come a long way, but there’s still work to do,”* he said. *“Events like OnboardXChange help us stay ahead as a united front.”*

Sir Ian Wood commended the agility of the energy supply chain and emphasised the need for UK companies to accelerate digital adoption. He noted that the 45,000 jobs supported by the oil and gas sector are evolving, with most rooted in the region’s world-class supply chain. He called digital technology firms like Onboard Tracker *“the backbone of the energy industry,”* driving growth in wind, hydrogen, and carbon capture while supporting jobs and economic value across Scotland and the UK.

He also reaffirmed the North-east of Scotland’s position as the UK’s fastest-growing digital tech sector and stressed the importance of investing in innovation and the next generation of energy professionals.

Clients including Boskalis, Subsea 7, Stena Drilling, Semco Maritime, Archer, SBM, Vento, and Massterly attended from around the world. For many, OnboardXChange is a key industry event, setting standards, sharing best practices, and shaping the future of crew management.

Kevin closed the forum by reaffirming our commitment to client partnership and safety: *“We’ll keep investing in our clients to transform crew management and, most importantly, help bring our energy workers home safely to their families.”*

Founded in 2012 by Solab IT Services, Onboard Tracker™ replaced paper and spreadsheets with a scalable digital platform. Today, it continues to lead the way in crew management innovation, evolving alongside our users and calling on the wider industry to invest in digital transformation to retain skills, attract STEM talent, and uphold the region’s global excellence.

Hear from our members

A spotlight on some key updates from our members

Thistle Occupational Health Opens New Clinic at RelyOn Training Centre in Dyce Aberdeen, UK

Thistle Occupational Health is proud to announce the official opening of its newest clinic located within the RelyOn Training Facility in Dyce. This expansion marks a significant milestone in the company's growth journey throughout 2025, with the clinic doubling Thistle OH's physical footprint and supporting the strategic addition of four new team members.

The new clinic enhances Thistle OH's presence in Dyce, offering clients convenient access to occupational health services on both sides of the airport campus. Patients now have the flexibility to attend appointments at either the original Thistle Road location or the newly established site at Foinavon Close.

Designed to streamline the experience for energy sector professionals, the clinic allows clients to combine their medical assessments and training into a single, coordinated visit. Standalone OH appointments can be booked directly through Thistle OH or via RelyOn for integrated services.

Since its soft launch earlier this year, the clinic has welcomed over 1,500 patients, with client feedback consistently highlighting positive experiences and high-quality care.

"We're delighted to expand our services in Dyce and continue supporting the health and wellbeing of the region's workforce," said Iain Donaldson, Operations Director at Thistle OH. "This new clinic reflects our commitment to accessibility, efficiency, and excellence in occupational health."

For more information on our services, please call 01224 900 968 or email bookings@thistleoh.com.



A spotlight on Canada and the MRC Conference – Halifax, 12th-14th November

Over the past few months, Canada's marine renewable energy industry has seen major progress. The federal and Nova Scotia governments have provided joint Strategic Direction for offshore wind to the Canada-Nova Scotia Offshore Energy Regulator (CNSOER) to design the call for bids process, including a call for information and prequalification. New funding for tidal energy is driving research and environmental monitoring in the Bay of Fundy, alongside a recent call for procurement to support new tidal projects.

The launch of the Major Projects Office, will allow for streamlined approvals to advance major projects, and Nova Scotia's Wind West has also been listed as a future major project under consideration, signalling a commitment to offshore wind development in Canada. At the same time, both Nova Scotia and British Columbia have tabled legislation that recognises marine renewables as a key part of their energy future.

With this level of activity across the country, the Marine Renewables Canada 2025 Conference & Exhibition will bring these threads together, highlighting progress, opportunities ahead, research, and lessons learned as Canada builds its industry. Through sessions led by industry experts, government representatives, and innovators, attendees will gain insight into how the sector is advancing, where the next opportunities lie, and what's needed to continue its growth.



The main program features two days of Industry sessions and concurrent Research and Technical tracks, covering everything from offshore wind transmission and tidal energy to Indigenous leadership and enabling policy. Attendees will gain a clear view of where Canada's marine renewable energy sector is headed and how to play a part in its growth.

This year also introduces an expanded members' pre-conference day on November 12, including the Oceans of Opportunities international networking program, which connects MRC members with international delegates, and Member Workshops, sessions developed by members, for members, offering deep dives into specialized topics that reflect the sector's evolving priorities.

The conference exhibition will once again serve as the hub of networking activity. All networking lunches will take place in the exhibition hall, and a dedicated B2B meeting room just off the floor will offer exhibitors unmatched visibility with hundreds of delegates, potential partners, and key decision-makers.

With new projects emerging and supportive policies and measures taking shape, this year's conference will be essential for staying informed and connected as Canada's marine renewable energy story enters its next phase.

AREG member Aberdeen International Associates is helping to coordinate the international participation at the event and further information is available from Neil McIntosh – Neil@aiascot.co.uk

Hear from our members

A spotlight on some key updates from our members

Atlas Professionals and NextWave Partners Unite as Atlas NextWave

Atlas Professionals and NextWave Partners proudly announce their new identity: Atlas NextWave. More than a new name and logo, this rebrand marks a powerful unification combining decades of expertise to shape the workforce driving the global energy transition. For over 40 years, Atlas Professionals has been a trusted partner in energy and marine recruitment. NextWave Partners, meanwhile, has earned a reputation as a fast-growing specialist in renewables and climate technology. Now, as Atlas NextWave, the company unites these strengths to support clients across the entire energy value chain from offshore wind to subsea, from hydrogen to digital transformation, from leadership to operations. Acting as a true knowledge partner, Atlas NextWave helps clients tackle complex staffing challenges across the global energy industry from boardroom to site, land to sea, and hardware to software.

“Our name reflects who we are today and where we are heading,” said Neil Tregarthen, CEO of Atlas NextWave. “Atlas speaks to our history and global reach, while NextWave stands for transformation and the courage to embrace what’s next. Branding is 10% logo and 90% behaviour — how we act, partner, and support our clients and professionals every day.”

Symbolising Knowledge and Partnership

At the heart of the new identity, the Atlas ‘A’ becomes a set of upward arrows representing growth, partnership, and knowledge leadership. The green and blue triangle within reflects Atlas NextWave’s commitment to net zero by 2050, symbolising both land and sea and the company’s protection of clients and candidates alike. Together, these elements express the values of being Committed, Creative, Competent, Caring, and Courageous.

Beyond Recruitment

Atlas NextWave is more than a recruitment company. It is a long-term partner helping clients build sustainable, skilled, and compliant workforces while enabling professionals to thrive globally. *“Together, Atlas and NextWave can now serve the full energy value chain,”* said Matt Riding, Chief Commercial Officer. *“We’re not just keeping pace with the industry — we’re leading it.”*

About Atlas NextWave

Atlas NextWave is a global leader in energy, marine, and renewables staffing solutions, providing end-to-end expertise from development and engineering to operations and decommissioning, driving the global journey to net zero.



Fennex Strengthens Its Position as a Leader in Predictive Safety for Energy Operations



Aberdeen-based Fennex, the multi-award-winning AI digital technology company, continues to transform predictive safety systems in high-risk energy sectors, including oil, gas, and offshore wind. Fennex has already celebrated a series of successes in 2025, including major contract wins, industry awards, and recognition from the Scottish Government.

A Year of Recognition and Awards

In October, Fennex welcomed over 80 customers, staff and stakeholders to their office at ONE Tech Hub to celebrate the presentation by Aberdeen’s Lord Lieutenant of the prestigious Kings Award for Enterprise 2025 for International Trade. Fennex now conducts over 70% of its business overseas.

Sustainability and ESG have always been central to Fennex’s mission, and this year their commitment was recognised when in August, Fennex won the Outstanding SME award at the Scottish Renewables Supply Chain Green Awards. They have also been shortlisted for the Innovation Software and Services SME category at the Scottish Green Awards, with winners to be announced in December. This marks Fennex’s first entry into the Green Awards.

Additionally the company is in the running for two categories at the OEUK 2025 Awards—Innovation (SME) and Early Career Professional—set to be announced in late November.

Major Contract Wins

June saw Fennex secure a groundbreaking contract with offshore wind joint venture Bluefloat | Nadara Partnership for their WindSafe™ HSEQ solution, tailored to the unique challenges of floating wind projects. Another significant win was with EnQuest, implementing the AI-driven Behaviour Based Safety System™ across all North Sea assets and, notably, at the Sullom Voe Terminal—one of Europe’s largest gas plants.

Industry Presence and Government Recognition

Fennex’s team has been active at key industry events, presenting at the Global Offshore Wind Conference in London, Offshore Europe 25 in Aberdeen, and the IADC Conference in Amsterdam.

In July, Scottish Business Minister Richard Lochhead visited Fennex, highlighting the company as a model for Scotland’s growing AI sector and sharing his vision for Aberdeen as a global centre of excellence.

Office expansion and New Appointments

In August, Fennex doubled its office space at the ONE Tech Hub and recently recruited Fiona Chambers as Sales Lead, focusing on UK expansion. Additionally, three new graduate software developers have joined the team, reinforcing Fennex’s commitment to innovation and talent development.

Hear from our members

A spotlight on some key updates from our members

Beyond Recruitment: Building Organisational Resilience in Scotland's Environmental Services Sector

In Scotland's fast-moving environmental services sector, recruitment is no longer just about filling vacancies; it's about building resilience. With projects tied to strict safety, compliance, and delivery standards, having the right people in the right roles can make the difference between meeting deadlines and risking disruption.

At Orion PartnerPlus, we see this every day. Working with engineering consultancies, utilities, and environmental specialists across Scotland and the wider UK, we understand how one unfilled technical position can ripple through a business, delaying delivery, affecting compliance, and straining client relationships.

Recruitment as Risk Management

A poor hire can cost far more than a salary. In environmental services, the wrong person can lead to reputational harm, lost tenders, or regulatory penalties. That's why more organisations are turning to retained search: a long-term, partnership-based recruitment model that focuses on prevention, not reaction.

By developing a deep understanding of each client's operations and culture, retained search partners like Orion PartnerPlus help forecast future needs and build pipelines of qualified talent. When vacancies arise, the right candidates are already known, keeping projects on schedule and compliant.

Protecting Compliance and Performance

In a sector where precision and accountability are essential, compliance cannot be an afterthought. Retained search goes beyond CVs and job descriptions to find professionals who align with both technical standards and organisational values. This strengthens safety, performance, and long-term stability from within.

Future-Proofing Scotland's Workforce

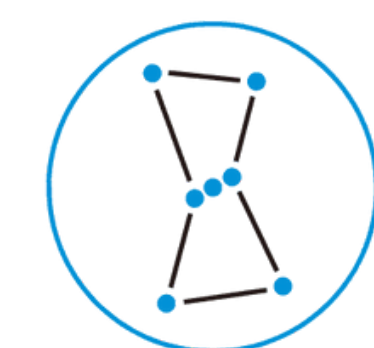
With demand rising for environmental engineers, sustainability specialists, and regulatory experts, Scotland's talent pool is tightening. The best candidates are often not looking for new roles; they're already excelling elsewhere. Retained search provides the networks and expertise to reach them, connecting employers with professionals who can make an immediate, lasting impact.

At Orion PartnerPlus, we believe recruitment done properly is about partnership, not transactions. By embedding strategic recruitment into business planning, Scotland's environmental firms can build resilient teams ready to deliver a sustainable, low-carbon future.

To learn how retained search can strengthen your organisation, contact Max.Bromiley@orioneng.com.



OrionGroup



Building Skills for a Just Energy Transition



Scotland's largest Energy Transition Skills Hub, boasting a state-of-the-art welding academy, advanced manufacturing zone and future technology digital training suites, opened its doors to students this summer and was officially opened at the end of September by First Minister John Swinney MSP. The Hub was founded by ETZ Ltd, Shell UK and North East Scotland College, with support from the Scottish Government's Just Transition Fund and UK Government funding as well as ECITB and SSEN Transmission. The brand new £10 million facility, on the site of a dilapidated former dairy, is the transformational anchor project of the Skills Campus based in Aberdeen's Energy Transition Zone and will support 1000 people into jobs with a focus on energy transition in the first five years of its operation.

The new facility is already providing training for 42 welding students and 27 engineering students this academic year. To encourage increased uptake in courses, particularly from local communities, the Hub is providing accessible training, blending provision for full-time students with opportunities for upskilling and reskilling through part-time, evening and weekend courses.

Increasing access to energy transition training and skills is also a key ambition of the National Energy Skills Accelerator (NESA) – a collaborative initiative between Robert Gordon University, the University of Aberdeen and North East Scotland College, supported by key partners Skills Development Scotland and Energy Transition Zone Ltd.

NESA is delighted to be a finalist in Scottish Renewables Scottish Green Energy Awards 2025, Contribution to Skills Award, for their hugely successful Just Transition Fund project. The project developed 15 new industry-informed courses and delivered over 700 fully funded training places to North East Scotland residents. Analysis showed that 33% of funded learners were from ethnic minorities, whereas the energy industry is typically 84% white. NESA-funded learners were 31% female, and 6% disclosed having a disability, whilst 17 nationalities were represented, demonstrating the power of accessible learning in widening participation.

NESA has already been awarded the Herald Education Partnership Award and the Judges Award at Scottish Renewables Energy Supply Chain Awards, in recognition of the power of partnership and the importance of skills to achieving a just energy transition.

Hear from our members

A spotlight on some key updates from our members

North-east businesses get pay-as-you-go access to top boardroom talent

North-east companies can now tap into a pool of top-tier executives on a pay-as-you-go basis, thanks to a new service by TMM Executive.

The ‘Leadership on Demand’ programme connects businesses of all sizes with seasoned executives who have niche skillsets in decommissioning, M&A, change management, commercial strategy and systems technology.

TMM says the initiative answers a surge in requests from North-east firms looking for flexible, affordable access to senior-level talent on a part-time, interim or project basis.

The Granite City-based recruiter has assembled an extensive network of business experts and energy industry luminaries who have spent decades in challenging, leadership positions and are at a stage in their careers where they want to move to part-time or portfolio working.

Amanda McCulloch, Chief Executive of TMM Executive, said: “We believe the ‘on demand’ service will be a game-changer for businesses in Aberdeen that need advice and guidance from someone who has been there and done it all many times before.”

Known as ‘fractional executives’ in the recruitment sector, they offer timely, tailored leadership without long-term overhead. Executives might be brought in to deliver a growth strategy, some long-term strategic thinking, operational oversight, issue resolution or as experienced cover for an extended period of absence.

Amanda added: “Our service follows the model that we have always used. When a client outlines their requirements, we identify executives from our exclusive network who best meet those needs.

“We then present a carefully selected shortlist and facilitate constructive introductions and discussions. While we share our recommendations, based on skills and experience, the final decision is reached by mutual agreement between the TMM executive and the hiring client.

“TMM’s Leadership on Demand is a win-win. It’s a cost-effective option that bridges the gap between resource requirements and budget constraints, enabling local businesses to gain the expertise of leaders they may have assumed were out of their league in terms of budget and time.”



tmm
RECRUITMENT

Entergaia Technologies Announces Breakthrough in Long-Range Wireless Power — Seeking Demonstration Partners and Strategic Investors



ENTERGAIA

Entergaia Technologies today unveiled a groundbreaking long-range wireless power platform designed to transform how critical infrastructure, energy systems, and industrial assets are powered and monitored.

The company is now inviting select demonstration partners and strategic investors to participate in pilot programs deploying this next-generation technology. Demonstration partners will gain early access to a technology capable of drastically reducing operational costs, boosting uptime, and strengthening compliance with automated, real-time alerts. Investors and industry collaborators will help shape sector-specific deployment strategies while positioning themselves at the forefront of a sovereign wireless power and sensing backbone supporting national energy security, defense resilience, and the global green transition.

“By joining now, our partners can help build the foundation for a globally scalable, battery-free sensing ecosystem,” said Dave Okere, CEO of Entergaia Technologies. “This is more than a technology milestone — it’s a step toward autonomous, intelligent infrastructure.”

Interested organizations can contact Entergaia Technologies to discuss tailored demonstration opportunities at info@entergaia.com

Hear from our members

A spotlight on some key updates from our members

University of Aberdeen offers flexible online Short Course Route to a Masters degree

For those looking for a flexible and affordable way to earn a Masters degree online, the University of Aberdeen's Short Course Route offers an ideal alternative to traditional study.

Designed to fit around professional and personal commitments, this study pathway allows learners to work towards a Masters degree at their own pace, by completing online short courses individually, term by term.

Many of the online short courses offered by the University of Aberdeen are part of full Masters programmes. Each completed course earns academic credits that count towards the relevant degree. Once enough credits are accumulated, students can apply to transfer onto the full Masters programme whenever they are ready.

One of the key benefits of this route is the payment structure. There are no upfront degree fees – students only pay for the short courses they choose to study each term. This allows them to spread the cost, making postgraduate education more financially manageable.

The Short Course Route also offers flexibility in terms of pace and workload. Students decide how many short courses to take each term, giving them control over how much time and effort they can commit.

Study breaks between courses are also an option, providing additional flexibility when life and work gets busy. Over 15 Energy related postgraduate qualifications are currently available through this route, many with short courses starting this January. Subject areas include Decommissioning, Energy Transition Law, Energy Transition Systems and Technologies, Renewable Energy Engineering, and more.

Jane Melhuish, Online Education Business Development Officer said 'The Short Course Route gives energy sector professionals control over their training and development, It offers a flexible way to upskill quickly in high-demand areas such as Climate Law, Energy Conversion and Storage, or Marine and Wind Energy. Courses can also count towards a full Masters degree, allowing learners to earn a degree at their own pace, without the need to commit to a full programme from the outset'.

Find out more about the University of Aberdeen's Short Course Route and the Energy-related short courses and Masters degrees available.



Apollo Welcomes Craig White as Head of Sustainability and Just Transition



Apollo, a leading UK-based engineering and energy advisory consultancy, is pleased to announce the appointment of Craig White as Head of Sustainability and Just Transition within its Decarbonisation Business Unit.

Craig brings a distinguished career in designing and implementing sustainability strategies at company, regional, and national levels in the UK and Internationally. He has also led initiatives that have delivered measurable social impact alongside environmental progress.

“We are delighted to welcome Craig to the Apollo team,” said Phil Westmorland, Apollo’s Decarbonisation Director. “Craig’s appointment reflects the growing importance of sustainability and just transition in everything we do. His experience will help us strengthen our approach, ensuring we continue to deliver practical, responsible solutions for our clients and their communities. From hydrogen to decarbonisation to alternative fuels, we’re already making tangible progress on the UK’s sustainability ambitions, and Craig will help us build on that, supporting clients on their own journeys with expert advice and guidance”

Reflecting on his new role, Craig White said, “It is a privilege to have joined Apollo, which is an authentic key player in accelerating the UK’s energy transition with an impressive track record of impactful projects for ambitious clients. I am particularly excited by the growing demand from our clients for broader sustainability and Just Transition services. I look forward to partnering with our clients to deliver impact and shared value.”

With Craig’s appointment, Apollo continues to advance its commitment to sustainability, ensuring that environmental, social, and economic outcomes remain central to its work.

Apollo is a UK-based engineering and energy advisory consultancy. We specialise in providing engineering and advisory solutions across various sectors, including decarbonisation, marine energies, oil and gas, technical placements and digital solutions. The company employs over 180 engineers and has offices in Aberdeen, Bristol, Edinburgh, Anglesey, Pembroke, and Nottingham.

Key industry updates

Learn about key industry updates within the renewables sector

More than 100 UK energy supply chain companies call for Energy Profits Levy reform

OEUK and 110+ energy companies have urged the UK Government to replace the temporary Energy Profits Levy with a competitive, permanent tax regime by 2026. Without reform, the sector is losing 1,000 jobs a month, and investment is drying up.

The EPL is underperforming and OBR forecasts have dropped from £41.6bn to £17.4bn. OEUK warns this threatens the UK's energy supply chain, which supports oil, gas, renewables, and emerging tech like floating wind and CCS.

With reform, the energy sector could boost the UK economy by £137bn, attract £41bn in investment, support 23,000 jobs by 2030, and generate £12bn in additional tax revenue.

OEUK calls for urgent action to protect jobs, anchor investment, and secure the UK's energy future.



MPs call for new licensing approach and urgent reform of windfall tax

A Labour-led Westminster committee has warned that without urgent reform of the Energy Profits Levy (EPL) and a more flexible approach to North Sea licensing, the UK risks accelerating job losses and undermining energy security.

The Scottish Affairs Committee found around 5,000 jobs a year are being lost from the sector, with clean energy roles failing to keep pace. It calls for immediate fiscal reform and clearer guidance on new drilling activity to support a managed energy transition.

Industry voices, including Aberdeen & Grampian Chamber of Commerce, echoed the warning, urging the government to act now to protect investment, skills, and the UK's long-term energy future.

Bowdun Offers GBP 1 Billion Supply Chain Opportunity to Scottish Oil & Gas Firms

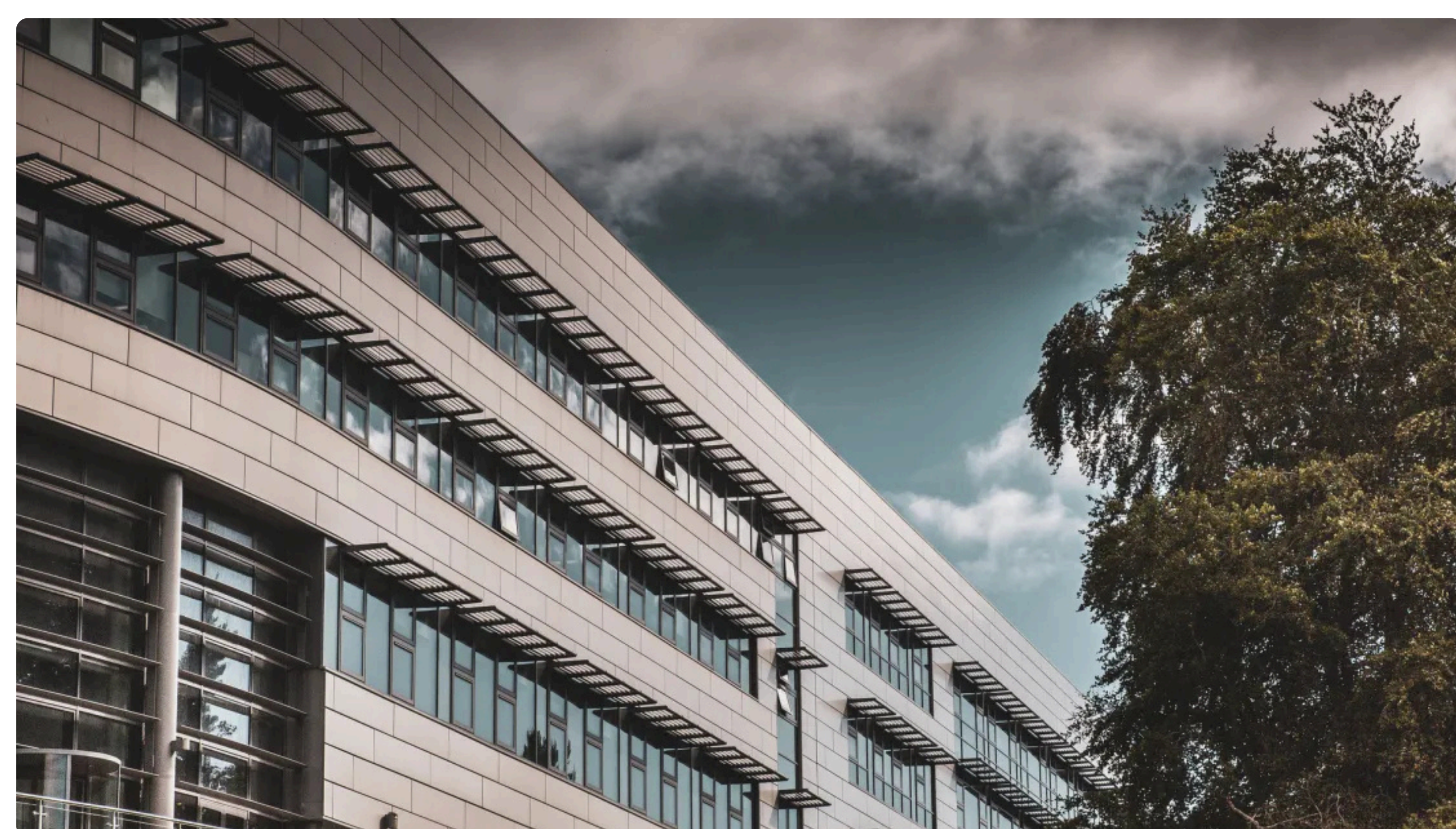
Bowdun, a 1 GW offshore wind farm being developed by Thistle Wind Partners (TWP), has launched an initiative to unlock a GBP 1 billion (approximately EUR 1.1 billion) offshore wind opportunity for Scottish oil and gas supply chain companies to diversify into renewables.

Bowdun will work with its partner DEME Offshore to pre-qualify firms as suppliers, with 60 companies currently involved in the Supply Chain Pathways Programme scheme.

The programme will bring suppliers into the process years earlier than usual, helping them prepare investment cases, build capability and, ultimately, win work, according to Bowdun.



Source: Thistle Wind Partners



RGU secures £800,000 grant to drive clean hydrogen innovation

Robert Gordon University (RGU) has been awarded £800,000 from the Engineering and Physical Sciences Research Council (EPSRC) to develop next-generation hydrogen technology that captures waste steam from nuclear facilities for clean energy use.

Led by Professor Nadimul Faisal and his team at RGU's School of Computing, Engineering and Technology, the METASIS 2.0 project will advance solid oxide steam electrolyzers (SOSE), an efficient method of producing hydrogen using heat and electricity from renewable and nuclear sources.

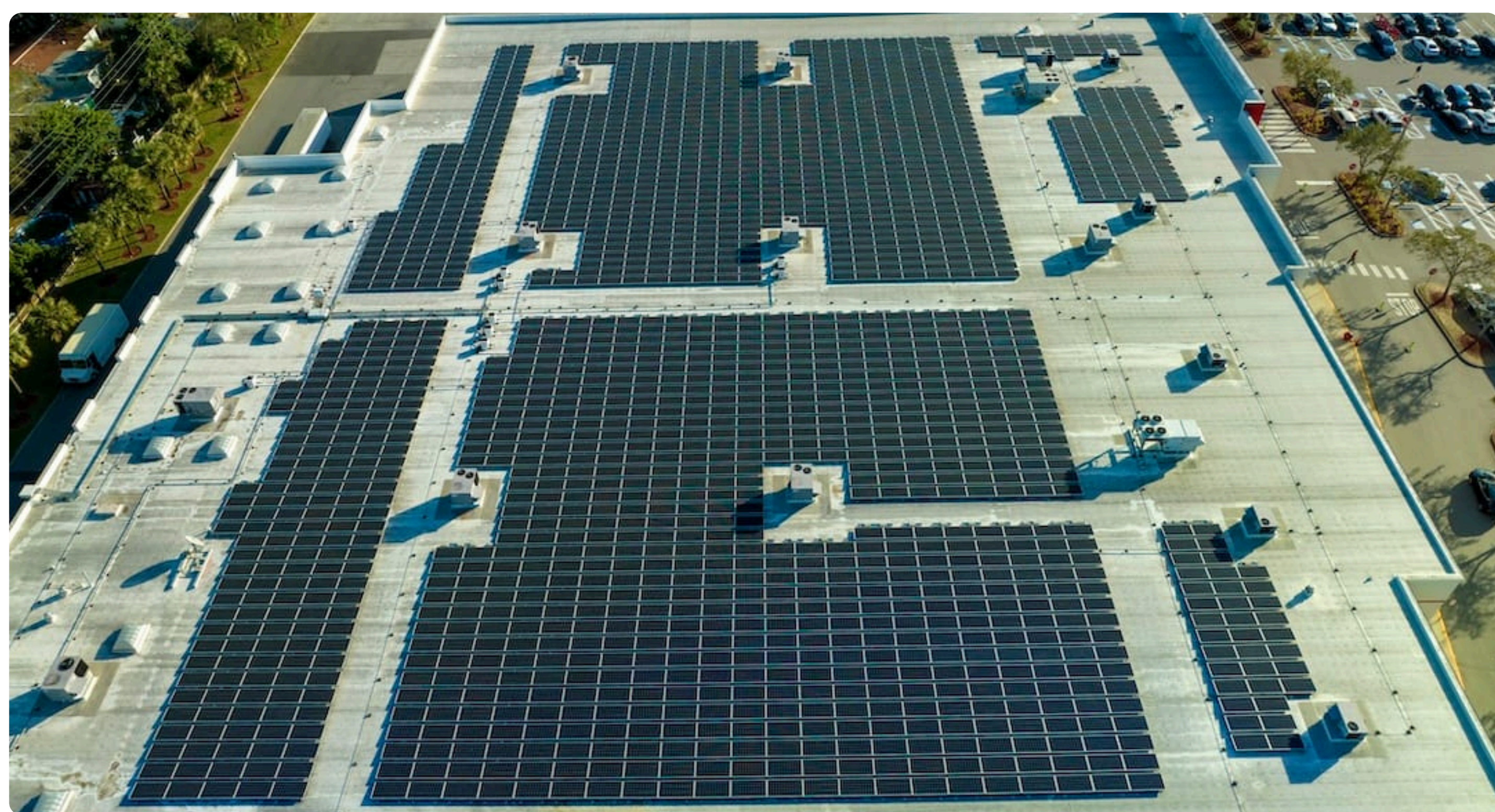
Delivered in partnership with the University of Surrey, Aston University, and the UK's National Nuclear Laboratory, the research aims to make hydrogen production cleaner, more efficient, and commercially viable while supporting the UK's net-zero goals.

Key industry updates

Learn about key industry updates within the renewables sector

UK sets AR7 offshore wind auction budget

The UK government has launched the AR7 Contracts for Difference auction, allocating £900m for fixed-bottom offshore wind (Pot 3) and £180m for floating wind (Pot 4), with delivery years spanning 2028–2031. Strike prices are set at £113/MWh and £271/MWh respectively, both in 2024 prices. While no overall capacity caps apply, technical 30GW maxims will separate Scottish and non-Scottish bids to maintain competitive tension. Bidding runs 11–17 November, with results due 14 January. Energy minister Michael Shanks calls it a decisive move toward clean, secure, and affordable power.



Credit: Allweather Roof. Licence: Creative Commons

AREG expresses concern following Petrofac administration announcement

AREG is deeply concerned by the news that Petrofac has entered administration proceedings for its holding company. The firm, which employs around 2,000 people in Scotland and thousands more globally, has confirmed that its North Sea operations will continue to trade as normal while restructuring options are explored.

Jean Morrison, AREG Chair, Commented:

“Petrofac is a good company that employs many local people and thousands more internationally. This news is deeply concerning, not only for the employees, but for the wider supply chain, which continues to face intense pressure during the energy transition. Petrofac has made a significant contribution to the sector, and we hope efforts to protect jobs and secure its operations prove successful.”



Credit: Bob Taylor



Image: Unsplash/Nicholas Doherty

Great British Energy expands NHS solar rollout across England

Great British Energy is expanding its solar panel rollout across England, with 34 NHS trusts set to receive a share of £30 million to install panels at around 70 new sites, including hospitals and mental health facilities.

Part of the government’s Local Power Plan, the initiative aims to cut energy costs, enhance energy security, and reinvest savings into frontline healthcare. In total, 260 NHS sites, alongside schools and military facilities, will benefit, saving up to £65 million in lifetime energy bills.

Energy Minister Michael Shanks said the scheme reflects the UK’s “clean energy superpower mission in action,” helping hospitals lower costs and protect public services through cheap, clean, and secure power.



£18m fund to help North Sea workers transition to green jobs

Thousands of North Sea oil and gas workers will receive support to move into sustainable energy roles, thanks to an £18 million investment jointly funded by the Scottish and UK governments over the next three years.

The expanded Oil and Gas Transition Training Fund provides tailored career advice and financial support to help workers retrain for roles in renewables and low-carbon industries.

Building on the pilot scheme launched in June, which has already supported 300 workers in Aberdeen and Aberdeenshire, the new funding is expected to help thousands more by 2029.

Scottish Energy Secretary Gillian Martin said the fund will support a “fair and managed transition,” while UK Energy Secretary Ed Miliband emphasised its role in creating “a new generation of good industrial jobs” across the region.

Upcoming Industry Events

Find out about upcoming events in the renewables sector



OWNE CONFERENCE & EXHIBITION

Date: 5th Nov | Location: Sunderland

Celebrating a decade of Offshore Wind North East

The OWNE Conference & Exhibition returns to bring together industry leaders, developers, and supply chain experts to explore the opportunities shaping the future of offshore wind.

Across two days, attendees will enjoy a packed programme of insights, networking, and collaboration with full exhibition access, engaging sessions, and a special 10th anniversary celebration.

From pioneering projects like RWE's Sofia to the world-class supply chain driving the UK's offshore wind revolution, OWNE 2025 is the place to connect, learn, and celebrate a decade of progress in one of the world's most dynamic renewable energy regions.

[Book your tickets here](#)



**FLOATING
OFFSHORE
WIND 2025**

FLOATING OFFSHORE WIND 2025

Date: 13th - 14th Nov 2025 | Location: P&J LIVE

Shaping the future of floating offshore wind

Scottish Renewables and RenewableUK are proud to announce that Floating Offshore Wind 2025 will return to Aberdeen on 12-13 November 2025, uniting global industry leaders, innovators, and policymakers to drive the next phase of floating wind development.

Following a record-breaking 2024 event with over 2,200 attendees, this year's conference will focus on turning ambition into action by advancing projects, strengthening supply chains, and securing investment to deliver the UK's world-leading floating offshore wind pipeline.

[Book your tickets here](#)

**UNLOCKING SCOTLAND'S
GRID INFRASTRUCTURE**

*THE
AVIEMORE
SUMMIT*

SCOTLAND'S GREEN INDUSTRIAL FUTURE
13-14 NOVEMBER 2025
MACDONALD AVIEMORE RESORT

AVIEMORE SUMMIT 2025: SCOTLAND'S GREEN INDUSTRIAL FUTURE

Date: 13th Nov | Location: Aviemore

Charting Scotland's Green Industrial Future

Prosper's Aviemore Summit 2025 returns as the national forum bringing together senior leaders from government, industry, and academia to shape the next chapter of Scotland's energy story.

50 years after the first Aviemore Summit helped define Scotland's oil era, this landmark event marks another pivotal moment this time for the transition to clean energy. Over two days, delegates will explore the infrastructure, policy, and investment needed to deliver a net-zero economy and unlock the opportunities of a new green industrial era.

[Book your tickets here](#)



SCOTSMAN GREEN SKILLS CONFERENCE

Date: 19th Nov | Location: Sandman Signature Hotel

Honouring the people powering Scotland's clean energy future

The focus on Green Skills and the Energy Transition is vital to ensuring the region's continued prosperity. This conference will unite politicians, business leaders, academics, and media representatives who play a pivotal role in this dialogue.

Together, speakers and attendees will tackle Scotland's challenges and explore the most effective strategies to advance the energy transition and reach our collective goals.

[Book your tickets here](#)

[AREG members sponsorship & exhibition discount - find out more](#)



THE SCOTTISH GREEN ENERGY AWARDS 2025

Date: 4th Dec | Location: Edinburgh

Honouring the people powering Scotland's clean energy future

Scottish Renewables is proud to announce the return of the Scottish Green Energy Awards for the UK's biggest celebration of renewable energy.

From pioneering organisations to the individuals driving innovation, the Awards shine a spotlight on the people and projects shaping Scotland's world-leading renewable energy sector. Join an inspiring evening celebrating the passion, progress, and partnership at the heart of our industry.

[Book your tickets here](#)

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