



Star of the South

# Offshore wind jobs guide





## About Star of the South

Star of the South is Australia's first offshore wind project, proposed to be located off the coast of Gippsland in Victoria. If developed to its full potential, Star of the South would generate up to 2.2 GW of new capacity, powering around 1.2 million homes with clean energy and creating up to 2,000 Victorian jobs across its lifetime. Pending approvals, construction could start around the middle of the decade to deliver first power around 2028.

For more information visit [starofthesouth.com.au](http://starofthesouth.com.au)

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## Acknowledgment of Traditional Owners

We acknowledge and respect Traditional Owners as the original custodians of the land and waters.

We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

We are committed to working in partnership with First Nations people.

The Offshore Wind Jobs Guide has been developed with advice from education, training, power industry and union organisations across Gippsland and Victoria. We thank all involved for their insight, knowledge and commitment to supporting existing workforces to transfer their skills into renewable energy jobs of the future, including offshore wind.



The Offshore Wind Jobs Guide was supported by the Victorian Government through the Energy Innovation Fund.



# Welcome

Victoria is leading the country to establish an offshore wind industry.

With strong Bass Strait winds, a long history of electricity generation and a skilled local workforce, Gippsland is the ideal place for this industry to develop.

Offshore wind is a huge global industry and it's growing fast. Hundreds of thousands of new workers are needed over the coming years. A job in offshore wind could take you around the world or provide new opportunities close to home.

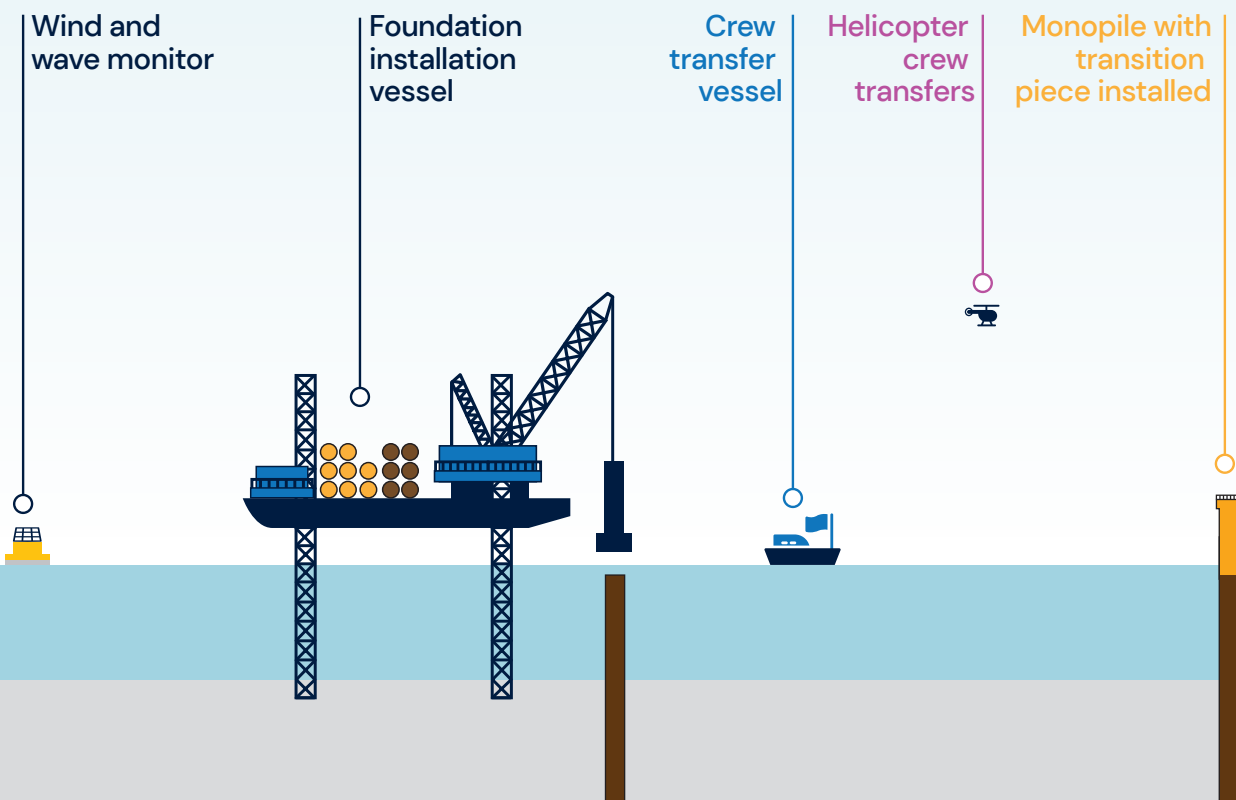
Now is a great time to get involved as Australia's offshore wind industry takes off.

We're excited to be developing the first offshore wind project and working with locals to bring it to life.

We look forward to working with the next generation of energy workers to continue powering Victoria for decades to come.



## Typical offshore wind infrastructure and installation equipment



# About the Offshore Wind Jobs Guide

This guide provides information about the offshore wind sector and typical jobs involved in developing, constructing and operating a project.

We receive lots of questions about working in offshore wind. We've created this guide to share what we know about jobs, skills and training requirements, so you can consider if offshore wind is for you and start planning for the future.

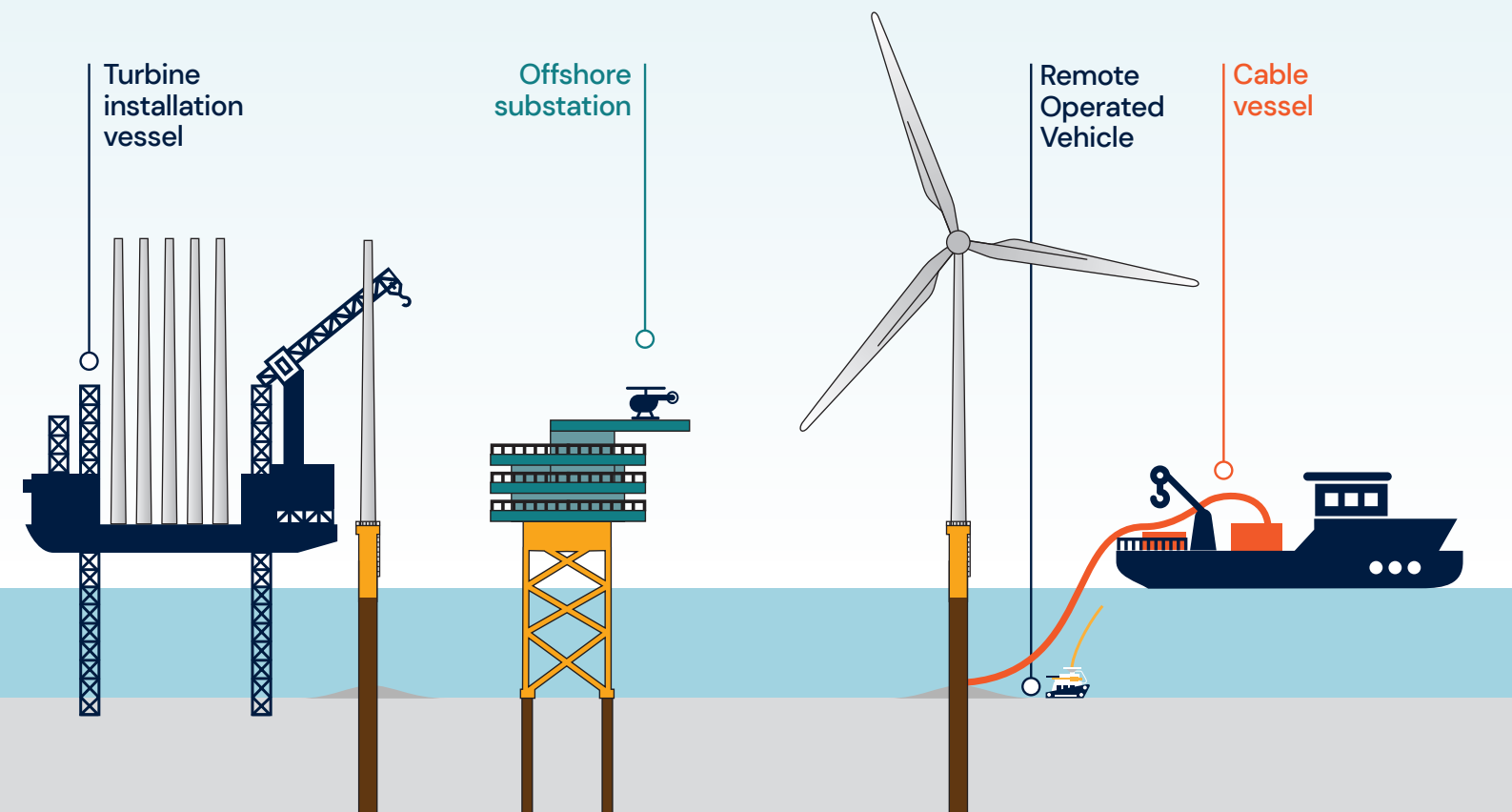
Inside you'll find:

- Job profiles which give an overview of typical offshore wind jobs and relevant qualifications and skills
- Stories from people working in offshore wind overseas
- A course list highlighting some of the qualifications you may need and where you can find further information.

Offshore wind will bring many local jobs to Gippsland. Most roles will be hired through the contractors responsible for construction and operations.

Please note that the job profiles in this guide are examples only, based on international experience, and are not current vacancies.

If you need advice on building your resume and job applications, TAFE Gippsland's Skills and Jobs Centre is available to help. To find out more, phone 1300 282 317.





## Project phases

It typically takes around 10 years to develop and construct an offshore wind project. Many jobs will be needed for the three main phases: **development, construction and operations and maintenance.**



### Development (3 – 5 years)

This phase involves studies and investigations into technical, environmental and economic aspects of a project, and community consultation. This work is used to design and plan a project, including seeking government approvals to construct and operate an offshore wind farm.



### Construction (3 – 5 years)

Construction of an offshore wind farm happens on land, at ports, and out at sea. Typical construction activities include installing wind turbines, substations, cables and other infrastructure to connect to the grid.



### Operations / maintenance (30 years)

During this phase, the turbines, substations, cables and other infrastructure are maintained to keep everything running smoothly. The wind farm is monitored remotely and crews are dispatched out to sea where most of the maintenance activities happen.



Development



Construction



Operations / maintenance

Qualifications

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| Master  | █           | █            | █                        | ●              | 30       |
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| Rigger Foreperson                             | █           | █            | █                        | ●              | 33       |
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| Crane Operator                                | █           | █            | █                        | ●              | 38       |
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| Apprentice Electrician                        | █           | █            | █                        | ●              | 42       |
| Mechanical / Hydraulics Technician            | █           | █            | █                        | ●              | 44       |
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| Approvals Compliance Manager                  | █           | █            | █                        | ●              | 46       |
| Trainee Integrated Rating                     | █           | █            | █                        | ●              | 47       |
| Trainee Marine Engineer                       | █           | █            | █                        | ●              | 49       |
| Remote Operated Vehicle Technician            | █           | █            | █                        | ●              | 50       |
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| Chief Integrated Rating                       | █           | █            | █                        | ●              | 52       |
| QHSE Manager                                  | █           | █            | █                        | ●              | 53       |
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| Wind Turbine Technician                       | █           | █            | █                        | ● ●            | 70       |
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Legend Qualifications: ● Marine ● Secondary school ● Skill sets ● Tertiary ● Trade

# Job profiles and case studies

## About the job profiles

The job profiles in this guide give an overview of typical offshore wind roles, relevant skills and qualifications.

They also provide the following information:

**Location** – if the role is based onshore or offshore.

**Work environment** – whether the role is based on site, in an office, or both.

**Work area** – what team or package of works the role is typically involved with.

**Typical employer** – whether the role is likely to be employed by the project developer, the lead contractor or a subcontractor.

**Applicable project phase** – when this role is needed across a project's life – development, construction, operations and maintenance, or multiple phases. Icons at the top of each job profile identify the relevant phase/s.

## Who employs these jobs?

Jobs on an offshore wind project can be with the project developer, a contractor or a subcontractor.

Most jobs during the construction and operations and maintenance phases are employed by main contractors or their subcontractors.

**Developer** – the company leading the project. For example, Star of the South is a project developer.

**Contractor** – the project developer appoints contractors to deliver specific packages of work. The contractor then employs people to fill roles in their team to complete the works.

**Subcontractor** – most contractors will subcontract specific works to subcontractors. The subcontractor then employs people to fill the roles in their team to complete the works.







# Contracts and Commercial Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Office                                      |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Contracts and Commercial Manager has overall responsibility for all key subcontracts, supplier, and commercial agreements. Key responsibilities typically include managing and reporting on all key contract activities during the project lifecycle, drafting commercial and contractual documents, ensuring compliance with all contractual procedures to mitigate commercial risk, advise and assist with pricing and commercial terms and negotiation of all commercial and operational terms with contractors and subcontractors.

## Example competencies



### Qualifications

- Tertiary qualification in relevant field such as law, business or finance



### Experience

- Experience working in a senior contracts / commercial role throughout the entire lifecycle of a project
- Experience on large infrastructure projects
- Strong project management experience
- Wind farm experience highly desirable
- Experience liaising with various project stakeholders and maintaining strong relationships to ensure contract and commercial delivery



### Skills and Knowledge

- Comprehensive knowledge of contract management
- Strong commercial acumen and business understanding
- Background in or general understanding of renewables and wind energy industries
- Microsoft suite proficiency including Microsoft Excel
- Outstanding communication and negotiation skills
- Extensive knowledge of local and offshore laws, regulation, and compliance



### Physical requirements

- Ability to travel from time to time as required to ensure contract compliance
- Current Australian Driver's Licence



### Personal attributes

- Leadership qualities and ability to manage and mentor a small team
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Procurement Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Office                                      |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Procurement Manager has overall responsibility for managing the supply chain process for the lifecycle of the project. The role typically includes building and developing relationships with major vendors, running tenders, facilitating tender evaluations processes and leading contract negotiations.

## Example competencies



### Qualifications

- Tertiary qualification in a relevant field such as engineering, quantity surveying, supply chain management, law, or business



### Experience

- Experience working in a senior procurement role throughout the entire lifecycle of a project
- SAP experience highly desirable
- Wind farm experience highly desirable
- Strong project management experience



### Skills and Knowledge

- Strong commercial acumen and business understanding
- Outstanding communication and negotiation skills
- Ability to prioritise tasks and a strong attention to detail
- Understanding of supply chain process with experience in offshore oil and gas or wind farm supply chain highly desirable
- Microsoft suite proficiency including Microsoft Excel



### Physical requirements

- Ability to travel from time to time as required



### Personal attributes

- Leadership qualities and ability to manage and mentor a small team
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Great interpersonal and communication skills



# Planning Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Office                                      |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Planning Manager has overall responsibility for creating and managing the project timeline by developing schedules, deliverables, risk management and resource planning for the relevant project phases. The role also typically requires regular review of supplier and subcontractor time schedules to ensure compliance with the project timeline and communicating updates to the relevant stakeholders.

## Example competencies



### Qualifications

- Tertiary qualification in relevant field such as engineering or project management



### Experience

- Experience working in a senior role in project controls or planning / scheduling throughout the entire lifecycle of a project
- Wind farm or other renewables industry experience highly desirable
- Strong project management experience
- SAP experience desirable but not essential



### Skills and Knowledge

- General knowledge in the areas of engineering, manufacturing, procurement, and construction processes
- Strong commercial acumen and business understanding
- Primavera P6 or Microsoft Project planning systems familiarity
- Robust analytical skills



### Physical requirements

- Ability to travel as needed



### Personal attributes

- Ability to plan and prioritise work
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Great interpersonal skills



# Quality Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Site and office                             |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Quality Manager has overall responsibility for defining and managing the quality standards and guidelines for the project including identifying issues during pre-assembly, fabrication, and installation stages. A Quality Manager is typically involved in quality inspections and verifications, providing regular updates to the developer and key stakeholders, reporting and investigating non-conformances and overseeing continuous improvement strategies to ensure the ongoing success of the project.

## Example competencies



### Qualifications

- Trade or tertiary qualification in relevant discipline with higher study such as master's degree in quality management or project management
- ISO 9001, ISO 14001 and ISO 45001 Integrated Management Systems Internal Auditor Training
- Current Maritime Security Identification Card (MSIC)
- Current HUET (1-day course)
- Advanced First Aid Training
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current OGUK Medical and Chester Step Test desirable
- Construction Industry White Card
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)



### Experience

- Experience working in quality management on a large infrastructure project from fabrication through to installation
- Experience liaising with project stakeholders and maintaining strong relationships to ensure project delivery
- Experience in renewable sector highly desirable however other transferrable experience such as mining, or oil and gas construction well received
- Working at heights inspection experience highly desirable



### Skills and Knowledge

- General understanding of offshore wind quality standards and processes
- Technical skill set with the ability to be 'hands on' if required
- Microsoft suite proficiency including Microsoft Excel
- Ability to influence and facilitate the development and implementation of standards and procedures



### Physical requirements

- Ability to travel as required to ensure project delivery
- Current Australian Driver's Licence
- Ability to pass OGUK medical and Chester Step Test



### Personal attributes

- Leadership qualities with the ability to report on and raise any concerns with relevant stakeholders if / when required
- Strong organisational skills with the ability to manage and prioritise workload
- Excellent interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Project Manager – Grid / Transmission

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Site and office                             |
| Work area                | Onshore substations / grid connection       |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Project Manager – Grid / Transmission has overall responsibility for overseeing the development, design, construction and commissioning of transmission and grid connection infrastructure. This role typically involves working closely with the engineering team to design, implement and manage the works and report back to the developer and key stakeholders on project progress including any delays, budget or scope variations.

## Example competencies

|  |                              |   |   |
|--|------------------------------|---|---|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>• Tertiary qualification preferably in electrical engineering</li> <li>• Current Maritime Security Identification Card (MSIC)</li> <li>• Current HUET (1-day course)</li> <li>• Current GWO Basic Safety Training (BST) – Offshore Certification</li> <li>• Advanced First Aid Training</li> <li>• Current OGUK Medical and Chester Step Test desirable</li> </ul> | <ul style="list-style-type: none"> <li>• Masters or post-graduate qualification in mechanical engineering or specialist field relating to grid integration technologies or renewables sector highly desirable</li> <li>• Construction Industry White Card</li> <li>• E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)</li> </ul> |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>• Experience in developing grid integration strategies and power system planning for grid connections to the National Electricity Market</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience in offshore wind sector highly desirable</li> </ul>   |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>• Strong understanding of transmission sector and associated technologies</li> <li>• Microsoft suite proficiency including Microsoft Excel</li> </ul>  | <ul style="list-style-type: none"> <li>• Technical skill set with the ability to review and interpret transmission plans and technical studies</li> </ul>   |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>• Ability to travel (including offshore) as required to ensure project delivery</li> <li>• Current Australian Driver’s Licence</li> </ul>  | <ul style="list-style-type: none"> <li>• Ability to pass OGUK Medical and Chester Step Test</li> </ul>  |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>• Strong leadership skills with the ability to prioritise workload and act as an interface between key stakeholders and teams</li> <li>• Excellent interpersonal skills and team player</li> </ul>   | <ul style="list-style-type: none"> <li>• Strong commercial and business acumen</li> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |



# Human Resources Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Office                                      |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction / operations     |

## Tasks and responsibilities

A Human Resources (HR) Manager has overall responsibility for policy implementation and management to promote a positive workplace culture and high employee retention for the lifecycle of the project. Typical tasks include recruitment, onboarding, career development, performance management, change management, cultural leadership, and dispute resolution.

## Example competencies

|  |                              |  |  |
|--|------------------------------|--|--|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>• Tertiary qualification in Human Resources / Business (or related relevant field)</li> </ul>   | <ul style="list-style-type: none"> <li>• Post graduate study in industrial relations or QHSE highly regarded</li> </ul>  |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>• Experience working as a HR generalist in a management role on a large infrastructure project involving numerous subcontractors and stakeholders</li> <li>• Experience with employee dispute resolution, case management, disciplinary processes, and investigations</li> </ul>  | <ul style="list-style-type: none"> <li>• Wind farm or offshore experience highly desirable</li> <li>• Experience liaising with various project stakeholders and maintaining strong relationships to ensure contract and commercial delivery</li> </ul> |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>• Coaching and mentoring skills with the ability to lead by example</li> <li>• General understanding of renewables and wind energy industries</li> <li>• Working knowledge of the Fair Work Act, Enterprise Agreements (EAs) and local employment law and agencies (state and federal) including local and offshore laws, regulation, and compliance</li> </ul> | <ul style="list-style-type: none"> <li>• Human Resource Management System and Microsoft suite proficiency</li> <li>• Outstanding communication and negotiation skills</li> </ul>   |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>• Ability to travel as required to manage employee relations</li> </ul>   | <ul style="list-style-type: none"> <li>• Current Australian Driver's Licence</li> </ul>  |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>• Leadership qualities and ability to manage and mentor a small team</li> <li>• Professional conduct always ensuring employee confidentiality</li> </ul>  | <ul style="list-style-type: none"> <li>• Great interpersonal skills</li> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |



# Risk Manager

|                          |  |
|--------------------------|--|
| Location                 | Onshore with offshore travel when required |
| Work environment         | Site and office                            |
| Work area                | All  |
| Typical employer         | Lead contractor or subcontractor           |
| Applicable project phase | Development / construction / operations    |

## Tasks and responsibilities

A Risk Manager has overall responsibility for identifying potential project risks, conducting risk analyses and preparing and implementing risk management plans for project policies and procedures. A Risk Manager also typically manages the risk management plan, and ensures regular checks and corrective actions are made as the project progresses. A Risk Manager also ensures that all stakeholders receive regular updates on risk mitigation activities and future forecasts via risk modelling.

## Example competencies



### Qualifications

- Tertiary education in a relevant discipline and/ or with post-graduate studies in HSEQ or statistics
- Risk Management PMI-RMP Certification (or equivalent)
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Advanced First Aid Training
- Current OGUK Medical and Chester Step Test desirable
- Current Maritime Security Identification Card (MSIC)
- Current HUET (1-day course)
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Construction Industry White Card



### Experience

- Extensive experience in risk management
- Experience working in a heavy industry such as oil and gas, mining or energy fields
- Offshore wind project experience of wind / renewables highly regarded



### Skills and Knowledge

- Knowledge and understanding of offshore wind industry
- Extensive knowledge of risk management and regulations in multifaceted project areas including engineering, construction, offshore marine, and contract / commercial areas



### Physical requirements

- Ability to travel to site including offshore when required
- Australian driver's licence
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Outstanding communication skills
- Ability to lead and influence project team on risk management mitigation and processes
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Ability to use initiative and make decisions based on risk management, quality orientation and desired outcomes
- Ability to prioritise and utilise organisational skills in a fast-paced work environment



## Superintendent / Project Engineer

After completing studies in aerospace engineering, Valeria realised her real passion was in finding new and clean energy solutions.

To do this, Valeria completed two Masters degrees in Offshore Engineering and Wind Energy Technology. While studying, Valeria completed an internship with an offshore contractor before joining a graduate program with a vessel and engineering supplier.

Valeria finds the offshore lifestyle highly rewarding. Having grown up on a farm, she never wanted a typical office job. She loves meeting people from different cultures and nationalities on board the vessels and seeing wind farms that have been planned for years coming to fruition.

Valeria now works as a superintendent of one of the company's wind installation vessels and her tasks vary depending on where she is working. When she is in the office, Valeria works with a team of engineers and other superintendents. When working offshore, she does the night shift. Night shift starts at 1800 hours and involves managing a team of technicians to complete set tasks, liaising with the client and finding on-the-spot solutions to any problems that arise.

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"I love seeing wind farms that have been planned for years coming to fruition."

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# Environment and Approvals Manager

|                          |  |
|--------------------------|--|
| Location                 | Onshore / offshore                           |
| Work environment         | Office                                       |
| Work area                | All  |
| Typical employer         | Developer, professional services consultancy |
| Applicable project phase | Development                                  |

## Tasks and responsibilities

An Environment and Approvals Manager has overall responsibility for the development, implementation and management of the project's environment and approvals plan and program. This includes the delivery of key approval milestones, environmental studies and environmental risk management plans. An Environment and Approvals Manager is required to implement best practices to ensure all stakeholders adhere to the approval requirements for the life cycle of the project.

## Example competencies



### Qualifications

- Tertiary qualification in a relevant field such as environmental science, marine studies, town planning or environmental engineering
- Postgraduate or specialist studies in renewables highly regarded



### Experience

- Experience working on a development project to obtain environmental approval
- Extensive experience managing projects, budgets and delivering to a scheduled deadline
- Experience in renewables industry or similar
- Onshore / offshore wind farm experience highly desirable
- Background in developing, implementing, and delivering environmental risk management plans



### Skills and Knowledge

- Understanding of wind energy environmental approvals process and potential issues
- Strong commercial acumen and business understanding
- Outstanding communication skills
- Microsoft suite proficiency including Microsoft Excel
- Strong understanding of approvals and licensing process in relation to Victorian / Australian onshore and offshore environmental regulators



### Physical requirements

- Ability to travel from time to time as required
- Current Australian Driver's Licence



### Personal attributes

- Leadership qualities and ability to manage and mentor a small team
- Flexibility and ability to respond quickly to change
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Project Engineer

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                     |
| Work environment         | Office                                      |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Development / construction                  |

## Tasks and responsibilities

A Project Engineer has overall responsibility for working with the engineering design team from the initial development stage, through the approvals process, all the way to the offshore installation and construction phase. A Project Engineer is typically responsible for ensuring the project is designed and delivered within the required timeframe, budget and standard required by the developer. Tasks include coordination of engineering activities with subcontractors, stakeholders, monitoring progress, identifying any deficiencies, and initiating corrective actions.

## Example competencies



### Qualifications

- Tertiary qualification in relevant engineering field (i.e. electrical, mechanical, renewables)
- Masters or post-graduate qualification in specialist field relating to offshore wind desirable



### Experience

- Experience in an engineering role on large scale infrastructure projects throughout the entire lifecycle of the development
- Experience liaising with various project stakeholders and maintaining strong relationships to ensure project delivery
- Previous experience in renewable sector highly desirable however other transferrable relevant experience well received (i.e., large electricity generation or transmission projects for an electrical engineer)



### Skills and Knowledge

- Working knowledge of offshore wind technologies, solutions, and processes
- Technical skill set including but not limited to feasibility studies, engineering design, planning, environmental impact, installation assessment and operational analysis
- Microsoft suite proficiency including Microsoft Excel
- Ability to work with specialists from multi-disciplinary areas and incorporate information into engineering design and specifications
- Commercial acumen



### Physical requirements

- Ability to travel as required to ensure project delivery
- Current Australian Driver's Licence



### Personal attributes

- Excellent team player who can work independently when required
- Strong organisational skills with the ability to manage and prioritise workload
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Construction Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore                                    |
| Work environment         | Site  |
| Work area                | Onshore / offshore logistics and construction support |
| Typical employer         | Lead contractor or subcontractor                      |
| Applicable project phase | Construction  |

## Tasks and responsibilities

A Construction Manager has overall responsibility for all onshore or offshore construction activities. Responsibilities typically include coordinating logistics, working with governing maritime and regulatory bodies, managing day-to-day operations and reporting to the project developer and key stakeholders to ensure construction runs smoothly, safely and on time.

## Example competencies



### Qualifications

- Tertiary or trade qualification in engineering, marine, technical trades or other relevant field
- Current OGUK Medical and Chester Step Test desirable (only for offshore role)
- Advanced First Aid training highly desirable
- E-learning training for service lift model (desirable but dependent on type of turbines installed)
- Current Maritime Security Identification Card (MSIC)
- HUET (1-day course)
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification



### Experience

- Extensive experience in a construction site manager role in a heavy industry such as mining, power and/or oil and gas
- Wind farm / renewables experience highly desirable but not essential
- Experience in a construction management position
- Familiarity with local unions, Enterprise Agreements (EAs) and industrial relations landscape for onshore / offshore construction projects



### Skills and Knowledge

- Technical understanding of wind turbines
- General knowledge of offshore standards and regulations for construction and installation
- Reporting skills with ability to provide updates on project schedules, budget tracking and any project changes
- Microsoft suite proficiency
- Knowledge of heavy lifting and transport logistics
- Experience in risk management and mitigation



### Physical requirements

- Ability to work offshore on a regular rotation roster (for offshore role) or work site based (for onshore role)
- Ability to pass a valid OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills
- Ability to lead and coordinate the construction team
- Outstanding organisation skills with the ability to plan and prioritise work
- Great interpersonal skills with the ability to communicate project outcomes, delays, and any changes effectively to all stakeholders
- Safety focussed and ability to lead by example in all areas of HSEQ








# Diver

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Offshore export cables / transport and installation / offshore substations |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction   |

## Tasks and responsibilities

Working from an offshore construction, installation or dive support vessel, a Diver has overall responsibility for assisting with subsea cable installation, seabed inspection, subsea construction, repairs, and maintenance. A Diver typically works as part of a team under the Diving Supervisor or Lead Diver and ensures all diving equipment complies with all applicable rules, laws, regulations, and governing bodies.

## Example competencies

|  |   |  |
|--|---|--|
|  <b>Qualifications</b>         | <ul style="list-style-type: none"> <li>• ADAS Diver qualification</li> <li>• Current AS 2299 Dive Medical</li> <li>• BOSIET (if required for vessel crew changes)</li> </ul>  | <ul style="list-style-type: none"> <li>• Current Advanced First Aid certification</li> <li>• Maritime Security Identification Card (MSIC)</li> <li>• Construction Industry White Card</li> </ul> |
|  <b>Experience</b>            | <ul style="list-style-type: none"> <li>• Experience working as a commercial diver in offshore construction, subsea installation, repairs and maintenance or cable lay</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience on wind farm installation projects highly desirable but not essential</li> </ul>   |
|  <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>• Strong communication skills with the ability to work with different nationalities and cultural groups</li> <li>• HSEQ knowledge and familiarity with safety conversations, drills and procedures</li> <li>• Understanding of risks and hazards of the job</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to work as a team and ensure the safety of team members is always the priority during work scope</li> </ul>                                     |
|  <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>• Ability to pass dive medical</li> <li>• Ability to work underwater for lengthy periods of time on a regular rotation roster</li> </ul>   | <ul style="list-style-type: none"> <li>• Ability to pass a BOSIET (if required)</li> </ul>   |
|  <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>• Ability to be flexible and adapt to changing logistical requirements</li> <li>• Confidence to speak up if the work scope is beyond the diver's experience or capabilities as well as reporting any hazards or safety concerns</li> </ul>                             | <ul style="list-style-type: none"> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |



# Client Representative (Installation)

|                          |   |
|--------------------------|---|
| Location                 | Offshore / onshore                          |
| Work environment         | Site  |
| Work area                | Offshore logistics and construction support |
| Typical employer         | Developer                                   |
| Applicable project phase | Construction                                |

## Tasks and responsibilities

The Client Representative is responsible for managing and maintaining an accurate record of all installation activities and providing daily progress reports to the project developer. The Client Representative is also responsible for managing all contractors and subcontractors during the installation phases, ensuring they are adhering to the project timeline, following the Developer's processes and procedures, and adhering to all safety and quality standards.

## Example competencies



### Qualifications

- Engineering, marine or technical tertiary or trade qualification
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid training highly desirable
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification



### Experience

- Extensive experience in a construction site manager / client representative role in a heavy industry such as mining, power, oil or gas
- Experience in a client representative position
- Wind farm / renewables experience highly desirable but not necessary



### Skills and Knowledge

- Technical understanding of cable installation, wind turbines and offshore vessel management
- General knowledge of offshore standards and regulations for construction and installation
- Reporting skills with capability to provide updates on project schedules, budget tracking and any project changes to developer and any other relevant stakeholders
- Computer proficiency with adequate skills in Microsoft suite
- Knowledge of heavy lifting and transport logistics
- Experience in risk management and mitigation
- Understanding of contract management with business acumen



### Physical requirements

- Ability to work offshore when required
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to manage multiple contractors and subcontractors simultaneously
- Outstanding organisation skills with the ability to plan and prioritise work
- Business acumen and understanding of commercial contracts
- Great interpersonal skills with the ability to communicate project outcomes, delays, and any changes effectively to all stakeholders
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Deck Supervisor

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Transport and installation / offshore / logistics and construction support |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction   |

## Tasks and responsibilities

A Deck Supervisor has overall responsibility for all the construction activities on board the deck of an installation / construction vessel. These activities may include coordinating helideck operations, crane operations, rigging and lifting, sea fastening and ensuring a safe and effective transfer of materials to and from the vessel. A Deck Supervisor must ensure that these operations are run safely and in accordance with all approved policies, procedures, and statutory requirements.

## Example competencies



### Qualifications

- Dogging (DG), Advanced Scaffolding (SA) and Advanced Rigging certifications (RA)
- Permit to Work Training
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid certificate
- Working at Heights certification
- Crane certifications highly desirable
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card
- Safety for Supervisors Training
- Undertake Manual Handling certification (MH)
- LEEA Lifting Equipment General (LEG) training highly desirable



### Experience

- Extensive experience as a deck supervisor or equivalent on an offshore construction vessel
- Wind farm / renewables experience highly desirable but not necessary
- Experience using permit to work systems



### Skills and Knowledge

- General knowledge of offshore standards and regulations for construction and installation
- Familiarity and previous experience working with various departments to ensure safety and quality standards are always maintained throughout the project scope
- Knowledge and experience of heavy lifting
- Reporting skills with capability to provide updates on project schedules, budget tracking and any project changes to developer and any other relevant stakeholders



### Physical requirements

- Ability to work offshore in remote locations on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to lead and set a precedent for the whole deck crew
- Outstanding organisation skills with the ability to plan and prioritise work
- Ability to manage any delays or changes effectively to all stakeholders
- Safety focussed with the ability to promote and adhere to a safety-first work culture

## Foundations Package Manager



After working for seven years as a civil/structural engineer in oil and gas, Danny saw an opportunity to design foundation structures for offshore wind turbines.

Before becoming a Foundations Package Manager, Danny worked on the design of the first utility scale offshore wind farm in Japan. This was a steep learning curve for Danny, who had to adjust to Japanese business practices and coordinating the delivery of foundations from around the world.

Now, Danny is responsible for coordinating the design, fabrication and installation of wind turbine foundations for Star of the South.

A typical day for Danny includes working with colleagues to find solutions to challenges associated with foundation design, fabrication and procurement.

Danny encourages those considering working in offshore wind to find out where existing skills are relevant then jump right in.

“That’s what I did back in 2002, I saw a small area where I could contribute and a whole career has followed on from it.”

---

“The industry needs a wide variety of skills, knowledge and personalities. It’s the future.”

---

## Chief Steward: Wind Installation Vessel



Anna is passionate about the environment and was excited to land a job as Chief Steward on a large jack up vessel. She manages the cleaning onboard, including for the accommodation, laundry and galley.

Anna started out as a steward after she obtained her offshore marine certifications.

Like Anna, most of her team come from the hotel, hospitality or mining industry with experience in large scale laundries and cleaning.

Since starting her career at sea Anna has travelled the world, including Africa, Asia, the Gulf of Mexico and the North Sea.

Her recent role on a wind installation vessel has given Anna a lot of optimism around the future of the energy and offshore marine sector.

---

“All you need is a good attitude and a willingness to get in and get the job done.”

---



# Cable Installation Manager

|                          |                                       |
|--------------------------|---------------------------------------|
| Location                 | Onshore / offshore                    |
| Work environment         | Site and office                       |
| Work area                | Array cables / offshore export cables |
| Typical employer         | Lead contractor or subcontractor      |
| Applicable project phase | Construction                          |

## Tasks and responsibilities

A Cable Installation Manager has overall responsibility for managing all cable installation contractors and activities. The role typically includes overseeing cable design, tool development and risk mitigation for the duration of the installation project. A Cable Installation Manager would also be required to work with the project developer and provide updates on the installation progress ensuring any issues or delays are reported.

## Example competencies



### Qualifications

- Tertiary qualification in engineering, project management, marine construction, or other relevant discipline
- Current Maritime Security Identification Card (MSIC)
- Advanced First Aid
- Current GWO Basic Safety Training (BST) - Offshore Certification
- Current OGUK Medical and Chester Step Test desirable
- Construction Industry White Card



### Experience

- Extensive experience in cable installation
- Wind farm construction experience highly desirable
- Project management experience for cable installation projects – offshore wind highly desirable but oil and gas or submarine communications also suitable



### Skills and Knowledge

- Outstanding communication and negotiation skills with the ability to work respectfully with different cultures and nationalities
- Strong understanding and familiarity with offshore cable laying, cable protection, termination and testing
- Strong IT skills and familiarity with software and document management skills
- Local knowledge of offshore standards and regulations including environmental
- Trouble shooting skills with the ability to identify issues and formulate solutions to ensure minimum project disruption



### Physical requirements

- Ability to work offshore when required
- Ability to pass OGUK Medical and Chester Step Test
- Flexibility and willingness to travel at short notice



### Personal attributes

- Strong decision-making skills with delegation capabilities
- Ability to communicate effectively and work with multi-cultural teams and various stakeholders
- Self-motivated and team player
- Safety focused, with the ability to promote and adhere to a safety-first work culture





# Installation Technician

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Onshore                          |
| Work environment         | Site                             |
| Work area                | Wind turbine generators          |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction                     |

## Tasks and responsibilities

An Installation Technician has overall responsibility for installing wind turbine components including nacelles, blades and towers during the construction phase of the project. This role also typically undertakes testing and commissioning of the turbines in preparation for the operations and maintenance phase of the project.

## Example competencies



### Qualifications

- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current Maritime Security Identification Card (MSIC)
- Advanced First Aid Training
- Dogging (DG) and Rigging (RB) certifications
- Crane tickets desirable
- Construction Industry White Card
- Electrical / mechanical trade qualification highly desirable
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Welding qualifications highly regarded



### Experience

- Experience on a commissioning or construction project in an industry such as military, aviation, power or oil and gas
- Renewables experience or previous experience working on a wind farm highly desirable but not essential
- Welding experience highly desirable



### Skills and Knowledge

- Mechanical and electrical skills, ability to work with mechanical, hydraulic, braking, and electrical systems of the wind turbines
- Ability to complete basic documentation and reporting on all work activities including testing and inspections
- Troubleshooting skills
- Ability to follow engineering designs and drawings for all installation and commissioning activities



### Physical requirements

- Physical capability to lift and carry large structures
- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Self-motivated, with the ability to work independently on a team project



# Carousel Engineer

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore                          |
| Work environment         | Office                                      |
| Work area                | Offshore logistics and construction support |
| Typical employer         | Lead contractor or subcontractor            |
| Applicable project phase | Construction                                |

## Tasks and responsibilities

A Carousel Engineer has overall responsibility for the engineering design for the carousel used to transport and lay cable during the installation / construction phase of the project. A Carousel Engineer typically ensures the engineering design meets the project developer's requirements and is delivered within the required timeframe, budget, and quality standards. A Carousel Engineer may also be required to assist with any faults or repairs that occur and oversee technicians working with the carousel.

## Example competencies



### Qualifications

- Tertiary qualification in relevant engineering field (i.e. electrical, mechanical, renewables)
- Construction Industry White Card (required if going to site)
- HUET (1-day course, if working offshore)
- Masters or another post-graduate qualification in specialist field relating to hydraulics / carousel engineering
- Current GWO Basic Safety Training (BST) – Offshore Certification (if working offshore)



### Experience

- Experience in the design and construction of large carousels traditionally used in seabed operations
- Experience liaising with project stakeholders and maintaining strong relationships to project delivery
- Experience in renewable sector desirable but not required



### Skills and Knowledge

- Technical skill set and extensive knowledge of hydraulic systems including motors, tensioners, and subsea cables
- Extensive knowledge of carousel configuration and weight / volume capacity to meet vessel specification requirements
- Ability to work closely with the developer and subcontractors ensuring project requirements are incorporated into engineering design and specifications



### Physical requirements

- Ability to travel as required to ensure project delivery
- Current Australian Driver's Licence



### Personal attributes

- Excellent team player who can work independently when required
- Strong organisational skills with the ability to manage and prioritise workload
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Tension Operator

|                          |                                       |
|--------------------------|---------------------------------------|
| Location                 | Offshore                              |
| Work environment         | Site                                  |
| Work area                | Array cables / offshore export cables |
| Typical employer         | Lead contractor or subcontractor      |
| Applicable project phase | Construction                          |

## Tasks and responsibilities

A Tension Operator has overall responsible for assisting with cable installations by operating deck equipment and safeguarding the carousel for the cable lay. Working on the offshore installation vessel, the Tension Operator must work as part of a team to ensure the successful and safe execution of the cable lay.

## Example competencies

|  |                              |   |  |
|--|------------------------------|---|--|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>Advanced Rigging (RA) certification</li> <li>Valid OGUK Medical and Chester Step Test desirable</li> <li>Construction Industry White Card</li> <li>Current GWO Basic Safety Training (BST) – Offshore Certification</li> <li>Dogging (DG) and crane certifications highly desirable</li> </ul> | <ul style="list-style-type: none"> <li>Current Maritime Security Identification Card (MSIC)</li> <li>Advanced First Aid Training</li> <li>Current BOSIET (if required on vessel)</li> <li>Electrical or mechanical trade certificate very highly regarded</li> </ul> |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>Previous experience working in cable lay and carousel operation desirable</li> <li>Experience on an offshore wind installation or cable lay vessel highly desirable but not essential</li> </ul>   | <ul style="list-style-type: none"> <li>Experience working with rigging and lifting equipment</li> </ul>  |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>Strong communication skills with the ability to work with different nationalities and cultural groups</li> <li>HSEQ knowledge and familiarity with safety conversations, drills, and procedures</li> <li>Crane skills desirable</li> </ul>   | <ul style="list-style-type: none"> <li>Ability to work as part of a team ensuring that safety of all team members is always the priority</li> <li>General understanding of carousel and cable lay installation in an offshore setting is preferred</li> </ul>        |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>Ability to pass OGUK Medical and Chester Step Test</li> <li>Ability to work offshore on a regular rotation roster</li> </ul>   | <ul style="list-style-type: none"> <li>Ability to pass a BOSIET (if required)</li> </ul>   |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>Ability to be flexible and adapt to changing logistical requirements</li> <li>Team player who can work independently</li> </ul>  | <ul style="list-style-type: none"> <li>Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |

# Engineering, Procurement and Construction (EPC) Director

After working in the oil and gas industry, Myles realised there was change on the horizon. Motivated to change to an industry that was sustainable and better for the environment, Myles gravitated to offshore wind.

Starting his career as an electrical and control systems engineer, and then as a project manager in oil and gas, Myles used his experience and skills to become a Project Director for offshore wind farm construction projects across Europe and the United States.

Now, as the EPC Director for Star of the South, Myles leads preparation and development activities to set the project up for success and bring it online.

A typical work day for Myles can vary, as he deals with many different topics across all aspects of an offshore wind farm. He says it takes a lot of smart people with different skills working together to make these projects happen.

Myles says that jobs in renewables were once seen as risky or insecure, but are now in high-demand. These jobs also offer a meaningful way to contribute to the energy transition and have a positive environmental impact.

Myles believes that constant innovations, growth and new technology makes working on offshore wind very interesting and a career that you can grow with over time.



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“Give it a go and find the right role to match your competencies.”

---



# Fabrication Supervisor / Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore   |
| Work environment         | Site and office   |
| Work area                | Wind turbine generators / foundations / onshore substations |
| Typical employer         | Lead contractor or subcontractor                            |
| Applicable project phase | Construction  |

## Tasks and responsibilities

A Fabrication Supervisor / Manager's role is to coordinate and supervise the construction of substations, foundations, and wind turbine generators. This role typically includes welding inspection spot-checks, Non-Destructive Test verifications and working with the HSEQ and project management teams to ensure compliance and standards are in line with the project's specifications.

## Example competencies



### Qualifications

- Welding trade certificate
- Non-Destructive Testing (NDT) certification
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Forklift licence
- Advanced First Aid Training
- Welding Inspector Certification
- NACE Coating Inspector certification
- Current OGUK Medical and Chester Step Test desirable
- Construction Industry White Card
- Maritime Security Identification Card (MSIC) desirable but not essential



### Experience

- Experience in a fabrication supervisor or management role in a fabrication yard
- Wind farm experience highly desirable
- Extensive welding experience
- Experience in construction industry
- Experience with the fabrication of offshore construction assets highly desirable



### Skills and Knowledge

- Sound working knowledge of onshore or offshore fabrication / construction
- Ability to troubleshoot and look 'outside the box' for solutions
- Basic understanding of wind turbine technology
- Ability to manage risk by ensuring potential risks are identified, reported, and addressed



### Physical requirements

- Ability to pass OGUK Medical and Chester Step Test
- Ability to work on a regular rotation roster



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Excellent communication skills with capability to pass on information to all relevant parties
- Strong leadership qualities with the ability to delegate and oversee the entire fabrication project



# Master

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Transport and installation       |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction                     |

## Tasks and responsibilities

A Master has the overarching legal responsibility for the safe and secure operation of the ship. They have a statutory duty for safety and preservation of life at sea and legislated requirements for protecting the environment. A Master will oversee the vessel operations for the duration of the installation project, and ensures that all vessel operations adhere to the relevant guidelines of the ship's flag state as well as the area in which it is operating.

## Example competencies



### Qualifications

- Master 11/2 (Unlimited)
- Current AMSA Medical
- BOSIET
- ECDIS (specific type as per vessel specifications when known)
- Flag state medical and endorsement (if required when vessel is nominated)
- Dynamic Positioning (DP) Offshore Unlimited Certification
- Maritime Security Identification Card (MSIC)
- Current Australian passport



### Experience

- Experience working on similar vessel types (e.g. dynamic positioning, construction, cable lay, pipe-lay, heavy lift, cable installation)
- Extensive experience working in a Master position in the Australian offshore sector
- Experience in dynamic positioning on a similar class vessel (when vessel is known)



### Skills and Knowledge

- Strong leadership skills with the ability to work with different nationalities and cultural groups
- Health and safety knowledge and familiarity with running safety meetings, training, and drills
- Knowledge and understanding of vessel classification and certificates
- Strong commercial acumen with ability to forecast and deliver project within budget requirements



### Physical requirements

- Physical capability to pass AMSA medical
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise vessel internationally



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Excellent communication skills with capability to pass on information to all relevant stakeholders including developer, vessel owner, third party contractors and relevant government departments and regulators
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Crane Inspection Engineer

|                          |   |
|--------------------------|---|
| Location                 | Offshore                                    |
| Work environment         | Site  |
| Work area                | Offshore logistics and construction support |
| Typical employer         | Lead contractor or subcontractor            |
| Applicable project phase | Construction                                |

## Tasks and responsibilities

A Crane Inspection Engineer has overall responsibility for all major inspection and maintenance of cranes on board an offshore installation / construction vessel. Typical tasks may include troubleshooting, repairs to valves, engines, and hydraulic components, carrying out preventative maintenance on all the vessel's cranes, and ensuring that regular inspection and servicing of equipment is completed in a timely manner that meets the project schedule.

## Example competencies



### Qualifications

- Trade or tertiary qualification in relevant field (i.e., electrical, mechanical, hydraulics)
- Permit to Work Training
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid certification certificate
- Working at Heights certification
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card
- LEEA Lifting Equipment General (LEG) training highly desirable
- Crane certifications highly desirable



### Experience

- Experience in a crane inspection / engineering role on an offshore construction vessel
- Experience in heavy lifting inspections and breakdown repairs
- Experience working with the same cranes / hydraulic systems (when vessel and cranes are known)



### Skills and Knowledge

- Working knowledge of offshore standards and regulations in relation to crane inspection and maintenance
- Technical operational skill set with troubleshooting abilities
- Familiarity with permit to work systems
- Basic knowledge of renewables industry and offshore wind desirable but not mandatory



### Physical requirements

- Ability to work offshore in remote locations on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Excellent team player who can work independently when required
- Strong organisational skills with the ability to manage and prioritise workload
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Commissioning Engineer

|                          |  |
|--------------------------|--|
| Location                 | Onshore / offshore   |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations / onshore substations / grid connection |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction   |

## Tasks and responsibilities

A Commissioning Engineer has overall responsibility for overseeing electrical tests on all project electrical infrastructure. This typically includes ensuring that all electrical equipment on the onshore and offshore substations is installed, tested and commissioned according to the project requirements. A Commissioning Engineer also ensures the wind turbines are correctly installed and the SCADA system is ready for operational requirements.

## Example competencies



### Qualifications

- Electrical Engineering Degree or A Grade Electrical Licence (or other equivalent tertiary qualification)
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid Training highly desirable
- Current Maritime Security Identification Card (MSIC)
- Current HUET (1-day course)
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification



### Experience

- Extensive experience in a commissioning role in a heavy industry such as mining, power, oil and gas
- Wind farm / renewables experience highly desirable but not necessary
- Experience in an offshore commissioning environment
- Experience working with project supervisors and various stakeholders and providing project progress updates



### Skills and Knowledge

- Technical understanding of wind turbines
- Strong general knowledge of offshore electrical and commissioning standards and regulations
- SCADA system familiarly
- Computer proficiency with adequate skills in Microsoft suite
- Experience in risk management and mitigation
- Strong electrical skills with capability to be 'hands on' if required



### Physical requirements

- Ability to work offshore in remote locations on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to lead and set a precedent for the whole construction team
- Excellent organisation skills with the ability to plan and prioritise work
- Excellent interpersonal skills with the ability to communicate project outcomes, delays, and changes effectively to all stakeholders
- Safety focussed with the ability to promote and adhere to a safety-first work culture





# Rigger Foreperson

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Onshore / offshore               |
| Work environment         | Site                             |
| Work area                | Transport and installation       |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction                     |

## Tasks and responsibilities

A Rigger Foreperson has overall responsibility for leading the rigging team in the installation and construction phase of the project. The role typically includes preparing daily reports on project progress, resource allocation, assisting with construction methodologies and progress, and liaising with all stakeholders to ensure the project is delivered in a safe and timely manner.

## Example competencies



### Qualifications

- Advanced Rigging (RA) certifications
- Current OGUK Medical and Chester Step Test desirable
- Construction Industry White Card
- Current driver's licence
- Dogging (DG) and crane certifications highly desirable
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current Maritime Security Identification Card (MSIC)
- Advanced First Aid Training
- Current HUET (1-day course) – if working offshore



### Experience

- Extensive knowledge and experience in rigging and lifting techniques, rules, and regulations
- Experience on wind turbines highly desirable
- Experience in planning and preparation of job cards and work packs for offshore is desirable
- Previous experience estimating personnel hours for construction scopes including lifting, rigging, coatings and insulation
- Proven track record in driving progress and productivity to meet scheduled targets



### Skills and Knowledge

- Knowledge and skills of permit to work systems
- Crane skills highly desirable
- Understanding of wind farms and turbines, with previous experience highly desirable
- Ability to work offshore on a regular rotations roster
- Trouble shooting and problem-solving skills



### Physical requirements

- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Outstanding communication skills with the ability to work independently as well as part of a team
- Safety focused, with the ability to promote and adhere to a safety-first work culture



## Geophysicist

Cara studied archaeology and geology at university before starting her professional career in the UK's offshore renewables industry.

Cara got a start in offshore wind reviewing geophysical datasets to detect any archeological sites at sea. She would advise the developer on risk management including wind farm layout to minimise damage to archaeological sites and meet licensing requirements.

More recently, Cara has been employed as a Client Representative, working in Unexploded Ordnance (UXO) detection techniques for installing infrastructure at sea, in addition to assessing installations prior to commissioning.

One of the highlights of Cara's job is working with heritage agencies to grow the number of recognised archaeological sites at sea including artefacts from World War II.

Cara believes that further geophysical surveys for offshore wind farms will greatly aid mapping for the UK's National Cultural Heritage program.

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**"Geophysical surveys for offshore wind are greatly important."**

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# Marine Coordinator

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore                          |
| Work environment         | Site  |
| Work area                | Offshore logistics and construction support |
| Typical employer         | Lead contractor or subcontractor            |
| Applicable project phase | Construction                                |

## Tasks and responsibilities

A Marine Coordinator has overall responsibility for planning, managing, and overseeing all marine activities offshore. Duties typically include managing vessel logistics, assisting with audits and daily reporting to relevant stakeholders including the project developer on project delivery, weather conditions and any other factors that may cause delays.

## Example competencies

|   |  |
|---|--|
|  <p><b>Qualifications</b></p>         | <ul style="list-style-type: none"> <li>• Marine qualification such as Master 11/2 (Unlimited) desirable but not mandatory</li> <li>• Current OGUK Medical and Chester Step Test desirable (only for offshore role)</li> <li>• Current HUET (1-day course) or BOSIET (if working on any of the vessels)</li> <li>• Current Maritime Security Identification Card (MSIC)</li> <li>• Construction Industry White Card</li> <li>• Current GWO Basic Safety Training (BST) – Offshore Certification</li> <li>• Advanced First Aid Training highly desirable</li> </ul>  |
|  <p><b>Experience</b></p>            | <ul style="list-style-type: none"> <li>• Experience working as a marine coordinator facilitating logistics for multiple vessels on a single project</li> <li>• Wind farm / renewables experience highly desirable but not necessary</li> <li>• Experience on an offshore construction project</li> <li>• Familiarity with local unions and industrial relations landscape for onshore / offshore construction projects</li> </ul>  |
|  <p><b>Skills and Knowledge</b></p>  | <ul style="list-style-type: none"> <li>• Strong marine knowledge including local, state, national and international maritime regulations, and standards</li> <li>• Reporting skills with capability to provide updates on project schedules, budget tracking and any project changes to the developer and other stakeholders</li> <li>• Computer proficiency with adequate skills in Microsoft suite</li> <li>• Experience in risk management and mitigation</li> <li>• Emergency management skills with capability to be key point of contact in an emergency</li> <li>• General knowledge of offshore standards and regulations for construction and installation</li> </ul> |
|  <p><b>Physical requirements</b></p> | <ul style="list-style-type: none"> <li>• Ability to work offshore on a regular rotation roster (for offshore role) or work site based (for onshore role).</li> <li>• Ability to pass OGUK Medical and Chester Step Test</li> </ul>   |
|  <p><b>Personal attributes</b></p>   | <ul style="list-style-type: none"> <li>• Decision making skills with the ability to lead and set a precedent for the whole marine management team</li> <li>• Outstanding organisation skills with the ability to plan and prioritise work</li> <li>• Excellent interpersonal skills with the ability to communicate project outcomes, delays, and changes effectively to all stakeholders</li> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |



# Site Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore  |
| Work environment         | Site  |
| Work area                | Transport and Installation / offshore substations / onshore substations |
| Typical employer         | Lead contractor or subcontractor  |
| Applicable project phase | Construction  |

## Tasks and responsibilities

A Site Manager has overall responsibility for overseeing the construction site(s) during the entire construction phase of the project. Responsibilities typically include ensuring project guidelines are executed on schedule and the safety procedures and construction budget are adhered to. A Site Manager will work either onshore or on an offshore vessel.

## Example competencies



### Qualifications

- Tertiary or trade qualification in relevant field
- Current OGUK Medical and Chester Step Test desirable (only for offshore role)
- Advanced First Aid Training highly desirable
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card



### Experience

- Extensive experience in a construction site manager role in a heavy industry such as mining, power, oil or gas
- Wind farm / renewables experience highly desirable but not necessary
- Experience in a site management or leadership role
- Familiarity with local industrial relations landscape for onshore / offshore construction projects



### Skills and Knowledge

- Technical understanding of wind turbines
- General knowledge of mechanical, electrical and hydraulic faults, and diagnosis
- Reporting skills with capability to provide updates on project schedules, budget tracking and project changes to relevant stakeholders
- Computer proficiency with adequate skills in Microsoft suite
- SAP experience desirable but not essential



### Physical requirements

- Ability to work offshore on a regular rotation roster (for offshore role) or work site based (for onshore role)
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to lead and set a precedent for the whole construction team
- Outstanding organisation skills with the ability to plan and prioritise work
- Team player who can also work autonomously without supervision
- Great interpersonal skills with the ability to communicate project outcomes, delays, and any changes effectively to all stakeholders
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Heavy Lift Supervisor

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Transport and installation       |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction / operations        |

## Tasks and responsibilities

A Heavy Lift Supervisor has overall responsibility for all lifting operations during the construction phase of the project. Working from the installation / construction vessel, a Heavy Lift Supervisor typically ensures all lifting equipment is regularly checked and serviced, and all certificates are up to date. Other duties may include planning and managing all lifts on the vessel, ensuring risk assessments and HSEQ policies and procedures are always followed and reporting and documenting all incidents or changes to the planned scope of work.

## Example competencies



### Qualifications

- Dogging (DG), Advanced Scaffolding (SA) and Advanced Rigging (RA) certifications
- Permit to Work Training
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid certificate
- Working at Heights certification
- PMASUP 305 Operate Offshore Crane (or equivalent – Stage 3 Crane Operator)
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card
- Safety for Supervisors Training
- Undertake Manual Handling certification (MH)
- LEEA Lifting Equipment General (LEG) training highly desirable



### Experience

- Extensive experience in heavy lifting supervisor or similar role on an offshore construction vessel
- Wind farm / renewables experience highly desirable but not necessary
- Demonstrated previous experience using permit to work systems



### Skills and Knowledge

- General knowledge of offshore standards and regulations for construction and installation
- Extensive knowledge and experience of heavy lifting
- Familiarity and previous experience working with various departments to ensure safety and quality standards are always maintained throughout the project scope



### Physical requirements

- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to lead and set a precedent for the whole lifting team
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Outstanding organisation skills with the ability to plan and prioritise work



# Crane Operator

|                          |   |
|--------------------------|---|
| Location                 | Offshore  |
| Work environment         | Site  |
| Work area                | Transport and installation / offshore substations |
| Typical employer         | Lead contractor or subcontractor                  |
| Applicable project phase | Construction / operations                         |

## Tasks and responsibilities

A Crane Operator has overall responsibility for all lifting operations as directed by the Deck Supervisor during the construction phase of the project. Daily tasks typically include assisting with all lifts to and from the deck, monitoring rigging to ensure it is safe to use and suitable for the scope of work, assist with crane maintenance and checks and report any incidents, near misses or risks.

## Example competencies



### Qualifications

- Dogging (DG), Advanced Scaffolding (SA) and Advanced Rigging (RA) certifications
- Permit to Work Training
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid certificate
- Working at Heights certification
- Current Maritime Security Identification Card (MSIC)
- BOSIET (if required for offshore vessel)
- Construction Industry White Card
- PMASUP 305 Operate Offshore Crane (or equivalent – Stage 3 Crane Operator)



### Experience

- Extensive experience working on a similar crane (when known) on a similar vessel
- Experience with crane maintenance and repairs
- Experience using permit to work systems
- Experience with heavy lifting (wind farm experience desirable but not mandatory)



### Skills and Knowledge

- Strong safety focus with the ability to stop the job if it is assessed to be unsafe
- Ability to effectively use two-way communication equipment ensuring that confirmation is received before any lifts are undertaken
- Knowledge and experience of heavy lifting
- Strong skill sets relating to electrical and hydraulic systems



### Physical requirements

- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Decision making skills with the ability to stop the job if there are any safety concerns
- Outstanding organisation skills with the ability to plan and prioritise work
- Ability to manage any delays or changes effectively to all stakeholders



# Deck Cadet

|                          |  |
|--------------------------|--|
| Location                 | Offshore / onshore                                   |
| Work environment         | Site   |
| Work area                | Ports and harbours                                   |
| Typical employer         | Lead contractor or subcontractor                     |
| Applicable project phase | Construction / operations (depending on vessel type) |

## Tasks and responsibilities

A Deck Cadet completes a traineeship program to become a qualified Watchkeeper Deck Officer and obtain a Deck Watchkeeper Certificate of Competency. The cadetship includes studying the Diploma of Maritime Operations (Watchkeeper Deck) and completing 18 months of sea service on vessels greater than or equal to 500GT. Once qualified, a Watchkeeper Deck Officer can work on any vessel of any size, anywhere in the world within the position guidelines dictated by the Officer's Certificate of Competency.

## Example competencies



### Qualifications

- Current AMSA Medical
- Year 12 school certificate or equivalent
- Maritime Security Identification Card (MSIC)
- Current Australian passport
- Trade certificate highly desirable but not mandatory



### Experience

- Experience working on site with a rostered rotation either at sea, on an industrial / mining site or military experience highly desirable but not mandatory
- Experience in marine sector highly desirable but not essential



### Skills and Knowledge

- Strong communication skills with the ability to work with different nationalities and cultural groups



### Physical requirements

- Physical capability to pass AMSA medical (including colour blindness test, this must be completed before starting traineeship)
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise on vessel internationally if required
- 'Hands on' with good manual dexterity



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who can work independently
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Marine Steward

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Transport and installation                           |
| Typical employer         | Lead contractor or subcontractor                     |
| Applicable project phase | Construction / operations (depending on vessel type) |

## Tasks and responsibilities

A Marine Steward has overall responsibility for ensuring the vessel accommodation areas, stores, laundry, and galley are maintained in a clean and tidy manner. A Marine Steward is also responsible for the maintenance and operational function of the laundry.

## Example competencies



### Qualifications

- Certificate of Safety Training (full course) – STCW Reg IV/1
- Current AMSA Medical
- BOSIET (if required for vessel crew changes)
- Flag state medical and endorsement (if required when vessel is nominated)
- Construction Industry White Card (only required for construction phase of the project)
- Food Safety Level 1 Use Hygienic Practices For Food Safety and Food Safety Level 2 Participate in Safe Food Handling Practices
- Maritime Security Identification Card (MSIC)
- Current Australian passport



### Experience

- Experience working in large, industrialised hospitality environment such as hotel chains, mining, military or offshore oil and gas industry
- Customer service experience
- Experience in marine sector highly desirable



### Skills and Knowledge

- Strong communication skills with the ability to work with different nationalities and cultural groups
- Health and safety knowledge and familiarity with safety conversations, drills, and procedures
- Extensive knowledge of hygienic work practices
- General understanding of marine activities, standards, codes, and regulations
- Proficiency in Microsoft suite



### Physical requirements

- Physical capability to pass AMSA medical
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise on vessel internationally if required



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who can work independently
- Safety focused, with the ability to promote and adhere to a safety-first work culture





# Apprentice Mechanical / Hydraulics Technician

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore / onshore               |
| Work environment         | Site                             |
| Work area                | Wind turbine generators          |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction / operations        |

## Tasks and responsibilities

An Apprentice Mechanical / Hydraulics Technician works under the supervision of the Mechanical / Hydraulics Technician and completes training and education on the job and through TAFE to qualify as a Mechanical Fitter. While working under the supervision of the Mechanical / Hydraulics Technician, an Apprentice is typically exposed to a variety of mechanical and hydraulic tasks including installation, construction, repairs, and maintenance. As an Apprentice gains working knowledge and skills, the tasks and responsibilities increase in complexity.

## Example competencies



### Qualifications

- Year 12 school certificate (or equivalent)
- Current GWO Basic Safety Training (BST) Offshore Certification (this training is provided during the apprenticeship)
- IRATA Rope Access certification (desirable but not essential)
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications desirable
- Current HUET (1-day course) – training provided during apprenticeship
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Construction Industry White Card (to be obtained on the job, during the construction phase of the project)



### Experience

- Understanding or background in mechanical or hydraulic systems highly desirable but not essential
- Experience working in a 'hands on' role also highly desirable
- Soldering and welding skills highly regarded



### Skills and Knowledge

- Ability to follow instructions and work under the direction of a supervisor
- Practical mind set with the ability to think outside the box



### Physical requirements

- Ability to pass OGUK Medical and Chester Step Test
- Ability to work offshore on a regular rotation roster
- Physical ability to climb wind turbines and complete physically demanding tasks at heights



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Team player who can take direction from others



# Apprentice Electrician

|                          |  |
|--------------------------|--|
| Location                 | Offshore / onshore   |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations / onshore substations |
| Typical employer         | Lead contractor or subcontractor                                     |
| Applicable project phase | Construction / operations  |

## Tasks and responsibilities

An Apprentice Electrician works under the supervision of a qualified electrician for on-the-job training as well as completing training through TAFE to qualify as an electrician holding an A Grade Electrical Licence. While working under the supervision of the Electrician, an Apprentice Electrician would be exposed to a variety of electrical tasks including assessing and working from electrical diagrams and blueprints, installation and repair and maintenance of electrical components on wind turbines and associated infrastructure. Tasks and responsibility typically become more complex as an Apprentice Electrician gains working knowledge and skills.

## Example competencies



### Qualifications

- Year 12 school certificate (or equivalent)
- Current GWO Basic Safety Training (BST) – Offshore Certification (this training is provided during the apprenticeship)
- IRATA Rope Access certification desirable but not essential
- Current Maritime Security Identification Card (MSIC)
- Current HUET (1-day course) provided during apprenticeship
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Construction Industry White Card (to be obtained on the job, during the construction phase of the project)



### Experience

- Understanding or background in electrical systems highly desirable but not essential
- Experience working in a 'hands on' role also highly desirable



### Skills and Knowledge

- Ability to follow instructions and work under the direction of a supervisor
- Practical mindset with the ability to think outside the box



### Physical requirements

- Ability to pass OGUK Medical and Chester Step Test
- Ability to work offshore on a regular rotation roster
- Physical ability to climb wind turbines and complete physically demanding tasks at heights



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Team player who can take direction from others



## Electrical Technician

With a passion for cleaning up the planet, the renewables industry stood out to Brendan for his next career move.

He studied mechatronics for four years in the Royal Netherlands Navy before working as a technician on torpedoes and specialist underwater mine clearance Remote Operated Vehicle (ROVs). In this role, he was responsible for the key electrical and mechanical components of the ROV and was required to dismantle, service and repair any faults.

This training made his skillset highly transferable into the wind industry where he currently works as an Electrical Technician completing maintenance and repairs on wind turbines in The Netherlands.

Brendan's tasks include detecting faults, maintenance servicing and major overhauls which need to be completed on each turbine every four years.

Brendan loves the climbing aspect of his job and sees this, along with the incredible size of the turbines, as all part of the 'adventure'.

He does admit it's not for everyone as it requires technicians to be fit, have no issues working at heights and have the motivation to work a 12 hour day on a turbine with generally just one other person.

---

**"Working in wind is an adventure."**

---



# Mechanical / Hydraulics Technician

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Wind turbine generators / onshore substations / offshore substations |
| Typical employer         | Lead contractor or subcontractor                                     |
| Applicable project phase | Construction / operations  |

## Tasks and responsibilities

A Mechanical / Hydraulics Technician has overall responsibility for undertaking service and maintenance work on all wind turbines and associated hydraulic and mechanical equipment. A Mechanical / Hydraulics Technician is typically responsible for interpreting the requirements of manuals, specifications, and work instructions to ensure the project runs efficiently, safely and on time.

## Example competencies



### Qualifications

- Trade qualification as a Mechanical Fitter or equivalent
- Current GWO Basic Safety Training (BST) – Offshore Certification
- IRATA Rope Access certification desirable but not essential
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications desirable
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Advanced First Aid Training
- Construction Industry White Card



### Experience

- Previous mechanical and hydraulics experience in a similar industry (i.e. military, aviation, power, oil and gas or mining) is highly desirable
- Experience working on wind turbines highly desirable but not essential
- Experience diagnosing, repairing, and servicing hydraulic machines and their components
- Experience with SCADA systems, remote operation and fault finding of complex power generation equipment



### Skills and Knowledge

- Ability to document and report on all work activities
- Troubleshooting skills with the ability to think outside the box for repairs and maintenance



### Physical requirements

- Ability to pass OGUK Medical and Chester Step Test
- Ability to work offshore on a regular rotation roster
- Ability to work autonomously
- Physical ability to climb wind turbines and complete physically demanding tasks at heights



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Self-motivated with the ability to work independently on a team project



# Electrical Technician / Supervisor

|                          |  |
|--------------------------|--|
| Location                 | Offshore / onshore   |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations / onshore substations / grid connection |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction / operations  |

## Tasks and responsibilities

An Electrical Technician / Supervisor forms an integral part of the construction and operations phases and is typically required to oversee and report on all the electrical operational, installation and safety requirements for the project. An Electrical Technician / Supervisor may also be required to be the site appointed nominated supervisor under the Registered Electrical Contractors License on behalf of the employer for the site.

## Example competencies



### Qualifications

- Trade qualified electrician with A Grade license in the state of Victoria (or relevant area of operation)
- Hold or work for a company with a Registered Electrical Contractors license and hold the position of Nominated Electrical Supervisor on behalf of the employer (only required for electrical nominee)
- Current High Voltage (HV) certificate
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Advanced First Aid certification Training



### Experience

- Experience as the Electrical Nominee in an aviation, military, automotive, power, mining or oil and gas industry
- Leadership experience in a supervisory role ideally in a heavy industry such as oil and gas, power, mining, or renewables sector
- Wind farm experience highly desirable but not essential
- Extensive high voltage switching experience including termination and installation and authorisation of personnel to perform high voltage operations



### Skills and Knowledge

- Working knowledge of electrical installation requirements for onshore and offshore facilities
- Understanding of the Registered Electrical Contractor (REC) responsibilities for Victoria
- Broad understanding of AC/DC electrical circuits and ability to troubleshoot and analyse faults and problems when turbines stop generating electricity
- Ability to document and report on all work activities including repairs, testing, and inspections
- Proficiency in mechanical and hydraulic equipment to fault find and diagnose
- Strong computer skills and ability to use various software



### Physical requirements

- Physical capability to work at heights, work and crawl in confined spaces and lift heavy items, when required
- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Strong communication skills and interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Ability to work with various contractor and subcontractor groups including different cultures / nationalities
- Ability to work flexibility and be on call



# Approvals Compliance Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore                          |
| Work environment         | Site and office                             |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Construction / operations                   |

## Tasks and responsibilities

An Approvals Compliance Manager has overall responsibility for managing project approval compliance during the construction and operational phases of the project. An Approvals Compliance Manager is typically required to manage stakeholders involved in any environmental assessments, approval change requests or updates during the project's construction. An Approvals Compliance Manager would also provide advice during the operational phase of the project on how the developer will manage the eventual decommissioning of the project at the end of its lifespan.

## Example competencies



### Qualifications

- Tertiary educated in relevant field (i.e. engineering, environmental, renewables)
- Current OGUK Medical and Chester Step Test desirable (only for offshore role)
- Advanced First Aid Training highly desirable
- Current HUET (1-day course)
- Current Maritime Security Identification Card (MSIC)
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification



### Experience

- Experience managing approvals in an onshore / offshore field
- Wind farm / renewables experience highly desirable but not necessary



### Skills and Knowledge

- Extensive environmental knowledge including local, state, national and international regulations and standards
- General knowledge of offshore standards and regulations for construction and installation
- Computer literacy with adequate skills in Microsoft suite
- Reporting skills with capability to provide updates on any approval changes to developer and any other relevant stakeholders



### Physical requirements

- Ability to work on site or in an office
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Outstanding organisation skills with the ability to plan and prioritise work
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Great interpersonal skills with the ability to communicate any changes effectively to all stakeholders



# Trainee Integrated Rating

|                          |  |
|--------------------------|--|
| Location                 | Offshore and onshore                                 |
| Work environment         | Site   |
| Work area                | Ports and harbours                                   |
| Typical employer         | Lead contractor or subcontractor                     |
| Applicable project phase | Construction / operations (depending on vessel type) |

## Tasks and responsibilities

A Trainee Integrated Rating (TIR) completes a traineeship program to become a qualified Integrated Rating and obtain an Integrated Rating Certificate of Proficiency (CoP). The Traineeship includes study and 36 weeks sea service under the supervision of an endorsed Integrated Rating and the vessel Master. Once qualified, an Integrated Rating is an internationally recognised Able Seaman. Day to day tasks on the vessel may include cargo operations, deck and engine room maintenance, mooring, navigational watches and anchor handling.

## Example competencies

|  |                              |  |  |
|--|------------------------------|--|--|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>• Current AMSA Medical</li> <li>• Year 10 school certificate or equivalent</li> <li>• Maritime Security Identification Card (MSIC)</li> </ul>                                       | <ul style="list-style-type: none"> <li>• Current Australian passport</li> <li>• Trade certificate highly desirable but not mandatory</li> </ul>  |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>• Previous experience working on site with a rostered rotation either at sea, on an industrial or mining site, or military experience highly desirable but not mandatory</li> </ul> | <ul style="list-style-type: none"> <li>• Experience in marine sector highly desirable but not essential</li> </ul>   |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>• Strong communication skills with the ability to work with different nationalities and cultural groups</li> </ul>  |  |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>• Physical capability to pass AMSA medical (including colour blindness test)</li> <li>• Ability to work offshore on a regular rotation roster</li> </ul>                            | <ul style="list-style-type: none"> <li>• Ability to pass a BOSIET (if required)</li> <li>• Availability to mobilise and demobilise on vessel internationally if required</li> <li>• 'Hands on' with good manual dexterity</li> </ul> |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>• Flexible and able to adapt to changing logistical requirements</li> <li>• Team player who can work independently</li> </ul>   | <ul style="list-style-type: none"> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  |

## Trainee Electrical Technician



After completing her turbine technician training at college, Dawn completed a five month maintenance internship with a wind turbine manufacturer, leading to a permanent position as a Trainee Electrical Technician servicing the company's wind turbines.

Dawn loves the variety of tasks which include completing planned maintenance, diagnosing faults and troubleshooting. She says the role is not for the faint hearted as it involves working at heights and requires significant technical skills. It also involves thinking outside the box and the flexibility to adapt to changing plans and schedules.

Dawn hopes to inspire other females who would like to work in the wind industry and advises that they shouldn't be put off by the idea that you need a lot of physical strength.

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"I hope to inspire other females who would like to work in the wind industry."

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## Area Service Manager



Hannah started her career as a commissioning engineer before transitioning to the renewables industry.

Hannah loves working in offshore wind because the variety of work means no two days are the same.

Overseeing a team of 26 electrical and mechanical engineers across several wind farms, her role includes maintenance planning, managing the operations budget, coaching team members, managing client relationships and liaising with stakeholders to ensure all sites are running smoothly and to schedule.

Hannah encourages people in other industries to consider transitioning their skills into offshore wind, saying that anyone with an open and positive attitude, love of working at heights, a passion for the environment and an interest in technology has the makings of a successful team member.

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"No two days are the same."

---





# Trainee Marine Engineer

|                          |  |
|--------------------------|--|
| Location                 | Offshore and onshore                                 |
| Work environment         | Site   |
| Work area                | Ports and harbours                                   |
| Typical employer         | Lead contractor or subcontractor                     |
| Applicable project phase | Construction / operations (depending on vessel type) |

## Tasks and responsibilities

A Trainee Marine Engineer completes a traineeship program to become a qualified Watchkeeper Engineer and obtain an Engineering Watchkeeper Certificate of Competency (CoC). A traineeship typically includes 36 weeks of study completing a workshop skills equivalent qualification (this is not required if the student already holds a recognised trade certificate), completing a Diploma of Marine Engineering (Engineer Watchkeeper), and undertaking 36 weeks of sea service on vessels greater than or equal to 750KW. Once qualified, an Engineer Watchkeeper can work on any vessel of any size, anywhere in the world.

## Example competencies



### Qualifications

- Current AMSA Medical
- Year 12 school certificate or equivalent or a trade qualification as approved under AMSA Marine Orders
- Maritime Security Identification Card (MSIC)
- Current Australian passport
- Recognised trade certificate highly desirable



### Experience

- Experience working on site with a rostered rotation either at sea, on an industrial / mining site or military highly desirable but not mandatory
- Experience in marine sector highly desirable but not mandatory



### Skills and Knowledge

- Strong communication skills with the ability to work with different nationalities and cultural groups
- Familiarity with engines and mechanical aptitude highly desirable



### Physical requirements

- Physical capability to pass AMSA medical (including colour blindness test)
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise on vessel internationally if required
- 'Hands on' with good manual dexterity



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who can work independently
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Remote Operated Vehicle Technician

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Array cables / offshore export cables                  |
| Typical employer         | Lead contractor or subcontractor                       |
| Applicable project phase | Construction / operations (depending on project scope) |

## Tasks and responsibilities

A Remote Operated Vehicle (ROV) Technician has overall responsibility for operating ROVs to perform tasks including survey, cable lay, infrastructure installation, repair, and maintenance. A ROV Technician may also maintain and repair electronic, mechanical, electrical, and hydraulic systems as well as fault finding and testing.

## Example competencies



### Qualifications

- Trade qualification or equivalent (electrical, electronic, or mechanical highly desirable)
- BOSIET (if required for vessel crew changes)
- Hold an IMCA / MTSC logbook (or obtain if new entrant) to record hours and competencies
- Work at Heights certification
- Construction Industry White Card
- Maritime Security Identification Card (MSIC)
- Current training in High Voltage Electricity as per Appendix 1 of IMCA R005 or IMCA C010 (Certificate required)
- Current OGUK Medical



### Experience

- Experience in mechanical, hydraulic, electrical, and electronic fields desirable
- Experience working as a ROV Technician on a construction / installation vessel highly regarded
- Experience on wind farm installation projects highly desirable but not essential
- Familiarity with the specific ROV being utilised for the project (when known) highly regarded



### Skills and Knowledge

- Strong communication skills with the ability to work cooperatively and effectively with team members
- HSEQ knowledge and familiarity with safety conversations, drills, and procedures
- Ability to work as part of a team ensuring that safety of all team members is always the priority
- Understanding of risks and hazards of operating the ROV



### Physical requirements

- Ability to pass OGUK medical
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Chief Engineer

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Transport and installation                           |
| Typical employer         | Lead contractor or subcontractor                     |
| Applicable project phase | Construction / operations (depending on vessel type) |

## Tasks and responsibilities

A Chief Engineer supervises the engineering department and oversees the management of all mechanical, electrical, ancillary equipment and deck machinery on board the vessel. A Chief Engineer is responsible for the efficient and safe running of the engine room department ensuring all team members are following relevant codes, rules and legislation including manufacturer technical instructions.

## Example competencies



### Qualifications

- AMSA Engineer Class 1 (Chief Eng >3000KW 111/2 Unlimited) or equivalent Certificate of Competency
- Current AMSA Medical
- BOSIET (if required for vessel crew changes)
- Flag state medical and endorsement (if required when vessel is nominated)
- Confined Space Entry certification
- Working at Heights certification
- Maritime Security Identification Card (MSIC)
- Current Australian passport



### Experience

- Previous experience in a Chief Engineer role on a similar vessel type (when vessel is nominated)
- Experience in implementing and adhering to all regulatory body guidelines, standards, and specifications
- Leadership experience with the ability to work well under pressure and to tight deadlines
- Experience in offshore wind highly desirable but not essential



### Skills and Knowledge

- Strong communication skills with the ability to work with different nationalities and cultural groups
- Reporting capabilities with the ability to regularly update relevant stakeholders on areas of responsibility including the operation of machinery, safety, and pollution prevention
- Understanding of offshore wind activities, standards, codes, and regulations
- Proficiency with Microsoft suite for documentation and reporting requirements



### Physical requirements

- Ability to pass AMSA medical
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise on vessel internationally if required



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who can lead by example
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Chief Integrated Rating

|                          |  |
|--------------------------|--|
| Location                 | Offshore   |
| Work environment         | Site   |
| Work area                | Offshore logistics and construction support / ports and harbours |
| Typical employer         | Lead contractor or subcontractor                                 |
| Applicable project phase | Construction / operations (depending on vessel type)             |

## Tasks and responsibilities

A Chief Integrated Rating (CIR) oversees the deck ratings and reports to the Chief Officer. A CIR's responsibilities can include managing and carrying out deck maintenance, assisting in shipboard operations and cargo support, assisting with painting, and loading of stores, undertaking watchkeeping duties, ensuring safety checks are regularly maintained and recorded and complying with the vessel's Safety Management System.

## Example competencies



### Qualifications

- AMSA Integrated Rating Certificate of Proficiency
- AMSA Chief Integrated Rating Certificate of Proficiency (desirable)
- Current AMSA Medical
- BOSIET (if required for vessel crew changes)
- Flag state medical and endorsement (if required when vessel is nominated)
- Confined Space Entry Certification
- Maritime Security Identification Card (MSIC)
- Working at Heights Certification
- Current Australian passport
- Dogging (DG) and Rigging (RB) certifications
- Helicopter Landing Officer (HLO) certification (if vessel is equipped with helipad or crew changes via helicopter)
- Helicopter Refuelling (HREF) certification (if vessel is equipped with helipad or crewchanges via helicopter)
- Respond to a Helideck Incident (HDI) certification (if vessel is equipped with helipad or crew changes via helicopter)



### Experience

- Previous experience on a similar vessel type (when vessel is nominated)
- Previous experience in a Chief Integrated Rating / Bosun position
- Experience in implementing and adhering to all regulatory body guidelines, standards, and specifications
- Leadership experience with the ability to work well under pressure and tight deadlines
- Experience in offshore wind highly desirable but not essential



### Skills and Knowledge

- Strong communication skills with the ability to work with different nationalities and cultural groups
- Reporting capabilities with the ability to update the Chief Officer on any issues or safety concerns
- General understanding of offshore wind activities, standards, codes, and regulations
- Proficiency with Microsoft suite



### Physical requirements

- Physical capability to pass AMSA medical
- Ability to work offshore on a regular rotation roster
- Ability to pass a BOSIET (if required)
- Availability to mobilise and demobilise on vessel internationally if required



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Team player who can lead by example
- Capability to ensure a good working environment by keeping to and promoting a tidy workspace



# QHSE Manager

|                          |   |
|--------------------------|---|
| Location                 | Onshore / offshore                          |
| Work environment         | Site and office                             |
| Work area                | All   |
| Typical employer         | Developer, lead contractor or subcontractor |
| Applicable project phase | Construction / operations                   |

## Tasks and responsibilities

A Quality, Health, Safety and Environment (QHSE) Manager has overall responsibility for ensuring compliance with relevant legislation and standards for the entire lifecycle of the project both onshore and offshore. A QHSE Manager is responsible for assessing and monitoring safety performance for the project and implementing improvement plans for all departments and personnel. This role is typically responsible for setting up and maintaining all ISO standards, conducting external and internal audits of suppliers and contractors and ensuring that all accidents and incidents are reported, investigated, and closed out in a timely manner.

## Example competencies



### Qualifications

- Tertiary education in a relevant discipline and / or with post-graduate studies in HSEQ or Cert IV in Work Health and Safety
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Advanced First Aid Training
- Current OGUK Medical and Chester Step Test desirable
- Construction Industry White Card
- ISO 9001, ISO 14001 and ISO 45001 Integrated Management Systems Internal Auditor Training
- Current Maritime Security Identification Card (MSIC)
- Current HUET (1-day course)
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)



### Experience

- Extensive experience in HSEQ leadership roles
- Experience managing a project through different phases
- Experience on a renewables project or high-risk work environment – wind farm experience highly desirable



### Skills and Knowledge

- Knowledge and understanding of offshore wind industry
- Understanding of safety risks and regulations in multifaceted project areas including construction, offshore marine and working at heights



### Physical requirements

- Ability to travel to site including offshore when required
- Working at heights certification and experience highly desirable
- Ability to pass OGUK Medical and Chester Step Test
- Valid Australian driver's licence



### Personal attributes

- Outstanding communication skills
- Ability to lead and work as part of a team, mentor and influence all stakeholders within the project organisation
- Safety focussed with the ability to lead the project and drive a safety-first work culture throughout the project
- Ability to use initiative and make decisions based on risk management, quality orientation and desired outcomes
- Ability to prioritise and utilise organisational skills in a fast-paced work environment



# Coating Inspector

|                          |  |
|--------------------------|--|
| Location                 | Offshore                                       |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations |
| Typical employer         | Lead contractor or subcontractor               |
| Applicable project phase | Construction / operations                      |

## Tasks and responsibilities

A Coating Inspector typically inspects wind turbine coatings and associated components including blades, towers, nacelles, foundations, and equipment. A Coating Inspector is required to advise on best practice and preferred coatings for the project's environmental conditions, durability, and service requirements to ensure quality and standards are maintained.

## Example competencies



### Qualifications

- NACE Coating Inspector Program Level 2 or 3 Certification or industry equivalent
- Trade qualification in Painting / Abrasive Blasting or equivalent
- Current GWO Basic Safety Training (BST) – Offshore Certification
- IRATA Rope Access certification
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications desirable
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Advanced First Aid Training
- Construction Industry White Card



### Experience

- Experience in a coating inspection role in an offshore setting
- Experience working on wind turbines highly desirable but not essential
- Experience with trade specific measuring equipment and instruments
- Experience working in a rope access / working at heights role for long periods of time



### Skills and Knowledge

- Strong blasting, painting, hand, and power tool skills
- Ability to document and report on all work activities
- Knowledge and understanding of standards and regulations for corrosive environments
- Troubleshooting skills – ability to think outside the box for repairs and maintenance



### Physical requirements

- Physical capability to lift, carry and work at heights
- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Self-motivated with the ability work independently on a team project



## Site Quality Manager

Johnny is the Quality Manager of the pre-assembly site for a major turbine manufacturer.

He made the switch to the offshore wind industry over six years ago and never looked back. He worked in a factory environment for most of his career and found working outside in a site-based role challenging but highly enjoyable.

With a background as an electrician, Johnny was surprised how transferable his skills were. He realised that wind is not too different from other forms of electricity generation. The technical principles are the same – rotor, gearbox and generator – just at a much larger size and scale.

Johnny undertakes quality inspections and works closely with the offshore wind developer and turbine manufacturer. As Quality Manager he ensures all the technicians are working to their schedule and the standard of the work is in accordance with developer and manufacturer specifications.

On the future of the industry, Johnny is extremely enthusiastic. “It is wonderful to be involved in this new industry, because you are right at the beginning and can grow with it.”

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“You can grow with the industry.”

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# Rope Access Manager

|                          |  |
|--------------------------|--|
| Location                 | Offshore                                       |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations |
| Typical employer         | Lead contractor or subcontractor               |
| Applicable project phase | Construction / operations                      |

## Tasks and responsibilities

A Rope Access Manager is required to manage all offshore employees who are working at heights via rope access harnesses. A Rope Access Manager's duties typically include developing, implementing, and adhering to project specific guidelines and procedures, providing operational and technical guidance to team members, and reporting back to subcontractors and project developer on any safety or operational issues.

## Example competencies



### Qualifications

- Level 3 IRATA Rope Access certification
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RA) certifications desirable
- Construction Industry White Card
- Working at Heights certification
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Advanced First Aid Training



### Experience

- Experience in a supervisory offshore rope access role
- Experience working on wind turbines highly desirable but not essential
- Extensive experience working in industrial construction and maintenance (onshore or offshore)



### Skills and Knowledge

- Strong technical knowledge and general understanding of wind turbines / offshore wind
- Ability to document and report on all work activities
- Troubleshooting skills and the ability to think outside the box to provide solutions to issues



### Physical requirements

- Physical capability to lift, carry and work at heights.
- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Leadership qualities with the ability to establish strong relationships with team members and key stakeholders





# Radio Operator

|                          |   |
|--------------------------|---|
| Location                 | Offshore / onshore                          |
| Work environment         | Site  |
| Work area                | Offshore logistics and construction support |
| Typical employer         | Lead contractor or subcontractor            |
| Applicable project phase | Construction / operations                   |

## Tasks and responsibilities

A Radio Operator works onshore or offshore providing communication services. A Radio Operator has overall responsibility to ensure radio equipment is maintained and that communications are delivered clearly and swiftly for the safety of the team. The Radio Operator may also be required to book flights to and from the offshore facilities and assist with helicopter landings (if vessel is equipped with helipad or crewchanges via helicopter) or Crew Transfer Vessel transfers.

## Example competencies



### Qualifications

- Aeronautical Radio Operator Certificate – CASA endorsed or STCW AMSA endorsed GMDSS Radio Operator certificate (or equivalent)
- Current HUET (1-day course)
- Construction Industry White Card
- Current GWO Basic Safety Training (BST) – Offshore Certification
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Maritime Security Identification Card (MSIC)
- Current OGUK Medical and Chester Step Test desirable
- Administration or logistics qualifications desirable but not required
- Advanced First Aid Training



### Experience

- Experience in a radio operator role supporting offshore logistics
- Extensive experience in administration, logistics and communications roles
- Experience on wind farm installation projects highly desirable
- Experience working in a highly industrialised setting with a strong safety focus



### Skills and Knowledge

- Strong communication skills with the ability to prioritise work based on logistical and safety requirements
- HSEQ knowledge and familiarity with safety conversations, drills, and procedures
- Team player that can work autonomously



### Physical requirements

- Ability to pass OGUK medical and Chester Step Test
- Ability to work offshore on a regular rotation roster (for offshore role) or work site based (for onshore role)



### Personal attributes

- Ability to be flexible and adapt immediately to changing logistical requirements
- Ability to liaise and work effectively with all project stakeholders
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# SCADA Engineer

|                          |  |
|--------------------------|--|
| Location                 | Onshore  |
| Work environment         | Site   |
| Work area                | Wind turbine generators / grid connection / onshore substations / offshore substations |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction / operations  |

## Tasks and responsibilities

A Supervisory Control and Data Acquisition (SCADA) Engineer forms an integral part of the engineering team and is responsible for all SCADA requirements including design, specifications, scope of works, technical drawings, and implementation of the system. The SCADA Engineer is also typically required to ensure the system is compliant with contract schedules and requirements for sensor and control system integration.

## Example competencies



### Qualifications

- Electrical or communications engineering degree or equivalent discipline
- Higher study / specialisation in industrial controls / SCADA engineering



### Experience

- Experience in SCADA hardware and software solutions
- Experience in wind / renewables industry highly desirable
- Experience planning and executing grid compliance tests and other required tests



### Skills and Knowledge

- Working knowledge of industrial instrumentation, Programmable Logic Controllers (PLCs), and automation
- Familiarity with IEC Standards and regulations
- Ability to read and analyse test data to improve wind farm control performance
- Strong computer skills
- General understanding of new methods and technologies in offshore wind



### Physical requirements

- Able to travel (onshore / offshore) if required
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Strong communication and interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Ability to work with various contractor and subcontractor groups including different cultures / nationalities
- Ability to work flexible hours



# Control Room Technician

|                          |  |
|--------------------------|--|
| Location                 | Offshore / onshore   |
| Work environment         | Site and office  |
| Work area                | Wind turbine generators / offshore substations / onshore substations / grid connection |
| Typical employer         | Lead contractor or subcontractor   |
| Applicable project phase | Construction / operations  |

## Tasks and responsibilities

A Control Room Technician has overall responsibility for monitoring and managing the electrical operational systems including switching operations. Typical tasks may include troubleshooting and working through any error messages and system malfunctions, providing technical support to offshore workers, supporting all planned and unplanned shutdowns of the wind turbines and their networks and air and marine movement monitoring.

## Example competencies



### Qualifications

- Electronics or electrical engineering qualification or relevant equivalent trade or certification
- Current High Voltage (HV) certificate
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- Advanced First Aid Training
- Current Maritime Security Identification Card (MSIC)
- Construction Industry White Card



### Experience

- Extensive experience in grid connections, management, and electrical systems
- High and low voltage switching experience essential
- Experience in offshore or onshore wind highly desirable but not essential



### Skills and Knowledge

- Working knowledge of electrical and electronic installation requirements for onshore and offshore facilities
- Broad understanding of AC/DC electrical circuits and ability to troubleshoot and analyse faults and problems
- Ability to document and report on all work activities including repairs, testing, and inspections
- Strong computer skills



### Physical requirements

- Ability to pass an OGUK Medical and Chester Step Test
- Ability to travel offshore if required



### Personal attributes

- Strong communication skills and interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Ability to work with various contractor and subcontractor groups including different cultures / nationalities
- Ability to work flexible hours and be on call



## Site Assistant

Renee supports the construction of onshore substations for an offshore wind farm.

Before getting into offshore wind, Renee worked at her family's forklift and crane rental company, then at a large engineering and construction company in Taiwan. This set her up with a strong understanding of working in an industrial setting and the importance of quality, health, safety and environment standards.

With a background in book keeping and administration, Renee was a perfect fit for the Site Assistant role. She believes that the organisational skills developed in her previous administration roles set her up for success in this position.

A typical day for Renee includes ordering supplies, coordinating logistics including travel for her team members, completing meeting minutes and supply chain / procurement related activities.

Renee is excited about the future of the offshore wind industry and believes there are many avenues for people who are either starting out or wanting to transition careers.

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**“There are so many avenues for those who are either starting out or wanting to transition careers.”**

---



# Site Administrator

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore / onshore               |
| Work environment         | Site                             |
| Work area                | All                              |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction / operations        |

## Tasks and responsibilities

A Site Administrator has overall responsibility for managing the daily administrative and reporting functions during the construction and operations and maintenance phases of the project. A Site Administrator is a key contact for all stakeholders and is typically responsible for travel logistics including crew change manifests, organising, and coordinating meetings, ordering office supplies and PPE, maintaining site records and databases and creating purchase orders. An administrator would either work onshore or on a vessel.

## Example competencies

|  |                              |   |  |
|--|------------------------------|---|--|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>• Certificate IV in Business Administration or Cert IV in Project Management (desirable not mandatory)</li> <li>• Current OGUK Medical and Chester Step Test desirable (only for offshore role)</li> <li>• Advanced First Aid Training highly desirable</li> </ul> | <ul style="list-style-type: none"> <li>• Current Maritime Security Identification Card (MSIC)</li> <li>• BOSIET (if required for offshore vessel)</li> <li>• Radio Operator Certificate desirable(offshore role only)</li> <li>• Construction industry White Card</li> </ul> |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>• Experience working in administrative role ideally site based</li> <li>• Wind farm / renewables experience highly desirable but not necessary</li> </ul>  | <ul style="list-style-type: none"> <li>• Project administration experience in construction phase of a project</li> </ul>   |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>• Advanced IT skills with strong Microsoft Office proficiency</li> <li>• SAP experience desirable but not essential</li> </ul>   | <ul style="list-style-type: none"> <li>• Primavera P6 or Microsoft Project planning systems familiarity desirable but not required</li> </ul>  |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>• Ability to work offshore on a regular rotation roster (for offshore role) or work site based (for onshore role)</li> </ul>   | <ul style="list-style-type: none"> <li>• Ability to pass OGUK Medical and Chester Step Test</li> </ul>   |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>• Outstanding organisation skills</li> <li>• Team player who can also work autonomously without supervision</li> <li>• Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>  | <ul style="list-style-type: none"> <li>• Great interpersonal skills with the ability to communicate to various stakeholders with respect and courtesy</li> </ul>   |



# Painter / Rope Access Technician

|                          |  |
|--------------------------|--|
| Location                 | Offshore                                       |
| Work environment         | Site   |
| Work area                | Wind turbine generators / offshore substations |
| Typical employer         | Lead contractor or subcontractor               |
| Applicable project phase | Construction / operations                      |

## Tasks and responsibilities

A Painter / Rope Access Technician is typically required to carry out painting and blasting duties whilst working at heights via harness during the construction and operations phases of the project. This role includes maintenance and application of protective coatings and paints to the offshore wind turbines and facilities.

## Example competencies



### Qualifications

- Trade qualification in Painting / Abrasive Blasting or equivalent
- Current GWO Basic Safety Training (BST) – Offshore Certification
- IRATA Rope Access certification
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications desirable
- Construction Industry White Card
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Advanced First Aid training
- NACE Certificate or equivalent desirable but not essential



### Experience

- Experience in a similar industry such as military, aviation, power, oil and gas
- Electrical / mechanical trade qualification highly desirable
- Experience working on wind turbines highly desirable but not essential
- Experience with trade specific measuring equipment and instruments
- Experience working in a rope access / working at heights role for long periods of time



### Skills and Knowledge

- Blasting, painting, and power tool skills
- Ability to document and report on all work activities
- Troubleshooting skills – ability to think outside the box for repairs and maintenance



### Physical requirements

- Physical capability to lift, carry and work at heights in varying weather conditions
- Ability to pass OGUK Medical and Chester Step Test
- Ability to work offshore on a regular rotation roster



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Self-motivated with the ability to work independently on a team project



# Warehouse Stores Assistant

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Onshore                          |
| Work environment         | Site                             |
| Work area                | All                              |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Construction / operations        |

## Tasks and responsibilities

A Warehouse Stores Assistant is based onshore and has overall responsibility for managing stock levels of supplies and equipment as well as ordering in parts and equipment as requested by onshore and offshore personnel. A Warehouse Stores Assistant is typically tasked with cost control duties to ensure pricing is within budgets and coordinating the movement of stores going to and from the onshore and offshore facilities.

## Example competencies



### Qualifications

- Certificate IV in Logistics or equivalent desirable
- Current OGUK Medical and Chester Step Test
- Advanced First Aid Training
- Forklift (LF), Dogging (DG), Rigging (RB), Elevated Work Platform (EWP) certifications desirable
- Current Maritime Security Identification Card (MSIC)
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Dangerous Goods Certification
- Current Australian driver's licence
- Construction Industry White Card



### Experience

- Experience working in a site-based warehouse role
- Wind farm / renewables experience highly desirable but not necessary
- Experience working on a multifaceted project dealing with various stakeholders including third party customers
- Previous transport / logistics / inventory experience in the construction and operations phase of a project
- Previous SAP experience highly desirable



### Skills and Knowledge

- Advanced IT skills with strong Microsoft Office proficiency
- Strong understanding of offshore logistics, transport, and scheduling
- Primavera P6 or Microsoft Project planning systems familiarity desirable but not required



### Physical requirements

- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Outstanding organisation skills with the ability to plan and prioritise work
- Team player who can also work autonomously without supervision
- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Great interpersonal skills with the ability to communicate to various stakeholders
- Ability to adapt to changing circumstances to ensure project outcomes are always prioritised



# Wind Yield Performance Analyst

|                          |   |
|--------------------------|---|
| Location                 | Onshore                                 |
| Work environment         | Office with offshore travel as required |
| Work area                | Wind turbine generators                 |
| Typical employer         | Lead contractor or subcontractor        |
| Applicable project phase | Operations                              |

## Tasks and responsibilities

A Wind Yield Performance Analyst has overall responsibility for meteorological, wind and energy data analysis as well as turbine SCADA and operational performance analysis. In addition, a Wind Yield Performance Analyst typically undertakes statistical and performance modelling, site inspections and quality assurance duties.

## Example competencies



### Qualifications

- Tertiary qualification in engineering, physics, meteorology, mathematics, or another relevant field
- Current GWO Basic Safety Training (BST) – Offshore Certification
- Current Maritime Security Identification Card (MSIC)
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Masters or post-graduate certificate in specialist field relating to offshore wind highly desirable
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable



### Experience

- Experience in a wind yield analyst role on an onshore or offshore wind farm
- Extensive experience in meteorology, oceanography or another relevant field
- SCADA experience
- Programming experience (actual system to be confirmed when known)



### Skills and Knowledge

- Strong statistical and modelling skills very highly regarded
- Working knowledge of offshore wind technologies and processes
- General understanding of wind farm design and planning software
- Microsoft suite proficiency including Microsoft Excel
- Commercial acumen
- Outstanding documentation and reporting skills



### Physical requirements

- Ability to travel as required to inspect turbines
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Independent worker who can work well with other departments and stakeholders
- Strong organisational skills with the ability to manage and prioritise workload
- Great interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture





## Mechanical Technician

After studying mechanical engineering in the Netherlands, Marcus applied for a Mechanical Technician role with a wind turbine manufacturer and was hired a few weeks later.

Marcus admits that, although the renewables industry was not on his radar as a career path, he was intrigued by the sheer scale and size of the turbines and the opportunity to work outdoors and at heights.

Marcus enjoys the physical aspects of the job including climbing up and down the turbines and working in narrow spaces within the turbines.

To qualify for the position, Marcus undertook several courses which included Global Wind Organisation's safety training and working at heights.

Marcus begins each day by teaming up with a colleague. Each team has two technicians – one with electrical experience and another with a mechanical background. The team spends a day on each turbine completing daily tasks including repairs and maintenance.

While the Netherlands will always be home, Marcus would love to one day travel to Australia to train and upskill a new local offshore wind workforce.

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**“The sheer scale and size of the turbines and the opportunity to work outdoors and at heights intrigued me.”**

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# Deckhand / Mate – Crew Transfer Vessel

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Ports and harbours               |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Operations                       |

## Tasks and responsibilities

A Deckhand / Mate has overall responsibility for manual tasks on the Crew Transfer Vessel (CTV). These typically include general painting and maintenance duties, cargo loading, assisting passengers, and operating various equipment for navigation and communication.

## Example competencies



### Qualifications

- AMSA endorsed near coastal maritime certificate (General Purpose Hand Near Coastal, Coxswain Grade 2 Near Coastal, Coxswain Grade 1 Near Coastal – to be determined when CTV is selected)
- Current AMSA Medical
- Maritime Security Identification Card (MSIC)
- Construction White Card (only required if CTV is engaged for construction phase)



### Experience

- Experience on an inshore vessel working as part of a small team
- Experience on a small passenger vessel transferring personnel to remote facilities highly regarded
- Experience in offshore wind highly desirable but not essential
- Independent self-starter who can organise all maintenance, servicing, and manual tasks on CTV



### Skills and Knowledge

- Outstanding communication skills with the ability to communicate effectively with passengers and customers
- Strong understanding of the risks associated with boarding and disembarking to an offshore wind turbine and associated facilities
- Sound knowledge of inshore marine and local harbour standards, codes, and regulations



### Physical requirements

- Ability to pass AMSA medical
- Ability to work at sea in varying weather conditions on a regular rotation roster



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who has outstanding customer service and interpersonal skills
- Safety focused, with the ability to promote and adhere to a safety-first work culture, ensuring the safety of the passengers and crew members is always the priority



# Master – Crew Transfer Vessel

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Ports and harbours               |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Operations                       |

## Tasks and responsibilities

A Master has overall responsibility and authority of the Crew Transfer Vessel (CTV) and must ensure the safety of the passengers and crew both on board and during the personnel transfer to the wind turbine towers.

## Example competencies



### Qualifications

- AMSA endorsed near coastal Master Certificate (Master less than 24m Near Coastal, Master Inland Waters, Master less than 35m Near Coastal, Master less than 80m Near Coastal – to be determined when CTV is selected)
- Current AMSA Medical
- Maritime Security Identification Card (MSIC)
- Construction White Card (only required if CTV is engaged for construction phase)



### Experience

- Experience as Master of an inshore vessel leading a small team
- Experience on a small passenger vessel transferring personnel to offshore facilities
- Experience in offshore wind highly desirable but not essential



### Skills and Knowledge

- Outstanding communication skills with the ability to communicate effectively with passengers
- Strong understanding of the risks associated with boarding and disembarking to an offshore wind turbine and associated facilities
- Sound knowledge of inshore marine and local harbour standards, codes, and regulations



### Physical requirements

- Ability to pass AMSA medical
- Ability to work at sea in varying weather conditions on a regular rotation roster



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who has outstanding customer service and interpersonal skills
- Zero harm attitude, with the ability to promote a safety-first work culture, ensuring the safety of the passengers and crew members is always the priority



# Engineer – Crew Transfer Vessel

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Ports and harbours               |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Operations                       |

## Tasks and responsibilities

An Engineer has overall responsibility for the engine room including personnel and associated equipment on the Crew Transfer Vessel (CTV).

## Example competencies



### Qualifications

- AMSA endorsed near coastal Engineer certificate (Marine Engine Driver 1, 2 or 3 or Engineer Class 3- to be determined when CTV is selected)
- Construction White Card (only required if CTV is engaged for construction phase)
- Maritime Security Identification Card (MSIC)
- Current AMSA Medical



### Experience

- Experience as an engineer on an inshore vessel working as part of a small team
- Experience on a small passenger vessel transferring personnel highly regarded
- Experience in offshore wind highly desirable but not essential
- Strong hydraulic, electrical, and mechanical experience in operating and maintaining vessel systems



### Skills and Knowledge

- Outstanding communication skills with the ability to communicate effectively with passengers
- Ability to manage and coordinate breakdowns, repairs and run regular maintenance checks
- Sound knowledge of inshore marine and local harbour standards, codes, and regulations



### Physical requirements

- Ability to pass AMSA medical
- Ability to work at sea in varying weather conditions on a regular rotation roster



### Personal attributes

- Ability to be flexible and adapt to changing logistical requirements
- Team player who has outstanding customer service and interpersonal skills
- Zero harm attitude, with the ability to promote a safety-first work, ensuring the safety of the passengers and crew members is always the priority



# Asset Integrity Manager

|                          |  |
|--------------------------|--|
| Location                 | Onshore  |
| Work environment         | Site and office  |
| Work area                | Wind turbine generators / foundations / offshore substations / onshore substations |
| Typical employer         | Developer, lead contractor or subcontractor  |
| Applicable project phase | Operations   |

## Tasks and responsibilities

An Asset Integrity Manager has overall responsibility for the coordination and optimisation of project workflows and everyday operations of the asset. An Asset Manager's duties typically include management of subcontractors and contractors, along with improvement projects to increase efficiency, reduce costs and improve wind turbine performance and monitor foundations, subsea works and offshore substations.

## Example competencies



### Qualifications

- Tertiary qualification in engineering, project management, marine construction, or other relevant discipline
- Current Maritime Security Identification Card (MSIC)
- Advanced First Aid Training
- Current GWO Basic Safety Training (BST) –Offshore Certification
- Current OGUK Medical and Chester Step Test desirable



### Experience

- Professional experience in asset or O&M management, preferably in the wind / offshore industry or other large-scale industries
- General understanding of technical systems across all areas of an offshore wind farm
- Project management experience and previous leadership roles, offshore or wind highly desirable but oil and gas, mining, and power also suitable



### Skills and Knowledge

- Outstanding communication and negotiation skills with the ability to work respectfully with different cultures and nationalities
- Budget management skills and commercial acumen
- Strong IT skills and familiarity with software and document management skills
- Local knowledge regarding offshore standards and regulations including environmental standards
- Ability to manage various facets of the offshore wind farm, identify issues and formulate solutions to ensure minimum project disruption



### Physical requirements

- Ability, flexibility, and willingness to travel offshore when required
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Strong decision-making and delegation skills
- Ability to communicate effectively and work with multi-cultural teams and various stakeholders
- Self-motivated and team player
- Safety focused, with the ability to promote and adhere to a safety-first work culture



# Wind Turbine Technician

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Wind turbine generators          |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Operations                       |

## Tasks and responsibilities

A Wind Turbine Technician forms an integral part of the operations and maintenance team and is typically required to complete routine maintenance checks, diagnose faults, and ensure the turbines are running at peak capacity. In addition to this, Wind Turbine Technicians are often required to assist in large component replacements and troubleshoot issues.

## Example competencies

|  |                              |   |  |
|--|------------------------------|---|--|
|  | <b>Qualifications</b>        | <ul style="list-style-type: none"> <li>Trade qualification, electrical, mechanical, or equivalent skill set from another heavy industry highly desirable</li> <li>Current Maritime Security Identification Card (MSIC)</li> <li>Dogging (DG) and Rigging (RB) certifications</li> <li>Advanced First Aid Training</li> <li>IRATA rope access certification desirable</li> </ul> | <ul style="list-style-type: none"> <li>Current GWO Basic Safety Training (BST) – Offshore Certification</li> <li>Current HUET (1-day course)</li> <li>Current OGUK Medical and Chester Step Test desirable</li> <li>E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)</li> </ul> |
|  | <b>Experience</b>            | <ul style="list-style-type: none"> <li>Experience in a highly disciplined industry such as aviation, military, automotive, power, mining or oil and gas</li> </ul>  | <ul style="list-style-type: none"> <li>Experience in offshore or onshore wind highly desirable but not essential</li> <li>Experience in a working at heights role highly regarded</li> </ul>   |
|  | <b>Skills and Knowledge</b>  | <ul style="list-style-type: none"> <li>Mechanical skills, with the ability to repair mechanical, hydraulic, braking, and electrical systems of the wind turbines</li> <li>Ability to document and report on all work activities including repairs, testing, and inspections</li> </ul>  | <ul style="list-style-type: none"> <li>Troubleshooting skills with the ability to diagnose faults and problem solve</li> </ul>   |
|  | <b>Physical requirements</b> | <ul style="list-style-type: none"> <li>Physical capability to work at heights, work and crawl in confined spaces and lift heavy items</li> <li>Ability to work offshore on a regular rotation roster</li> </ul>   | <ul style="list-style-type: none"> <li>Ability to pass OGUK Medical and Chester Step Test</li> </ul>   |
|  | <b>Personal attributes</b>   | <ul style="list-style-type: none"> <li>Strong communication skills and interpersonal skills</li> <li>Safety focused, with the ability to promote and adhere to a safety-first work culture</li> </ul>   | <ul style="list-style-type: none"> <li>Ability to work with various contractor and subcontractor groups including different cultures / nationalities</li> </ul>  |



# Blade Repair Technician

|                          |                                  |
|--------------------------|----------------------------------|
| Location                 | Offshore                         |
| Work environment         | Site                             |
| Work area                | Wind turbine generators          |
| Typical employer         | Lead contractor or subcontractor |
| Applicable project phase | Operations                       |

## Tasks and responsibilities

A Blade Repair Technician has overall responsibility for maintenance, repair and replacement of the wind turbine parts including the blades and nacelles. Work is completed on the wind turbines via rope, platform, or vessel access.

## Example competencies



### Qualifications

- Current GWO Basic Safety Training (BST) – Offshore Certification
- GWO certified Blade Repair Training
- IRATA Rope Access certification
- Current Maritime Security Identification Card (MSIC)
- Dogging (DG) and Rigging (RB) certifications
- Advanced First Aid Training
- Current HUET (1-day course)
- Current OGUK Medical and Chester Step Test desirable
- E-learning training for service lift model (this training is desirable but will be dependent on the turbines installed)
- Electrical / mechanical trade qualification highly desirable



### Experience

- Experience in a technical electrical / mechanical role in operations and maintenance in a similar industry, such as military, aviation, power or oil and gas
- Experience working on wind turbines highly desirable but not essential
- Experience in blade damage assessment and repair highly desirable
- Rope access / working at heights experience



### Skills and Knowledge

- Mechanical and electrical skills with the ability to repair all mechanical, hydraulic, braking, and electrical systems of the wind turbines
- Ability to document and report on all work activities including repairs, testing, and inspections
- Troubleshooting skills, ability to think outside the box for repairs and maintenance



### Physical requirements

- Physical capability to lift, carry and work at heights in varying weather conditions
- Ability to work offshore on a regular rotation roster
- Ability to pass OGUK Medical and Chester Step Test



### Personal attributes

- Safety focused, with the ability to promote and adhere to a safety-first work culture
- Self-motivated, able to work independently on a team project

# Course Guide

| Course Name   | Provider  | Locations  |
|---|---|--|
| ADAS Diver Qualification  | Australian Diver Accreditation Scheme (ADAS)  | Melbourne, Tasmania, Perth, Albany, Queensland, Sydney, New Zealand                  |
| Advanced First Aid  | Multiple providers in all states and territories, TAFE Gippsland  | Multiple providers in all states and territories                                     |
| Aeronautical Radio Operator Certificate                                   | Droneit Group, Civil Aviation Safety Authority (CASA)   | Online and in person   |
| AMSA Chief Integrated Rating Certificate of Proficiency                   | Australian Maritime College, South Metro TAFE, TAFE NSW   | Hobart, Fremantle, Newcastle   |
| AMSA Integrated Rating Certificate of Proficiency                         | Australian Maritime College, South Metro TAFE, TAFE NSW   | Hobart, Fremantle, Newcastle   |
| AMSA Medical  | Multiple providers in all states and territories  | Multiple providers in all states and territories                                     |
| AS 2299 Dive Medical  | South Pacific Underwater Medicine Society (SPUMS), Dive Medicals Online   | Perth, Melbourne, Sydney, Brisbane   |
| Basic Offshore Safety Induction and Emergency Training (BOSIET)           | ERGT Australia  | Perth, Darwin, Altona  |
| Certificate III Engineering Composites – Blade Repair Technician          | Federation University   | Ballarat   |
| Certificate of Safety Training (full course) – STCW Reg IV/1              | TAFE Newcastle, TAFE Ultimo, ERGT Australia, Great Barrier Reef International Marine College, Maritime Career Training, Whitsunday Maritime Training Centre, Australian Maritime Centre, Fremantle Maritime Simulation Centre | Newcastle, Sydney, Darwin, Cairns, Kulangoor, Airlie Beach, Altona, Perth, Fremantle |
| Chester Step Test   | Any GP can complete this test   | Multiple providers in all states and territories                                     |
| Confined Space Entry Certificate  | Multiple providers in all states and territories, TAFE Gippsland  | Multiple providers in all states and territories                                     |
| Construction Industry White Card  | Multiple providers in all states and territories, TAFE Gippsland  | Multiple providers in all states and territories                                     |
| Dangerous Goods Certificate   | State Department of Transport<br>Multiple providers in all states and territories   | Multiple providers in all states and territories                                     |
| Dogging and Rigging Certifications (DG, RB, RA)                           | Multiple providers in all states and territories, TAFE Gippsland  | Multiple providers in all states and territories                                     |
| Dynamic Positioning (DP) Offshore Unlimited Certification                 | Australian Maritime Centre, Perth Simulation Centre   | Hobart, Perth  |
| E-learning service lift training (dependent on wind turbine manufacturer) | Turbine manufacturer will determine   | Online   |
| ECDIS (Electronic Chart Display and Information System)                   | Australian Maritime Centre, Smart Ship Australia, Perth Simulation Centre, TAFE Newcastle, TAFE Sydney, Great Barrier Reef International Marine College   | Hobart, Brisbane, Perth, Newcastle, Sydney, Cairns                                   |



| Course Name  | Provider   | Locations  |
|--|--|--|
| Elevated Work Platform (EWP) certification   | Multiple providers in all states and territories, TAFE Gippsland   | Multiple providers in all states and territories                 |
| Flag State medicals and endorsements   | As per flag state of installation and cable lay vessels once known   | Flag state consulate   |
| Forklift Licence (LF)  | Multiple providers in all states and territories, TAFE Gippsland   | Multiple providers in all states and territories                 |
| Global Wind Organisation (GWO) Basic Safety Training (BST)   | Alitec Australia, Canberra Institute of Technology, Federation University, Fire and Safety Australia, Skylar Safety, Thomson Bridge, Wright Training   | Melbourne, Canberra, Adelaide, Sydney, Ballarat                  |
| Global Wind Organisation (GWO) Blade Repair Training Certificate   | RIGCOM, Vertical Horizonz, Skylar Safety   | Sydney, Brisbane   |
| Global Wind Organisation (GWO) Standard – Basic Technical Training   | Federation University  | Ballarat   |
| Helicopter Underwater Escape Training (HUET)   | ERGT Australia, Life Flight Training Academy, Ace Training Centre  | Perth, Darwin, Melbourne, Queensland (various cities), Sydney    |
| High Voltage certifications  | High Voltage Training Solutions, Volt Edge, Site Skills Training, Optec, Competency Training, Power Supply Services and Training, Western Energy Training, Australian Maritime College, National Electrical and Communications Association | Sydney, Melbourne, Perth, Darwin, Tasmania, Canberra, Adelaide   |
| Inshore / domestic maritime qualifications (exact qualifications will be known once the CTV vessel is selected based on vessel Safe Manning Certificate)<br>MAR40620 Master up to 35 metres<br>MAR30921 Master up to 24 metres<br>MAR20321 Coxswain Grade 1<br>MAR10418 Coxswain Grade 2<br>MAR20421 Marine Engine Driver Grade 3<br>MAR30821 Marine Engine Driver Grade 2<br>MAR40220 Marine Engine Driver Grade 1<br>MAR10220 General Purpose Hand | Multiple providers in all states and territories, TAFE Gippsland   | Multiple providers in all states and territories, Lakes Entrance |
| IRATA Rope Access Certification  | Multiple providers in all states and territories   | Multiple providers in all states and territories                 |
| ISO 9001, ISO 14001 and ISO 45001 Integrated Management Systems Internal Auditor Training  | Multiple providers, QMS Audits, PWC Training Academy, Bureau Veritas   | All cities in Australia and online                               |
| LEEA Lifting equipment general (LEG) training  | leeaint.com, gss-training.com  | E-learning mainly or instructor based training on site           |
| Lifting Equipment General (LEG) Advanced Program   | Lifting Equipment Engineering Association  | Online e-learning  |

| Course Name   | Provider   | Locations   |
|---|--|---|
| Manual Handling Certificate   | www.myskills.gov.au, www.training.gov.au, TAFE Gippsland   | Multiple providers in all states and territories            |
| Maritime Security Identification Card (MSIC)  | Atlas Professionals, Veritas, Client View  | Post office (Australia-wide), Perth office, Adelaide office |
| Master 11/2 (Unlimited)   | Australian Maritime College, South Metro TAFE, TAFE NSW (Newcastle)  | Hobart, Fremantle, Newcastle                                |
| Minimum CIP -2 Certified Coating Inspector  | Association for Materials Protection and Performance (AMPP)  | Brisbane, Perth, Adelaide, Sydney                           |
| NDT Certifications  | ATTAR AQB, ALS Training Academy, Advanced Infrared Resourced Australia, Kuzer Technical, TAFE                        | WA, NSW, Queensland, SA and Victoria                        |
| OGUK Medical  | Multiple providers in all states and territories   | Multiple providers in all states and territories            |
| Permit to Work Training   | Multiple providers in all states and territories   | Multiple providers in all states and territories            |
| PMASUP 305 Operate Offshore Crane   | Multiple providers in all states and territories   | Multiple providers in all states and territories            |
| Radio Operator Certificate (GMDSS Radio Operator Certificate of Recognition)                                | Great Barrier Reef International College, Australian Maritime College, TAFE Newcastle, TAFE Ultimo, South Metro TAFE | Queensland, Hobart, Fremantle, Newcastle, Sydney            |
| Risk Management   | Multiple providers in all states and territories and online  | Multiple providers in all states and territories and online |
| Risk Management PMI-RMP certification   | Sprintzeal   | Multiple states and territories across Australia            |
| SITXFSA005 Use hygienic practices for food safety<br>SITXFSA006 Participate in safe food handling practices | CTA Training Specialists, TAFE Gippsland   | Online, Gippsland   |
| Trade Certificates  | Technical colleges, TAFE (Australia-wide), TAFE Gippsland  | Multiple providers in all states and territories            |
| Welding Certificate   | Technoweld, Weld Australia, Australian Welding Institute, TAFE Gippsland   | Adelaide, Sydney, Gippsland                                 |
| Work Safely at Heights  | Multiple providers across Australia, TAFE Gippsland  | Multiple providers in all states and territories            |

This list is provided as a guide only and is not a complete list of all providers or courses. Details are subject to change. We encourage you to contact training providers directly to discuss your individual circumstances.



Fred. Olsen Windcarrier

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The job profiles and case studies listed in the offshore wind jobs guide were developed in partnership with Atlas Professionals.

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