

JOIN US — OVERVIEW

RO
Helping to build tomorrow, today

RO

Join our Journey

Helping to build tomorrow, today



About Us

RO began the journey in 2017 with the vision of becoming the number one recruitment agency for Renewables in the US. To date, the vision has far surpassed that, with successful growth into the Utilities and Transportation Market.

Our team are experts at making important talent decisions. We understand that the people you recruit are sowing the seeds of your company's reputation. Therefore, we are rigorous in finding talent solutions critical to the long-term success and growth of the businesses we work with.

RO aim to be the number one supplier of recruitment solutions to the USA Renewable and Infrastructure Market for both perm and contract roles. We have focussed primarily on the perm market; however the aim is to be one of the USA's leading suppliers for white-collar contract recruitment.

We will continue to build on the success, energy, commitment and drive of the team to provide the best experience for the client and candidate.

Our Leadership Team



Emrah Baykal
CEO & Founder



Samuel Liggins
Associate Director -
Renewables

Our leadership team has a combined 30 years of recruitment and consulting experience within the technical engineering and construction space globally. We have built up an extensive network of skilled professionals across the sectors and have an excellent reputation for providing talent and building partnerships.

Why choose RO?

More reasons to never look back

Benefits of working at RO

- Defined development pathway - Know how and when you'll get your next promotion.
- Competitive salaries and market-leading commission structure to give you the maximum earning potential!
- Free gym membership.
- Amazing incentives - One of our employees flew out to Las Vegas in his first 4 months.
- Regular socials and a close-knit team.
- Great offices in Victoria (5 mins from the station) with a roof terrace and excellent local amenities.



10,000+

Talent Pool of industry experts

4

Market Specialisms

6

Week average for your first deal

TVc

Backed by Tempting Ventures

Our Development Pathway

Consultant

Senior
Consultant

Principal
Consultant

Managing
Consultant

Associate
Director

Our Ethics

RO's success is based on an in-depth understanding of our clients and their culture alongside, and most importantly, to us, our ethical approach:

Reputation

RO has a reputation of discretion and honesty. Due to our ability to work with start-up businesses through to blue-chip clients, being a trusted partner enables us to provide market insight to those who are well-established, as well as access to business opportunities for those less known.

Credibility

All search assignments are led by a Practice Lead who specialises in that area and is an expert in their field. It is important to us that your assignment team understand not just your business and its projects but also your culture and values.

Commitment

Working in a dynamic industry with human resource teams through to CEO's, assignments can prove difficult and changeable. It is a testament to our capabilities and commitment that no matter what challenges are faced, we remain committed to the solution.

Listening

As a business with a reputation for problem-solving, our consultants understand the need to listen to our clients. Often in a market where people believe that shouting loudest wins, we focus on gaining a deep understanding of our customers. It is a key reason why many clients see RO as a long-term strategic partner.

Transparency

Regardless of what challenges we may encounter or problems that require solving, RO are committed to complete transparency in its work.

#wearero



Helping to build tomorrow, today

Our People

Meet the people behind the business.



James Doherty

Recruitment Consultant - Power Delivery

James joined RO at the age of 23 as an Associate Consultant through RO's graduate scheme. He received direct training from his manager and was quickly promoted within 4 months to a Consultant after generating \$100k of revenue.

Why did you choose recruitment as a career?

I graduated from the University of Bristol with a 1st Class Masters' degree in chemistry. I wasn't sure of what I wanted to do after university, and my friend got in contact with me after getting a job within recruitment. He explained how you can progress very quickly within your career and there's big earning potential from the start. After doing a bit of research and seeing how I could apply my scientific background, I thought RO would be a great company to pursue.

What does your average day look like?

We work the American market so a typical day might look a bit different to a normal recruiter. We get in the office for 10:30am, I'll have a chat with my manager about what happened the previous day and what I want to achieve going forward. I'll spend the next couple of hours sending out messages and planning for after lunch. We're lucky enough to have a free gym at our office, so I go there at 12 for an hour, then come back and eat my lunch. By the time I get back it's around 8am on the east coast so I'll start making calls and trying to generate candidates. We typically work till around 6:30-7:30pm depending on how busy we are and what calls we have arranged.

What was the experience of doing your first deal like and how did you celebrate?

I was very lucky; I had no idea what I was doing at first and was just trying to call everyone and somehow learn the market – but it's the best way to learn quickly. I got a hold of a guy in Hawaii that just so happened to want to move to the east coast. My manager had a position that was suited to him and after around a month of negotiating, we managed to get him a job in Long Island that he was happy to accept! It felt pretty good knowing that I was able to help him move and get a position that he's happy with – I still keep in contact every now and then to see how he's getting on. By the time the deal closed it was RO's Christmas party – so we celebrated there and had one too many Café Patrón's.

What is the one piece of advice you would give anyone looking to have a career in recruitment?

Be inquisitive – It really helps to ask questions; it shows the candidate/client that you have a genuine interest, and it builds your confidence as you know what's going on in the market.

What do you think the biggest misconception of recruitment is?

Probably that you need to be a huge extrovert. You don't need to be a massively outgoing person to succeed in recruitment; you just need to be proactive and willing to get on the phone and make things happen.

Our People

Meet the people behind the business.



Samuel Liggins

Director - Renewable Energy

Sam is responsible for growing the US Solar, Storage and Wind Energy Department. He has over 10 years of technical consultancy experience in the global energy markets and plays a leading role in training new Consultants.

What made you choose to work in the US Renewables market?

I began my recruitment journey focused on the offshore oil & gas market, and quickly became passionate about the energy space as well as the technologies and people involved. Then came the oil price collapse in 2016, and Zero-carbon technologies entered the mainstream, and I chose to shift my focus to renewables. Solar, Wind, Energy storage and other grid-edge technologies were at an earlier stage of commercialisation which signalled the coming seismic change in the way the world uses energy. Seeing how much the US invested in renewable energy technologies in offshore wind and utility scale solar made it the obvious choice.

What has been the biggest challenge for you since starting at RO?

I knew joining RO Energy as a start-up would have many challenges. As the first employee in the business, every day was a challenge learning a new system, a new market and different tools. You start with a simple platform, little clients and a small network, but then you build off that. It takes time to establish partnerships. You adapt, you get creative, you find another way to win. We had a “hunt in packs” mentality so we covered all the angles, which allowed us to overcome most obstacles.

What do you think it takes to be successful working at RO?

I’m not a fan of using adjectives. I’m a firm believer in personality. You can teach skill and knowledge but can’t train qualities or traits. I believe we are all ambassadors of the brand, and we have our own unique way and approach of being successful. Success is measured in different ways – for me, it’s becoming a subject matter expert in our space and using it to help other.

What is your favourite thing about working at RO?

There are many things I enjoy about working at RO. I see us as a big family. It’s about continuing the journey and ensuring month on month we as a business are building, growing, and developing. I love seeing the team have breakout months and smashing their targets. It’s rewarding to see. I’ve built some fantastic long term relationships with candidates and companies in our space. I’ve also had a vested interest about our space, it’s great seeing others with a similar interest in renewables which can only be great for RO.

Outside of RO, how do you spend your downtime?

As a family with three young children and a very excitable puppy, I find most of my time is spent with them, which I absolutely love, whether it’s going to the park, beach, or theme park for the day. Time flies by so fast and I think it’s just as important to put in as much effort and time with family as it is with a career.

Our People

Meet the people behind the business.



Matthew Brown

Managing Consultant - Power Delivery & Infrastructure

Matt has been working in Recruitment since 2013 working across several technology markets. Matt joined RO in 2020 and has been instrumental in building the Power Delivery function and currently leads the team.

What made you choose to work in the US Renewables market?

To be honest, the market chose me, and I am glad it did. Working at the forefront of sustainable infrastructure is a truly exciting place to be. With the whole world in a race to go greener, it creates an excellent platform to work in a competitive and fast-paced environment.

What has been the biggest challenge for you since starting at RO?

The biggest challenge for me has been trusting the process and ensuring that I don't lose sight of the longer term. I joined during COVID, which brought its own challenges but maintaining a strong work ethic ensured a longer-term achievement.

What do you think it takes to be successful working at RO?

To be successful, I would say it's knowing your candidates and putting the hours in. Sadly, I have always found that there is no magic formula and hard work will always get results.

How has the company helped you grow?

The organisation has helped me grow through training and creating a platform that allows me to grow my desk quickly, with every available tool to succeed.

What is your favourite thing about working at RO?

For me it's the team and office culture, and it offers the perfect balance between 'work hard, play hard' culture but within a close-knit team.



Let's Work Together

Are you interested in joining our team and making the next step in your career?

Get in touch with our Internal Recruitment team:

Sophie Wigmore

sophie.wigmore@wearero.com

www.wearero.com/join-us