

CORPORATE PROFILE



ALTGEN



ENERGY. SUSTAINABILITY. PEOPLE.



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RECRUITMENT



The Directors of **AltGen** initially started recruiting engineers in 1998, and with more than 20 years of successful corporate recruitment experience, nobody knows the engineering market in Africa better than we do.

In 2012, with the onset of the Renewable Energy Independent Power Producer Procurement Program in South Africa (REIPPPP), **AltGen** started specialising in the provision of recruitment, consulting and HR services into the renewable energy market, and have since dominated

SOUTH AFRICA

AltGen South Africa has a diverse offering that includes Employment Services, Consulting and Recruitment, all into the renewables industry. Initially services were primary recruitment orientated, but over time AltGen became known as the 'go-to' source of independent job creation data in RE, which eventually led to consulting work for public and private sectors on skills development and HR structuring into all spheres of renewable energy including wind farms, utility scale PV plants, commercial and industrial PV, domestic PV, storage, energy management, and general renewable energy utility asset management.

The current focus in South Africa is the development of competency frameworks in utility scale RE, the management of external HR for several industrial renewable energy clients.

MAURITIUS

AltGen Mauritius provides Africa-wide payroll, advisory and employment services. With French speaking language abilities, highly developed banking and IT infrastructure, and access to markets in West and East Africa, Mauritius is the ideal base from which to ensure in-country compliance in Africa.

the transition of skills into renewable energy in Africa from this time.

AltGen continues to evolve, with clear experience in frontier technologies and markets including providing technical skills into remote locations, monitoring and evaluation of technical and grant donor funding of emerging technologies such as off-grid renewable energy and hybrid systems, and in-depth technical competency-framework initiatives for utility scale renewable energy project owners.

KENYA

AltGen Kenya provides a fully compliant employment service offering to international developers, OEM's, IPP's, Asset Managers and Investors into the wind, hydro, solar and geothermal markets in East Africa and has concluded an end to end engagement with the largest OEM and wind farm in Africa, Lake Turkana Wind Park, sourcing and staffing the full complement of turbine technicians for the wind farm.

AltGen Consulting is currently involved in the off-grid market with the secondment of fully allocated resources to international lenders to execute on the technical and financial verification of donor funded projects.

AltGen Kenya's recruitment offering has successfully sourced and placed the majority of roles in Wind energy SPV's, EPC's and OEM's in Kenya, as well as a significant number of placements into the solar and geothermal markets.

PLACEMENTS STATS



Placements In Africa

- 75 % Southern Africa (400+)
- 20 % East Africa (50+)
- 5 % West Africa



Placements per Industry

- 30 % Construction
- 29 % O&M
- 14 % Project Development
- 11 % Business Development
- 7 % Administration
- 5 % Finance
- 4 % Consulting



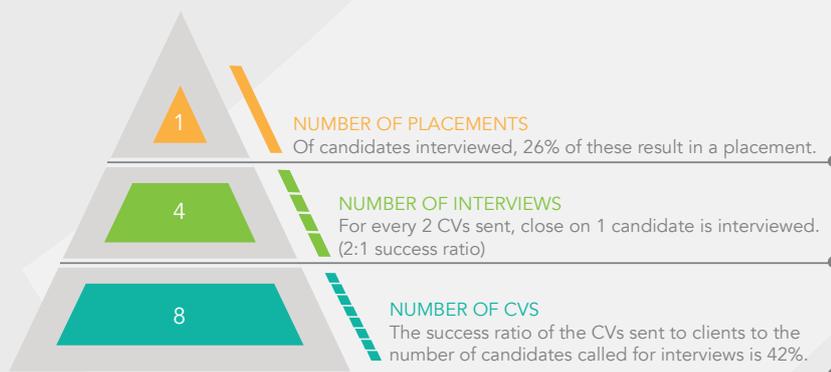
Placements per Technology

- 43 % Wind Utility
- 31 % Solar Utility
- 21 % Rooftop Solar
- 3 % Bioenergy
- 3 % Other - Storage, Microgrids, Water and Transmission & Distribution

CUMULATIVE YEARS OUR CANDIDATES HAVE WORKED IN RENEWABLES IN AFRICA



CV TO PLACEMENT RATIOS





AltGen Consulting is the premium renewable energy skills consulting firm in Africa. We have worked with universities, governments, donor funds, NGO's and the private sector on curriculum reviews, renewable energy course content management, jobs research and general HR structuring. The core of the services are summarised as follows:

- / **Human Resource Management:** Fully outsourced responsibility for Human Resources, including contracts of employment, job descriptions, leave management, disciplinary procedures, payroll, and all other aspects of people management.
- / **Educational Advisory:** Skills needs assessments, jobs numbers, course content creation and course verification, especially with regard to wind turbine technicians.
- / **Organisational Development:** Assignments have included the interrogation of pay scales and benefits in the wind and solar PV industries, the development of competency frameworks, full HR interventions into end-to-end conditions of employment, team-building events and various other OD interventions.

SAMPLE ASSIGNMENTS

- / Development of **Competency Frameworks** for the roles within the South African Wind Energy Association (SAWEA) that represents Independent Power Producers, OEM's, Asset Managers and other stakeholders in the wind energy industry in South Africa.
- / Workshop facilitation and careers workshops for the **Pan-African University Institute for Water and Energy Sciences (PAUWES)** to ensure alignment between the course content of the Master's program in water and energy sciences, and the skills required for employment in these fields [Algeria and Ethiopia].
- / An Assessment of training skills needs for the wind industry in South Africa by comparing 2012 estimates and compiling new estimates in light of sector developments as commissioned by the GIZ - Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH – South African German Energy Program.
- / Development of the report **"Status and Development of Wind Energy Training, Education, Skills and Human Capacity Development"** for the **South African Wind Energy Project (SAWEP)** as administered by the South African Department of Energy on behalf of the United Nation Development Program (UNDP) and the Global Environmental Fund (GEF).
- / Interrogation of **pay scales, benefits and allowances** of one the largest wind OEM's in Africa, in order to align them with industry and ensure clarity of expectations between employer and employees.
- / Two-year tracer study on the development and placement of 5 cohorts of graduates from the **South African Renewable Energy Technology Centre (SARETEC)**, tracing their career pathways, employment opportunities and skills development over this time.



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EMPLOYMENT SERVICES



There are occasions when owning the responsibility of employment is not possible, for instance where a national / international moratorium has been placed on appointments due to financial / governance constraints; contextual issues, where in international corporate culture is not appropriate in emerging markets, and an understanding of the local context contributes to project or operational success and risk management, where an international corporate has not yet taken an investment decision yet requires a local presence.

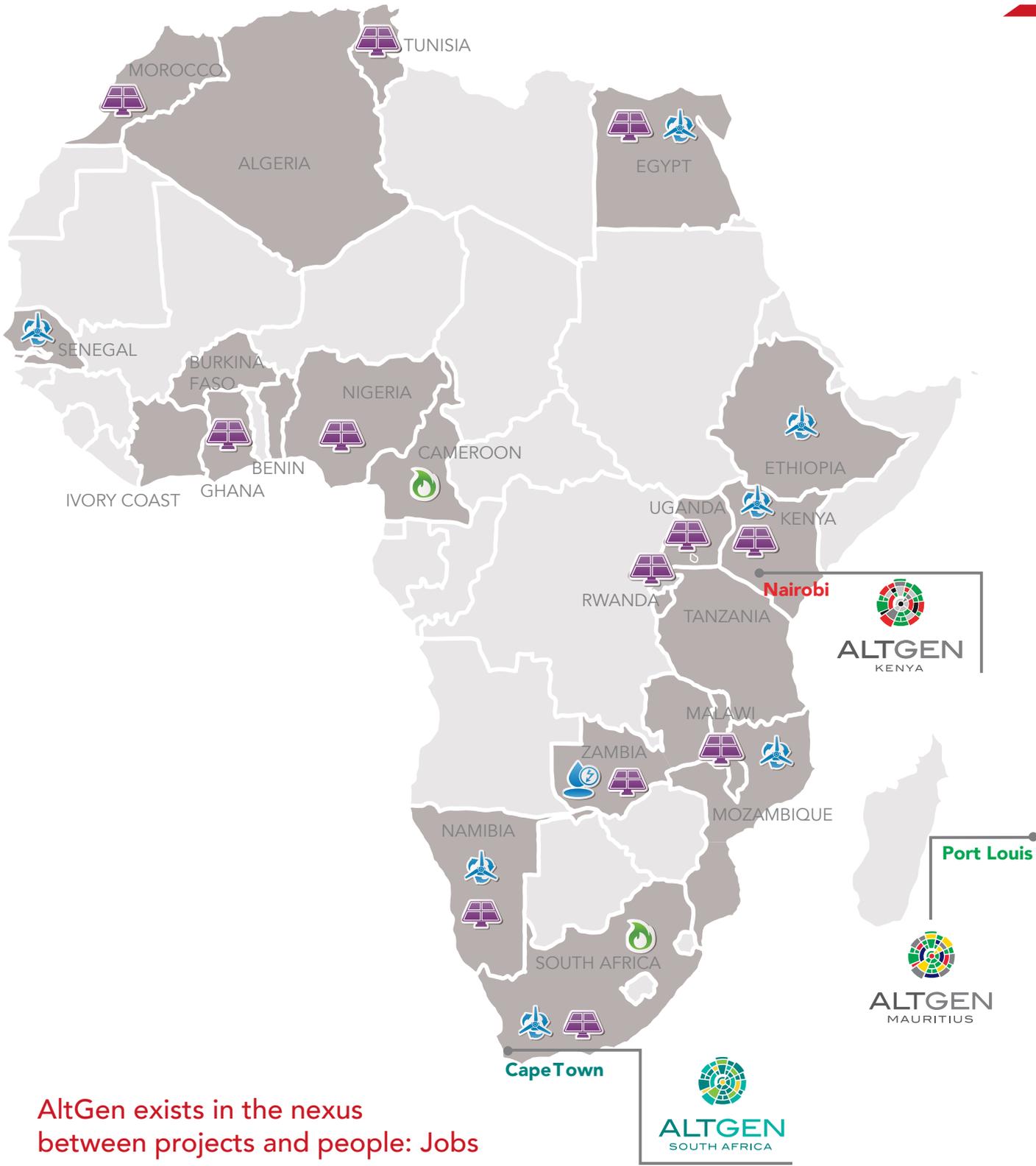
In these and other instances, **AltGen** provides a fully outsourced **Employment Service** by assuming responsibility for the administration of employment including all legal compliances, statutory deductions, recordables and employee relationship management such as incentives and disciplinaries.

OUR SERVICES

- / Best of Breed payroll services with a dedicated Account Manager allocated specifically to each client account to collate all statutory record keeping.
- / All relevant background checks can be conducted including credit and criminal checks, academic qualifications, identity checks, and driver's license validity.
- / Comprehensive travel insurance for all subcontracted staff through our travel insurance partners is included as a part of the package in South Africa and is offered in Kenya and the rest of sub-Saharan Africa on a case-by-case basis.
- / Monthly remuneration processing.
- / Statutory record keeping including leave, sick leave, time off, hours worked and other needs.
- / Public liability Insurance that covers all staff, including subcontracted professionals.
- / Travel insurance for any pre-authorized travel.
- / Salary payments.
- / Financial reporting.
- / Third-party disbursements and statutory commitments.
- / Year-end tax processing.

SAMPLE ASSIGNMENTS

- / AltGen has been conducting a fully outsourced Human Resources function for the **Bronkhorstspuit Biogas Plant** for a number of years, including recruitment, disciplinaries, job descriptions, and record keeping for all facets of the HR side of the plant.
- / AltGen conducted the full resourcing function for one of the largest wind turbine OEM's in the world for all of their local skills for the 5th bid window of the South African REIPPPP.



AltGen exists in the nexus between projects and people: Jobs

As **Consultants**, we provide the research that underpins job creation decisions, as an **Employment Services** company, we enable the employment of individuals in geographies where clients do not have the required infrastructure, and as **Recruiters**, we find jobs for people, and people for jobs. And we like to think that we do all of this with integrity, and for good value.

www.altgen.com

-  Biogas
-  Solar
-  Wind
-  Hydro



ALTGEN
KENYA



REFERENCE PROJECTS

AltGen Kenya has assisted with the recruitment and onboarding of O&M Managers, Project Managers, Health and Safety personnel, installation and administrative staff and many other skill sets for several local and international developers that are active in the Kenyan energy landscape.

Team AltGen Kenya consists of qualified consultants from various backgrounds ranging from **Engineering, Sustainability, Economics and Development** and all have in-depth market knowledge and expertise and an appreciation for Sustainability. Together, they form an unbeatable team when it comes to delivering excellence.

LAKE TURKANA WIND POWER (LTWP)

AltGen Kenya teamed up with **Vestas** to enable the construction of **the largest wind farm in Africa** – the 300 MW **Lake Turkana Wind Power Project**. Contracted to undertake the full RPO (Recruitment Process Outsourcing) for the Construction and Service teams, the mandate of recruiting 56 candidates, (many from the local project area) was concluded within budget and with less than 1 % attrition rate.

This performance standard was attained through management and execution of the entire team development process, including undertaking induction, development of KPIs and Standards, team and leadership development, soft skills training, conflict management and effective mobilisation.

GREEN MINI-GRID PROGRAM (GMG)

The objective of the **Green Mini-Grid (GMG) programme** is to “roll-out approximately 15 GMG projects that are sustainable and will provide 500 000 rural Kenyans with access to reliable green electricity for the first time”.

To this end, the UK, through its Department for International Development (DFID), allocated £30m to support mini-grid project development and private investment in Kenya. Agence Française de Développement (AFD) was selected as the implementing partner with a managing entity (IED of France) appointed to administer the investments grants and technical assistance facilities.

To provide internal support to AFD, an AltGen Supervisory Consultant was appointed to ensure effective day to day supervision and management of the programme, timely delivery of quality outputs, and the positive visibility of the programme, ensuring maximum positive impacts for all stakeholders.



CONTACT DETAILS



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