

Our Capability

Connecting people powering
Australia's energy transition



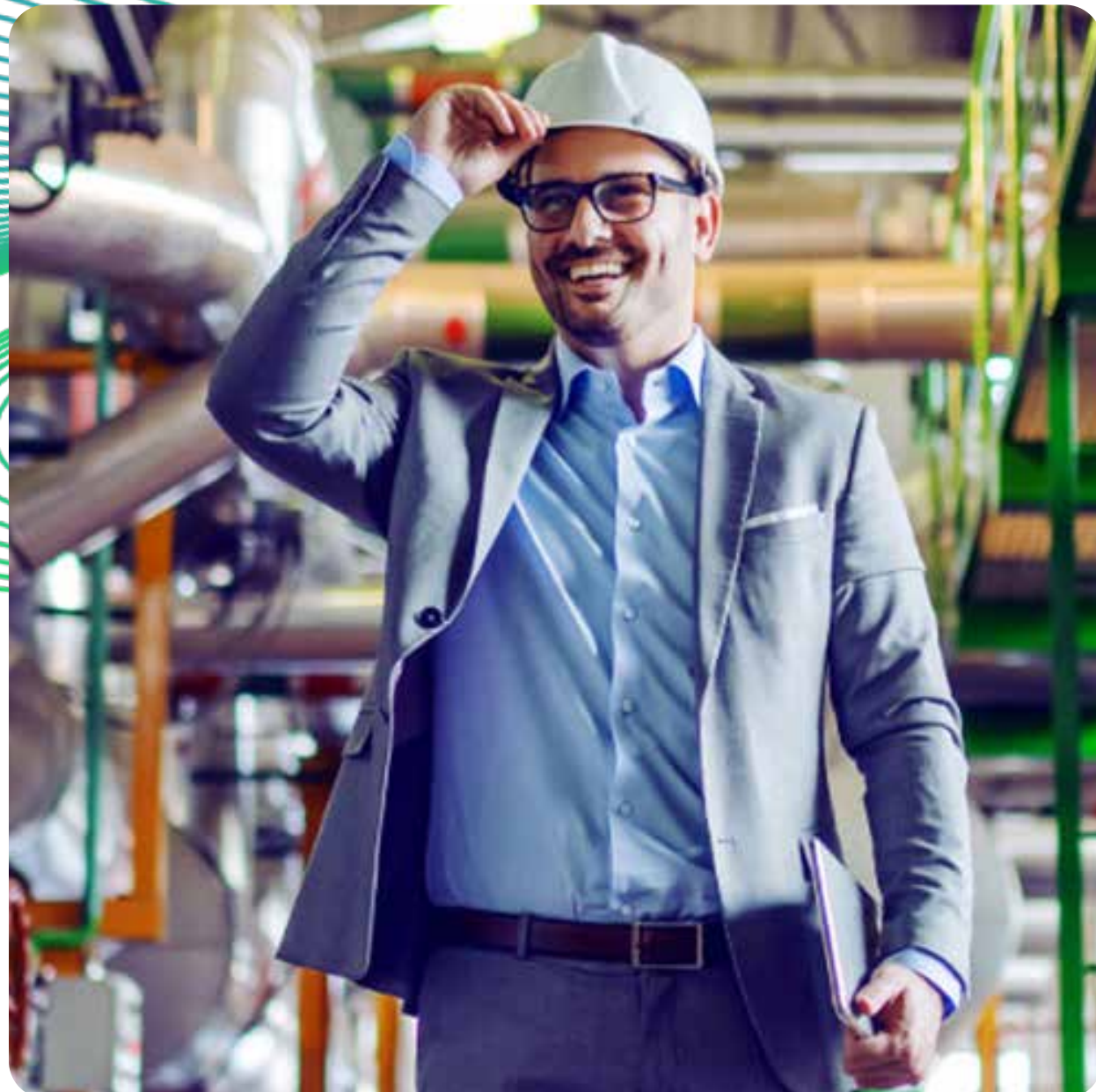


Table of contents

About us	3
Our mission	4
Our reputation	5
Our innovation	5
Our values	6
Our recruitment services	7
Permanent	7
Temporary	7
Contract	7
Payroll services	7
Our process is easy	8
Our technology stack	9
Company culture	10
Candidate care and diversity	11
Our post-placement care	11
Our track record of success	12
Powering your career	13
What our partners say	14
Don't take our word for it	15
Meet the Enertia Talent leadership team	16

About us

Our areas of expertise

Enertia Talent is uniquely positioned to identify and attract professionals who are keen to progress their careers in the energy and renewables sectors. We understand the unique nature of these industries and have a strong track record of success in providing support to these businesses

Within the energy and renewables sectors, Enertia Talent specialises in permanent, fixed term contract and temporary recruitment across all organisational disciplines, including Executive, Engineering, Accounting and Finance, Procurement, Legal, Technology, Operations, Sales, HR, and Business Support.

Our innovative recruitment process offers access to active and passive candidate pools, market analysis and high level search and selection. We utilise the latest technology to enhance interviewing and streamline the process ensuring maximum efficiency, engagement and commitment. By partnering

together, we truly act as an extension of your brand when searching for your next appointment.

The depth of experience from our mature and knowledgeable consultants enables them to authentically match candidates of all levels – ensuring they bring the right skills, qualifications and experience to enhance your culture and drive your business forward.

Our capability across the energy and renewables sectors is second to none. We ensure a robust, transparent, and confidential approach to organisations who have professional needs that could include a development and delivery of projects or new products, organisational transformation, strategic shift, or organisational and geographic expansion just to name a few.



Executive

Finance and Commercial

Project Development

Project Delivery and Construction

Engineering and Asset Management

Our mission

To connect Australia's energy sector with exceptional talent, leveraging deep networks and trusted insight to drive momentum and progress.

Our innovation

We are an innovative successful recruitment partner

A trustworthy and authentic approach in the way we do business.

1

An understanding and respect for our client's business culture, values and recruitment processes.

3

Having the agility to make quick decisions, deliver tailored solutions, and adapt to your needs with ease.

5

A commitment to first class customer service to all parties we interact with.

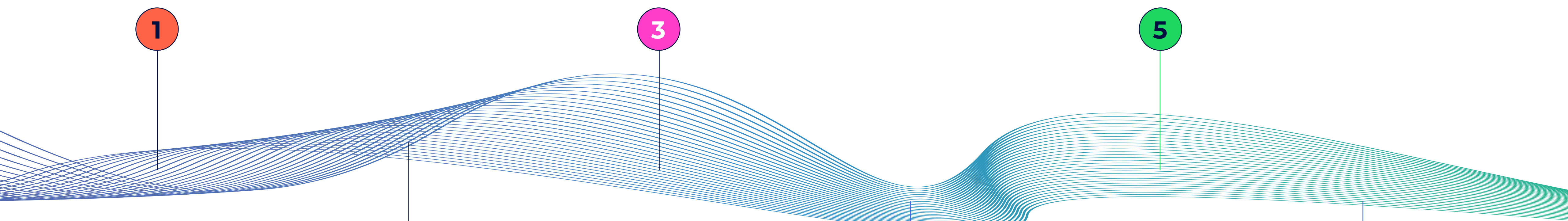
2

Our extensive networks and detailed local knowledge means we can act fast to deliver.

4

Our focus on building long term business partnerships.

6



Our values



Be your best

Unleash your full potential.



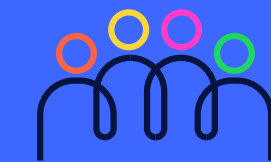
We care

About the people we interact with.



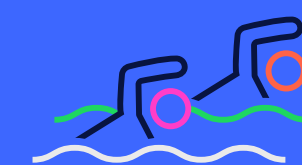
Be courageous

Don't let fear hold you back.



One trusted team

We support, believe in and back each other.



Be competitive

We strive to win.

Our recruitment services



Permanent

Looking to add new talent to your team but can't find your superstar directly? That's where we come in. Enertia Talent is exceptionally well networked in each of our core disciplines and aligning candidate career goals with current opportunities is what we know and love. Permanent recruitment is about getting the fit right to ensure a lasting relationship between employer and employee and that adds value to both parties. We listen and consult with both parties to ensure we align both technical and cultural elements and that there is room to grow and develop.

Temporary

Whether you are needing to ensure the successful delivery of a project, need a specific skills injection or meet a key deadline, we have all your contractor and interim needs covered. We have strong and extensive networks of both reliable 'career contractors' as well as candidates who are perhaps between roles and thus immediately available, or open to the idea of a temp to perm opportunity. There are all sorts of reasons a business may require a temp and likewise for a candidate – our role is put both parties together! Temps can provide a huge relief to businesses with all the flexibility needed.

Contract

Not perm, not temp but absolutely another hire we can assist with! Contract refers to candidates that are employed by a company for a defined and fixed duration. These tend to be longer than a couple of months, usually placements are from 6-24 months. Those on a 'fixed term contract' will usually be paid directly by the business and will accrue annual leave, sick leave and may sometimes be entitled to other perks that permanent staff are. An example of this might be a maternity leave cover hire or a specific project to deliver.

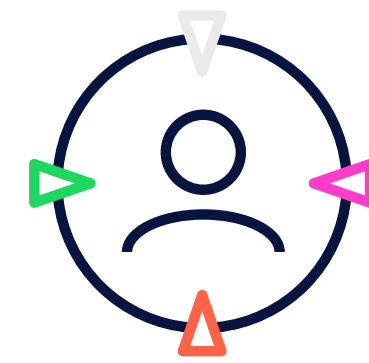
Payroll Services

Enertia Talent is proud to also offer an end- to-end Payroll service. If you source your interim worker directly but don't have the resources to payroll them, look no further! We can take of all statutory payroll requirements and can process payroll weekly to any PAYG or ABN worker on either hourly or daily rates.

We deliver exceptional results and we go the extra mile to ensure the right match every time.



Our process is easy



Identify

We understand that every hiring manager has different requirements and we know that top talent can be like searching for a needle in a haystack. Together, we will identify your needs and we will find your unicorn through a multifaceted approach.



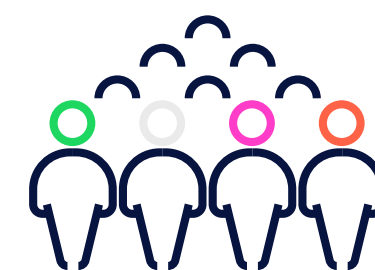
Attract

Identifying the right talent goes beyond filling a vacancy. With access to both active and passive candidates, and the reputation and networks to attract top performers, our experienced consultants ensure our clients secure the very best talent for their business.



Connect

Next we connect our networks with you, and are here to provide feedback and advice along the way. By working together, and engaging at every step of the process we can ensure nothing is overlooked.



Retain

We believe in fostering long term relationships so once an assignment is complete we don't stop there. Post placement care is paramount to cementing our understanding of both parties and for longevity to ensue.

Our technology stack is fully loaded

To support traditional sourcing methods, our CRM is best in class with much time, energy and controls dedicated to maintenance and optimising our search capability to serve our customers swiftly and accurately. Not all candidates are actively applying to job boards so it's always a multifaceted approach to source the right talent.

At Enertia Talent, we utilise advanced AI-driven search technology to accurately match candidate skills and experience with our clients' needs, ensuring we deliver the right talent quickly and effectively.

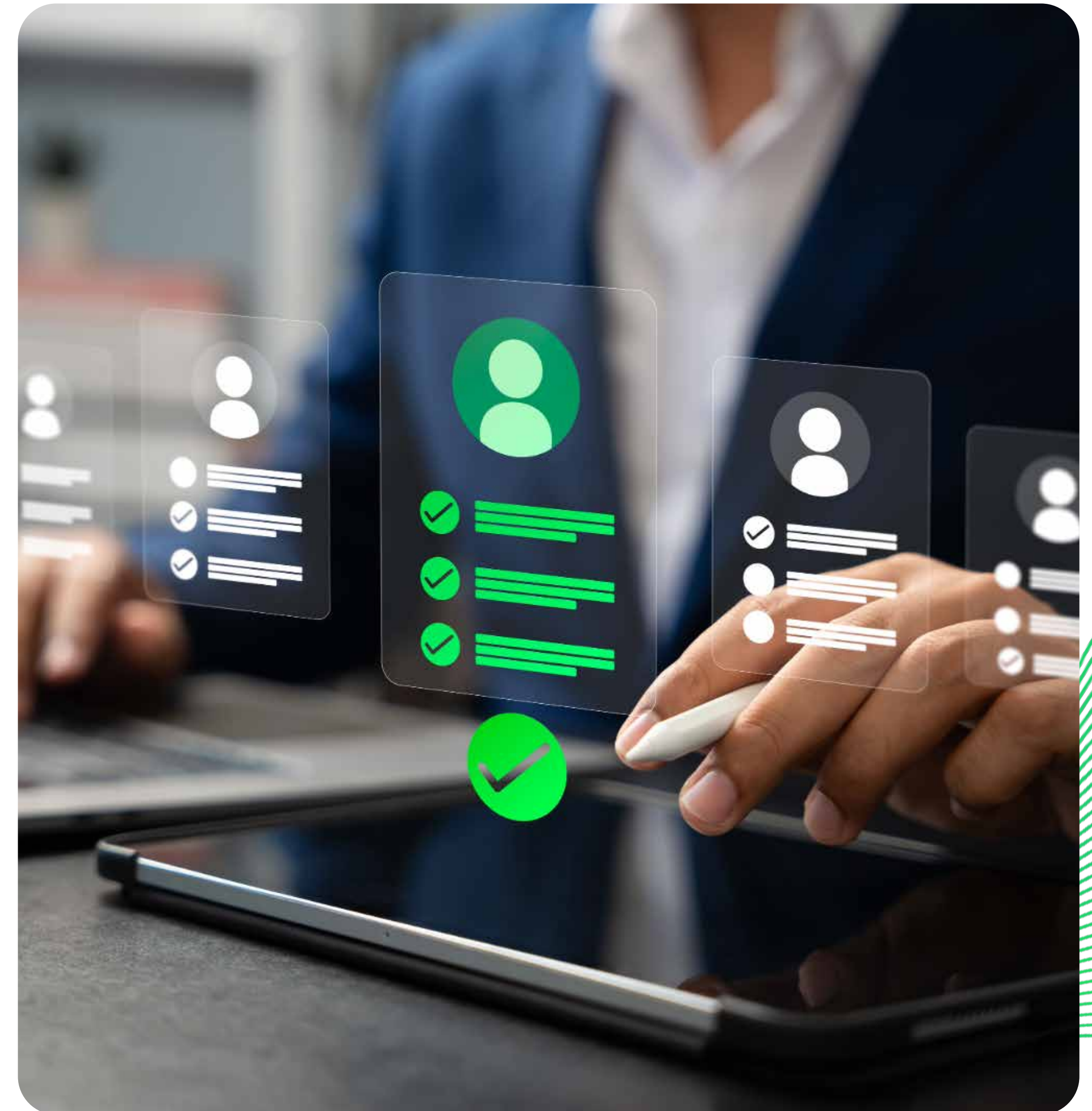
Along with traditional advertising, we invest in premium LinkedIn and Talent Search packages and our team is well skilled and regularly trained in the utilisation of such platforms. We continue to build our brand presence to further attract local and international talent.

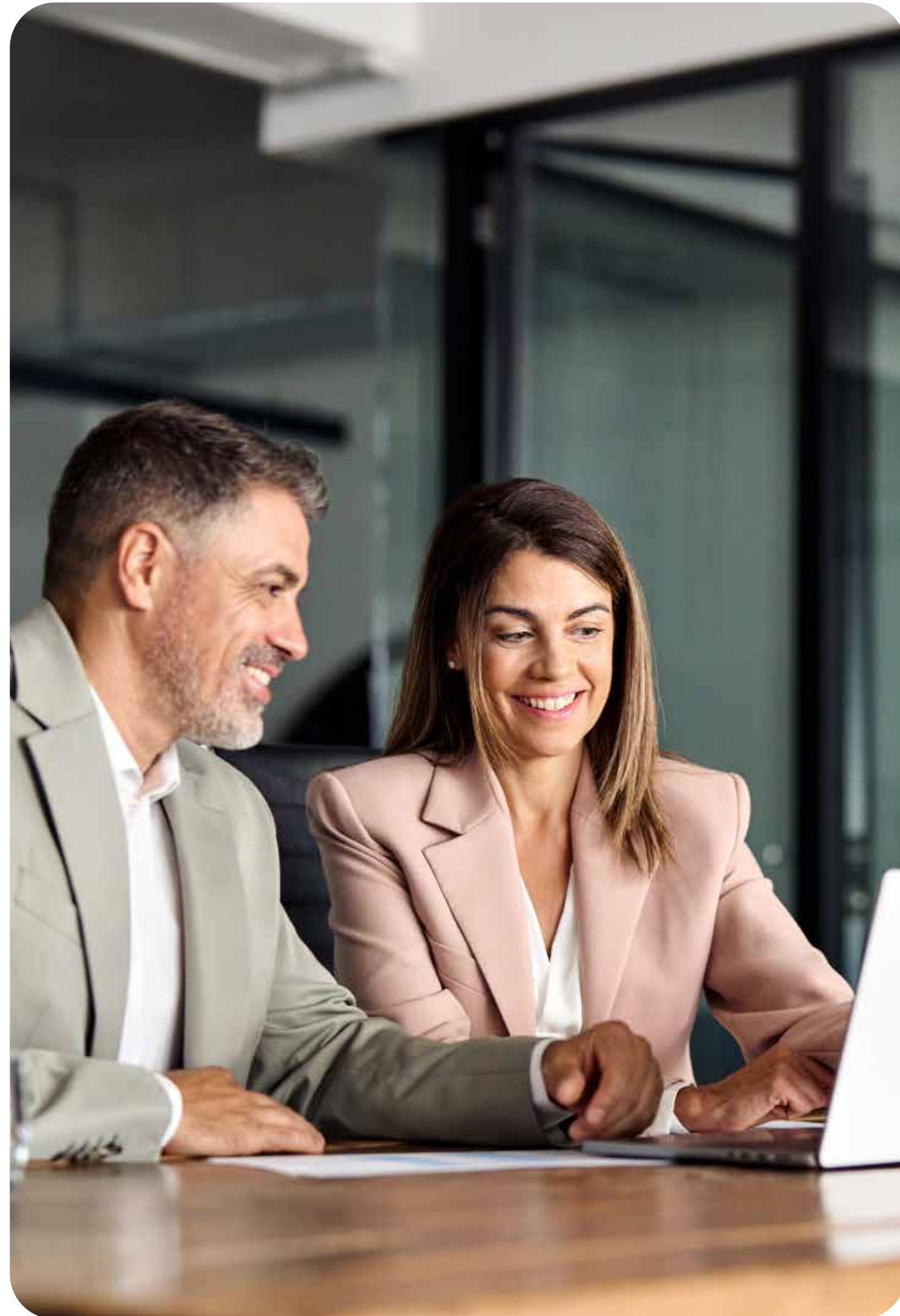
The role of social media cannot be underestimated in its effectiveness in sourcing appropriate candidates quickly. The transparency of LinkedIn is a great tool for both recruiter and Hiring Manager but nothing replaces a genuine interaction to learn more – after all, anyone can look good on paper but not everyone has what it takes to succeed in certain roles.

Our reliable and fully integrated Payroll system allows for seamless payrolling of your contractor in a timely and efficient manner with minimum involvement from you. Simply approve the candidates' timesheet and that's it.

We strive to fill jobs with the highest calibre candidate available in the fastest possible time.

- Specialists in each of our core markets
- Incredibly well networked consultants
- Exceptional market knowledge
- Advanced search capability
- Mature and up to date database
- Well established strong brand presence
- Focus on relationships
- Referrals and events
- Ongoing investment in technology
- Access to psychometric testing



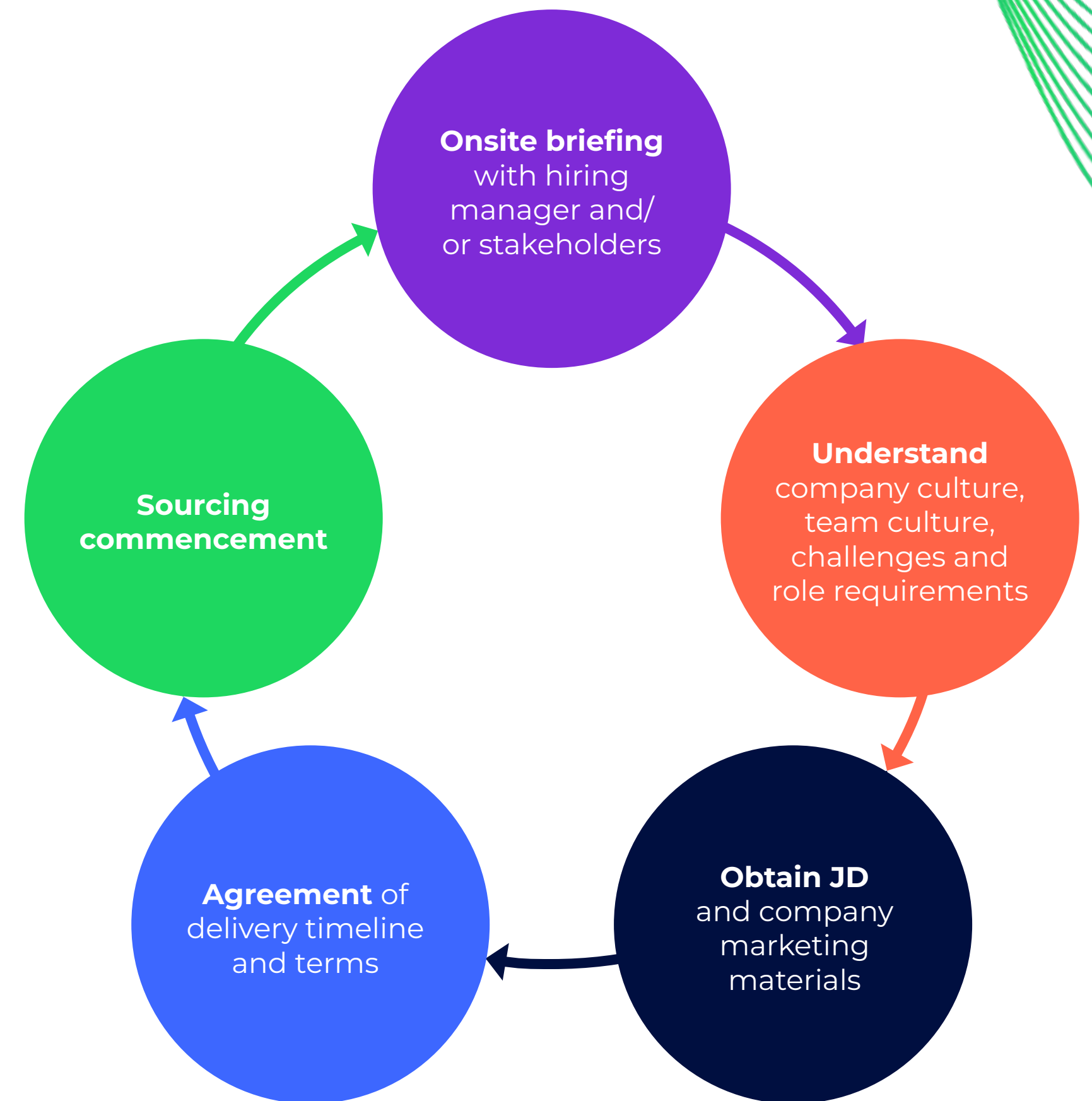


Company culture

Upon engagement Enertia Talent will seek to meet with you either on-site or online to gain an in-depth understanding of your company culture, the team structure, the role and of course you as a Hiring Manager.

We want to learn as much as we can to get the right fit and best talent in the market. We will also provide you with our honest feedback on areas such as salary, title, structure, role expectations and candidate availability. We will consult on the benchmark in line with current market conditions, similar roles and what sourcing avenues we will undertake.

We view ourselves as an extension to your business and paramount to the success of presenting the best talent is great communication. We will act as your brand ambassador in all recruitment processes and promote your business and the role accordingly. We will thoroughly assess and evaluate potential candidates for you and will present a shortlist of those who we feel are best suited to the business and the role.



Candidate care and diversity

At Enertia Talent, candidate care is at the heart of everything we do. We have robust internal processes to ensure every candidate is treated with respect, provided with timely and constructive feedback, and supported throughout every stage of the recruitment journey - regardless of the role they are considered for. The high number of referrals we receive is a strong testament to the level of care, guidance, and support we offer. Referrals are an invaluable source of talent, often connecting us with individuals who may not actively seek opportunities through traditional channels.

Enertia Talent proudly champions inclusive and diverse hiring practices, recognising that diverse teams drive stronger outcomes for our clients. We assess candidates based on their skills, career experience, cultural alignment, and professional aspirations, always acting without prejudice or discrimination. Our unwavering commitment to diversity, alongside our dedication to candidate care, is an integral part of every engagement we undertake, continuing well beyond placement to support long-term success for both candidates and clients.



Our post-placement care

Our relationships simply don't come to an end once a placement has been made. We pride ourselves in our ongoing candidate and client care following all recruitment processes, regardless of the outcome. However, once we have successfully introduced a candidate to your business, we will stay connected on a regular basis to make sure their overall experience is as positive as it can be. We know the period between finishing a current role and commencing a new role can also be precarious and we stay close during this period to maintain open communication and learn of any potential red flags.

Once on board with you as their new employer, we connect again to ensure your new hire settles in with ease, address any concerns, obtain and share any feedback and assist them in their transition from old job to new job with as much support as required.

We can provide guidance during those critical first few months with advice around 30/60/90 day plans for both parties and well beyond into a candidates first 6-12 months. It is commonplace for us to see our candidates navigate through new roles and projects, promotions, and even their own hiring processes.

Further, we are committed to ongoing professional development and know the value of networking thus we host regular events for our candidates to attend.

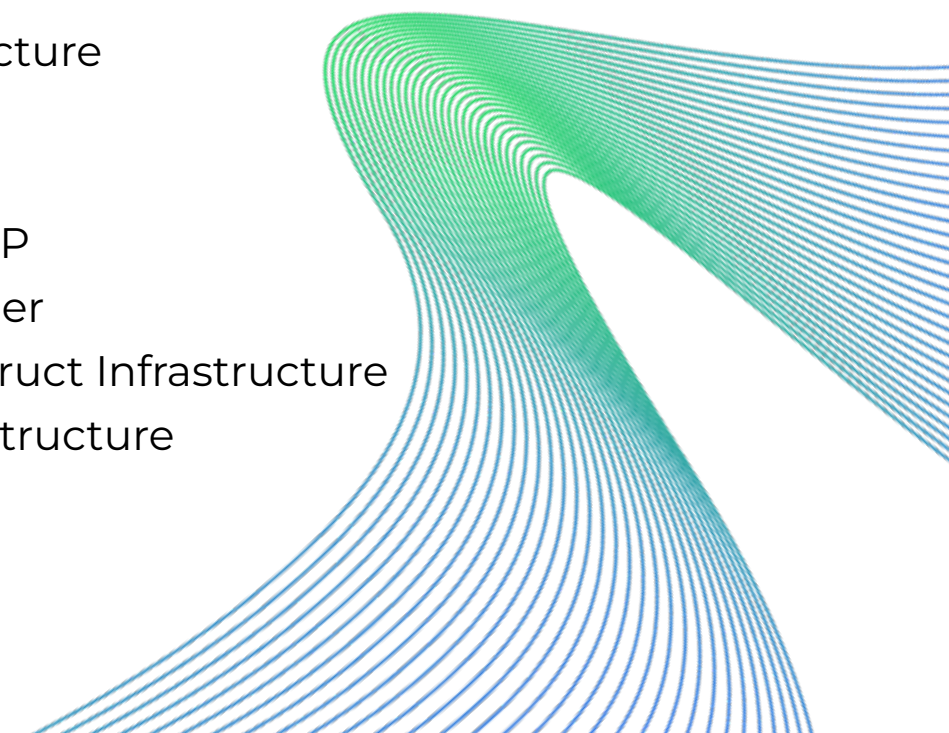
We forge long-term and meaningful relationships with industry, stakeholders and candidates.



Our track record of success

Some of our recent assignments around Australia include

- CEO - Renewables Developer
- CEO - Energy Consultancy
- General Manager Transformation – TNSP
- Head of Network Regulation – DNSP
- Head of Corporate Communications - DNSP
- Head of IT – Transmission Infrastructure
- Head of Business Development – Energy Solutions
- Director Connection Assets – Transmission Infrastructure
- Deal Execution and Transaction Director - Transmission Infrastructure
- Director Commercial – Transmission Infrastructure
- Director Power Systems - TNSP
- Grid Manager - Renewables Developer
- Asset Management Lead – Energy Infrastructure
- Network Operations Lead - DNSP
- Strategy Lead - TNSP
- Land Manager – Renewables Developer
- Senior Connections Operations Manager - Transmission Infrastructure
- Senior Project Delivery Manager (Substations) – Energy EPC
- Project Manager - Energy Contractor
- Procurement Manager - Utilities
- Senior Compliance Manager - Transmission Infrastructure
- Senior Finance Manager – TNSP
- Investment Manager - Renewables Energy IPP
- Senior Commercial Manager - Renewables Energy IPP
- Senior Development Manager - Renewables Developer
- Commercial Manager Procurement - Design & Construct Infrastructure
- Senior Power Systems Engineer - Transmission Infrastructure
- Principal Protection Engineer - Energy EPC
- Transmission Line Design Engineer – TNSP

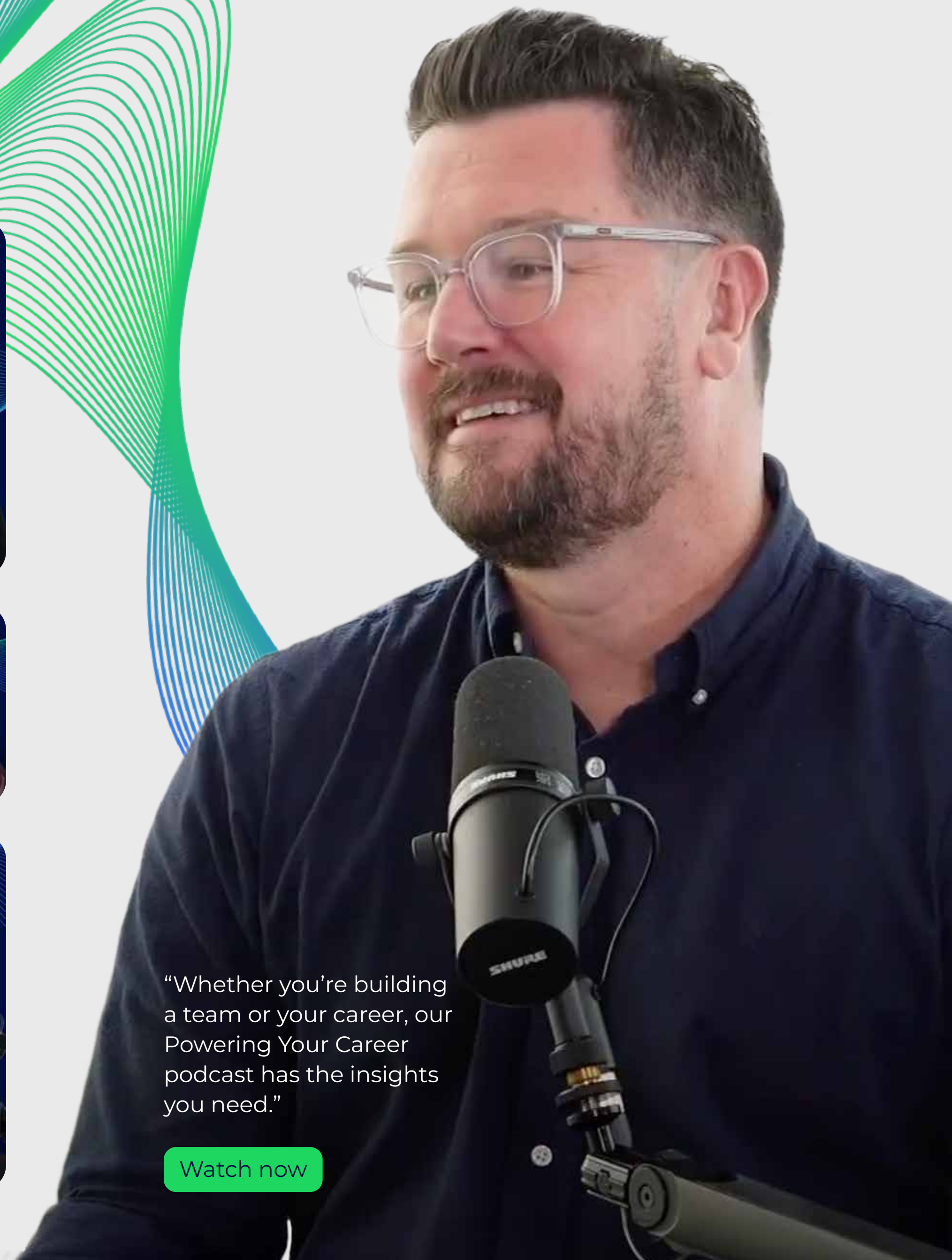
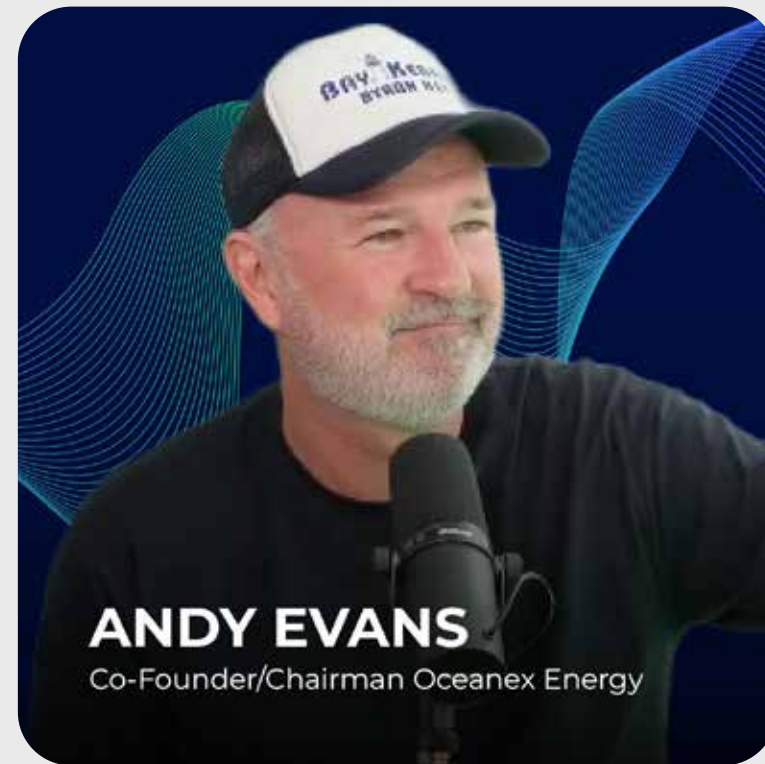


Powering your career

Powering Your Career is a podcast by Enertia Talent that showcases the people driving Australia's energy transformation. Hosted by Executive Director David Smith, it features conversations with senior leaders across energy, renewables, utilities, clean tech, and sustainability.

The podcast was created to inspire, inform, and support those building a career in the energy sector. By interviewing a diverse group of energy leaders across backgrounds, disciplines, and career paths, it challenges outdated stereotypes and highlights the breadth of opportunities available, well beyond traditional pathways like engineering. Through honest, in-depth conversations, guests share career-defining moments, leadership insights, and personal reflections. Each episode also addresses mental health and wellness, offering practical advice on managing pressure and maintaining balance in high-performance roles.

David Smith brings over two decades of recruitment experience and deep sector knowledge to every interview. With a down-to-earth, authentic approach, he draws out stories that are both insightful and inspiring. Available on all major platforms, Powering Your Career is part of Enertia Talent's broader commitment to connect, engage, and grow the talent shaping Australia's energy future.



“Whether you’re building a team or your career, our Powering Your Career podcast has the insights you need.”

[Watch now](#)

What our partners say



Amy Evans

HR Director, ACERERZ

Enertia Talent has been a key partner in supporting the successful mobilisation of ACERERZ, the Network Operator entity for the Central West Orana Renewable Energy Zone (CWO REZ) — a transformative project being delivered by ACERERZ, a consortium of Acciona, Cobra, and Endeavour Energy.

From the earliest stages, even before ACERERZ was formally established, Enertia Talent demonstrated a deep understanding of both the energy sector and the unique workforce requirements of a large-scale, high-profile infrastructure program. Their initial pitch stood out in a competitive field, and they quickly

became a trusted recruitment partner - not only meeting hiring targets but aligning seamlessly with our culture, strategic vision, and operational demands.

Since June 2023, Enertia Talent has placed more than 30 professionals across the business, covering ICT, Finance, Engineering, Procurement, Human Resources, and Business Support. These placements have ranged from entry-level to executive leadership roles and have played a critical part in helping us achieve Operational Readiness and prepare for our obligations as a licensed Transmission Network Service Provider.

The team at Enertia Talent was tasked with the complex challenge of attracting high-calibre talent to a newly formed organisation operating within a highly regulated and evolving environment. Their ability to identify and engage

candidates who are not only qualified, but energised by the opportunity to join an emerging business, has been instrumental in shaping the team that will deliver this critical infrastructure for NSW.

Throughout our engagement, we've worked with several consultants from Enertia Talent, and their consistent professionalism, agility, and deep sector insight have made them a standout partner. They operate with integrity, clear communication, and a genuine commitment to delivering long-term value, making them an integral extension of our internal HR function. I have no hesitation in recommending Enertia Talent to any organisation seeking a recruitment partner with proven capability and strategic understanding.



Don't take our word for it

See what some of our recent happy clients and candidates have to say...

At Enertia Talent, our success is measured by the trust and satisfaction of those we work with. Through Sourcr, the independent review platform by SEEK, our clients and candidates share their honest experiences of partnering with us. From seamless recruitment processes to expert guidance and long-term talent solutions, these testimonials highlight why businesses and job seekers choose Enertia Talent time and again.



Great knowledge and prompt action

Enertia Talent are really good at understanding the brief and finding good candidates for us. Easy to work with.

- Emma, Employer



Amazing experience

From the very outset Nick was professional, warm and incredibly knowledgeable. I was able to secure my dream job with his support and cannot recommend Enertia Talent enough.

- Amy, Candidate



Experienced and thoughtful

Thanks for providing all the insights to secure the role, much appreciated.

- Karina, Candidate



Very professional and easy to deal with

Enertia Talent have partnered with us for a number of years and have grown to know the business and what type of candidates will be a good fit for our business. They have helped build a great Team for us. They always take our feedback onboard and give me good advice on the best fit for the role.

- Simon, Employer



Exceptional service

Dave has been very professional and friendly to deal with from our first interaction. His communication is second to none and was very helpful throughout the whole interview process. I would definitely recommend Enertia Talent and Dave to all friends and anyone else looking for a job, as he's helped me land my dream role!

- Natalie, Candidate



Great communication, approachable and knowledgeable

David was approachable, friendly and very transparent throughout the process, which made the experience much simpler and comfortable.

- Alicia, Candidate



Five star recruitment agency! Highly recommended!

Roman was incredible to work with - very straight to the point and open to conversation. Even when it felt as though I had not gotten to the next round, he always communicated and was responsive which is immensely appreciated. It was come back story and I felt very supported through this experience.

- Fajar, Candidate



Outstanding

Very professional and responsive service particularly as our requirements changed in response to a clients project.

- Paul, Employer



Meet the Enertia Talent team

At Enertia Talent, our people are the driving force behind every successful connection we make. Specialising in recruitment for the energy and renewables sector, we bring together the brightest talent and the most forward-thinking organisations to fuel Australia's clean energy future.

With industry insight, proven expertise, and a personal approach, our team ensures every placement supports growth, innovation, and sustainability. **Connecting people powering Australia's energy transition** isn't just our tagline it's our mission.

Whether you're building your team or advancing your career, we're here to help you achieve it. **Partner with us today and let's shape the future of energy together.**



David Smith
Executive Director and Founder

✉ davidsmith@enertiatalent.com.au
☎ +61 414 439 786
🌐 [Connect on LinkedIn](#)



Sean Johnston
Executive Director and Founder

✉ seanjohnston@enertiatalent.com.au
☎ +61 432 588 004
🌐 [Connect on LinkedIn](#)



Benjamin Boulos
Managing Director

✉ benboulos@enertiatalent.com.au
☎ +61 418 555 121
🌐 [Connect on LinkedIn](#)



Nick Novak
Director

✉ nicknovak@enertiatalent.com.au
☎ +61 483 945 154
🌐 [Connect on LinkedIn](#)



Ieuan Jones
Principal Consultant

✉ ieuanjones@enertiatalent.com.au
☎ +61 483 920 811
🌐 [Connect on LinkedIn](#)



Sefa Prasad
Senior Consultant

✉ sefaprasad@enertiatalent.com.au
☎ +61 483 945 772
🌐 [Connect on LinkedIn](#)



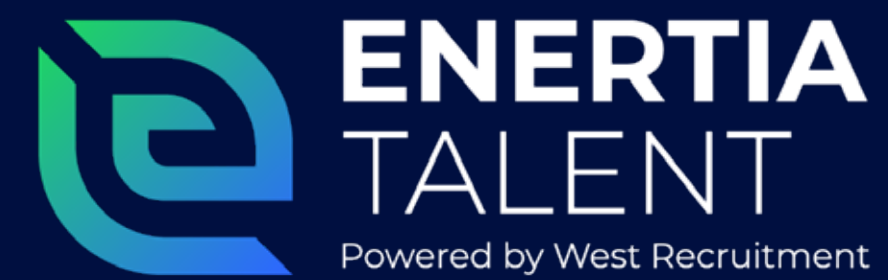
Izaac Ellings
Senior Consultant

✉ izaacellings@enertiatalent.com.au
☎ +61 483 945 770
🌐 [Connect on LinkedIn](#)



Helen Harvey
Marketing Manager

✉ helenharvey@enertiatalent.com.au
☎ +61 410 899 100
🌐 [Connect on LinkedIn](#)



**We thank you for your interest in Enertia Talent
and look forward to partnering with you.**