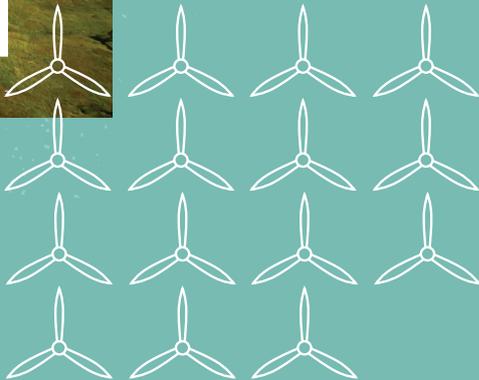


Building Shetland's energy future

DECEMBER ISSUE 2023





About SSE Renewables

SSE Renewables is a developer and operator of renewable energy across the UK and Ireland, with a portfolio of around 4GW of onshore wind, offshore wind and hydro. Part of the FTSE-listed SSE plc, its strategy is to drive the transition to a net zero future through the world class development, construction and operation of renewable energy assets.

SSE Renewables owns nearly 2GW of operational onshore wind capacity with over 1GW under development. SSE Renewables also has the largest offshore wind development pipeline in the UK and Ireland at over 6GW, of which around 3GW is in construction or consented.



About Viking Energy Wind Farm

Viking Energy Wind Farm (VEWF) is a 103-turbine onshore wind farm set around the central Mainland of Shetland. The £580m project is owned by SSE Renewables and construction began in the autumn of 2020.



TRANSMISSION

About SSEN Transmission

SSEN Transmission, operating under licence as Scottish Hydro Electric Transmission, owns, operates and develops the high voltage electricity transmission network in the north of Scotland. Its network consists of underground and subsea cables, overhead lines on wooden poles and steel towers, and electricity substations, extending over a quarter of the UK's land mass crossing some of its most challenging terrain.

SSEN Transmission powers the communities its network serves by providing a safe and reliable supply of electricity, taking the electricity from generators and transporting it at high voltages over long distances through the transmission network for onwards distribution to homes and businesses in villages, towns and cities.

We are committed to inclusive stakeholder engagement, and conduct this at an 'Accomplished' level as assessed by AccountAbility, the international consulting and standards firm.

AA update

SSEN Transmission works to achieve the externally accredited AA1000 Stakeholder Engagement Standard. This is considered the 'gold standard' in stakeholder engagement accreditation. Our AA1000 Stakeholder Engagement Standard score as of June 2022 is 82% with a top-tier rating of "Advanced" in the AccountAbility Stakeholder Engagement Maturity Ladder. This is a 20% increase on our 2019/20 score and demonstrates our commitment to continuously improving our stakeholder engagement practice.

Keeping in touch

We are keen to hear your feedback, so if you have any questions about the newsletter or the works currently underway please contact:

SSEN Transmission Community Liaison Manager Thea Groat thea.groat@sse.com / 07901 127 205

Viking Energy Wind Farm Stakeholder Engagement Manager Julie.Graham2@sse.com / 07586 282236

To find out more about the projects and to register for updates please visit:

www.ssen-transmission.co.uk/projects/Shetland/
www.vikingenergy.co.uk/

A year in the life of Viking Wind Farm



2023 has been the most productive, and successful, year so far for Viking wind farm. Many significant milestones have been achieved.

Looking back to this time last year, our Principal Contractor, RJ McLeod, was ensuring our site was made safe for the winter shutdown in 2022, whilst assisting in getting food and essentials to locals and families on the main island, where over 3,800 homes had been impacted by the very severe weather conditions. When we returned from our winter shutdown in January this year, the effects of the worst winter to hit Shetland in 20 years was still prevalent.

The immediate impact of the weather on the project was ensuring we had safe access across the entire site to all the work fronts. Not only to continue with the civil works onsite (earthworks and cabling) but to ensure the safe passage for the arrival of the wind turbine components. Preparation works began, and snow clearing commenced.

At the start of 2023 we welcomed Vestas, our wind turbine supplier, onto the project. With Vestas, came their delivery team McFadyens, turbine installation teams from Fairwind and Flexwind and BMS who provided the heavy cranes on the 6th of February, our first components arrived safely. Deliveries ran concurrently with the installation of the turbines to ensure we maintained programme, and when enough components were onsite, the erection sequence began at the start of March.

We started well and as the winter and snow eased...the wind picked up. The installation teams worked hard on a 24-hour rotational basis, 7 days a week, looking for weather conditions to ease and erect the turbines when wind speeds calmed and was deemed safe to do so. Each turbine is comprised of 10 major components – 4 tower sections, 3 blades, a hub, nacelle, and drive train.

Our first fully erected turbine was completed mid-April and in early August, the last turbine components were delivered. Throughout the delivery phase, taking components from the port in Lerwick to Site was a logistical challenge that had an impact on the local road network which we limited to the best of our abilities to minimise delay to the public road users, and we appreciate the patience of those who may have been impacted.

The last turbine was completed on the 17th of August, ahead of schedule. Considering the size and extent of the site and the combined challenges of weather and logistics, to complete delivery of over 1,000 major components delivered in convoy and to fully erect and install 103 wind turbines in just over 6 months is an incredible achievement and is something the entire Viking project is very proud of. Major milestones were also achieved from an electrical perspective. The laying of 177km of trefoil HV cable, earthing and fibre was completed in August. For perspective of scale, this length would be the approximate distance from Sumburgh Head to John O’Groats.



This was followed by the 33kV network at the Viking substation being energised in early September. All cable testing was completed at the start of November with the subsequent backfill following. All cable terminations from the arrays into the turbines were completed at the end of November including over 1,000 cable joints with the expectation that all 16 cable arrays will be energised by mid-December.

Also over at the 132kV substation, the cold commissioning—of 33kV and 132kV Plant and equipment was completed in November and ready for connection to the Grid in March 24.

Over the course of the year out on the wind farm itself, there has been many civil work fronts progressed, completing earthworks and working diligently in around the delivery and installation of the turbines. We are now approaching the latter stages of the project with our Principal Contractor.

One of the last major elements of civil construction is Sandwater Road. The current phase of works has seen the final layers of upfill material placed and compacted to the required levels. This will be monitored over the next few months in preparation for the final surfacing layers planned in Q2 of 2024. Once completed in the summer months, Sandwater Road will become the new public link road out to the West from the A970, replacing the current B9075 road which will be stopped up.

Looking forward into 2024 then, we will see significant reduction in the number of staff we have on site as we prepare for demobilisation and handover to SSE Operations later in the year. We will start to remove the compounds gradually throughout the year, reinstating the final areas as we go as we say farewell to RJ McLeod. Vestas have already removed their main plant and equipment used to erect the turbines and the installation teams have gone. Commissioning teams are working hard at present making the turbines ready for full energisation of the site.



The turbines will be energised in March via the HVDC grid connection and grid code compliance testing will take place at this time along with the Stage 2 commissioning, energisation and live testing of the 132kV cable – plant and equipment.

Once completed, we will then be able to generate our first power from Viking wind farm, ultimately achieving what we set out to do.

The construction phase has been ongoing for 3 years but the decades of hard work to get us here must not be forgotten. The input from hundreds of staff over the years, working together in high performing teams, will result in the UK's most productive onshore wind farm based here in Shetland. We have played our part in providing energy needed today by building a project we are confident will be integral in providing a better world of energy for tomorrow as we transition towards net zero.

Energy yield per annum is calculated by multiplying installed capacity by hours in the year by the estimated average wind farm capacity factor expressed as a fraction of 1 (estimated capacity factor used = 46.3% as per Scottish Government/SEPA Carbon Calculator tool informatics.sepa.org.uk/CarbonCalculator/index.jsp). This is $442.9 \times 8760 \times 0.463 = 1,796,349.2\text{MWh}$. Statistics from Renewable UK (2018) assume annual UK average domestic household consumption as 3.781MWh. Homes powered equivalent is calculated by dividing the total energy produced by the average household electricity consumption = 475,098 homes.

Environmental Round Up



Reinstatement Works

The project continues to welcome organised visits to the windfarm and we have been able to display first hand, the evolution of construction over the past 3 years, and demonstrate our positive efforts to those who have come to site. While we appreciate the presence of the turbines remains controversial for some in the community, the accessibility into the hills opens up new views and vantage points for those keen to venture out once the Health and Safety restrictions are lifted.

Tracks & Drainage

In 2023 we arrived at a place where all new excavation work is completed, all turbines have been constructed and the crane teams demobilised. The environmental focus is now on the finishing touches to track and drainage, while continuing to monitor the works to upgrade the Sandwater Track to public road specification and so become the new B9075 Sandwater Rd. The environmental team are combing the tracks and drainage systems to ensure that they are performing as expected and prescribing mitigation measures in the interim. Instances have been extremely rare but these checks will continue through the early part

of 2024 and performance overall will be monitored in the early operational years.

Burn of Lunklet & Weisdale

These burns remain under close monitoring, sampling and treatment throughout the process of re-establishing the natural equilibrium. The treatment systems are having a positive effect in raising the pH levels near to the source which in turn is lessening the secondary effect of sedimentary fall out in a stretch of the burns. The treatment system is designed such that sediment drop out is forced to occur within controlled settlement ponds before it reaches the burn systems, and we continue to monitor the extent and impact of the sediment in the defined areas where this has occurred. We have noted that through diligent management of the treatment systems the results are positive, and treatment will continue throughout the winter and spring with a detailed assessment to be carried out thereafter. The need for any further intervention will then be determined but SSER remain committed to addressing this issue.

Ornithology

Preliminary results for 2023 show that for most species the number and distribution of breeding territories were similar to 2022. These include several species of high conservation value such as red-throated diver, whooper swan, merlin, whimbrel, curlew, golden plover, ringed plover and dunlin.

As we are all aware, avian bird flu had a devastating impact on seabirds and in particular the number of bonxies noted in 2022 within the confines of the windfarm were similarly affected with no successful breeding reported. It is now possible to quantify that decline by comparing the number of returning numbers in 2023. Indications are that numbers have declined in the region of 60% of what would be expected. This decline mirrors numbers recorded elsewhere in Shetland.

Of note in 2023 was an increased record of sparrowhawk, a recent colonist of Shetland that preys on small birds. Several pairs were noted nesting in the vicinity of the windfarm, and, for the first time, sparrowhawks were seen hunting over the open moorland habitat of the windfarm.

Peatland Restoration Programme

SSE has been in various discussions with local and national peatland stakeholders, policy makers, landowners, crofters, and graziers on the issues around peatland restoration to ensure that land users are not compromised

or penalised for engaging in this work. This is an issue that is coming to the fore not just on Viking or Shetland, but across the country. SSE Renewables are committed to ensuring that all its developments and assets are operated, where possible, to attain a positive biodiversity net gain from its operations and as such we will continue to play a part in establishing a fair and practical means in undertaking peatland restoration in the local and national aim toward net zero carbon loss.

One other issue that is arising across the industry is the lack of resources with the skills needed for peatland restoration. As our colleagues at Shetland Peatland Restoration point out, not all good excavator drivers are necessarily good with peatland restoration works. In an agricultural setting the intuitive approach is to dewater an area, the opposite is required when considering peatland restoration. This is a skillset that can be learned and SPR are actively training new operators, but more are needed.

Unfortunately the Shetland hills are not a blanket of pristine peatland. Erosion is widespread and will have an impact on the SICs aim to meet Shetland's Net Zero. A pool of local resource will be needed to achieve that goal. Viking is looking at how it can help in offering accessibility to training in conjunction with relevant local stakeholder organisations.

Sparrowhawk





Example of peatland restoration within the fenced area

2024

Next year the project focus will be on the commissioning of the turbines and generating first exportable energy. The environmental team focus will be on handing over to our Operation colleagues and the implementation of an Operational Environmental Management Plan. This plan will ensure that the windfarm operates within environmental standards and complies with the company accredited quality systems.

In conjunction, works will continue in the management and implementation of the habitat management plan. The defined peatland restoration scope will continue while additional opportunities will be explored. The ornithological

enhancement plans will be instigated, with the strategies having been written up in readiness for handover. SWEAG will continue to be consulted in these aspects.

As part of the Archaeological Heritage strategy, a community excavation will be undertaken at a ruined former steading in nesting. Our colleagues at Headland will be advertising this closer to the time to allow group involvement. We will also be installing five archaeological information boards in strategic locations allowing track users to appreciate some areas of archaeological interest. These items form part of the Outdoor Access Plan, developed in conjunction with, and consented by, Shetland Islands Council.

Outdoor Access

VEWF has been engaging with the community and local stakeholders in relation to outdoor access for many years through meetings, discussions and a well-attended drop-in public event held at Mareel in November 2020.

Following these consultations Viking produced two management plans relating to outdoor access which have been approved by Shetland Islands Council. If you would like to read more about this the Outdoor Access Management Plan and the Recreational Management Plan, are both publicly available on the SIC planning portal.

The management plans were written to fulfil planning condition obligations, to ensure that the whole of Shetland

has access to the wind farm and to ensure that everyone, including specialist organisations such as Ability Shetland, local cycling and equestrian groups were consulted. When the construction of Viking is completed, the 70km of wind farm tracks will be accessible to members of the public on foot, by bicycle or horse in accordance with the Scottish Outdoor Access Code. [outdooraccess-scotland.scot/](https://www.outdooraccess-scotland.scot/) Following construction of the new Sandwater Road, which will form part of the new public highway. The existing B9075 will be stopped up to public traffic, and will provide a safe route for recreational use by pedestrians and cyclists. A new permanent carpark will be constructed at Sandwater, close to the junction of the existing A970 and B9075, to provide commuter and recreational parking.



Shetland Food and Drink

The Taste of Shetland Food and Drink festival took place on 28th and 29th of October at the Clickimin Leisure Complex, where foodies and festival-goers alike came together to celebrate Shetland's finest foods. Celebrity Chef Coinneach MacLeod: The Hebridean Baker delivered baking demonstrations.

There were many local producers who had their produce on sale and available for tasting. Viking Wind Farm sponsored the children's entertainment. Some of the money was used to encourage young people to grow micro greens and providing kits so they could grow them at home on windowsills. There was also face and shell painting.



Shell decorating



Growing Microgreens

Community Donations

Vestas, the contractor providing turbines for the Viking Wind Farm recently donated a 65" television to benefit the service users at the West View Care Centre in Walls.

This is part of a larger project to share the contents of their suite of offices at the main Sandwater compound with the local community. As they start to demobilise from Shetland, Vestas are keen to ensure the community benefits.

Three Defibrillators are being donated and placed in areas that currently have limited access to them. Other items that are being donated include fridges and microwaves that are going to Shetland Women's Aid.



AED donated by VESTAS to Andrew Archer (Left) by Jose Martins (Right-VESTAS)



Wastview Care Centre receiving a 65" TV (from left to right, Aggie Walterson, Claire Georgeson, Elaine Hodge, Julie Graham (SSER) & Sylvia Goodlad)

Big Hop Success

SSE Renewables were proud to take part in the 40th Anniversary fundraiser for the much respected cancer charity – CLAN. The support helped the charity raise over £200,000 and also raise awareness of the much needed services they offer.

<https://www.clancancersupport.org/>



Viking Breakfast Celebration of the Living Wage

SSE became accredited as a Living wage employer in 2013, and so much has happened in the 10 years in between. Now half of businesses listed on FTSE 100 are taking part and showing a commitment to providing a decent wage so that individuals and families can support themselves during these difficult times. The National Living Wage is the minimum wage paid to workers aged 23 and over, the rate is currently £10.90 and this rate is based on the cost of living.

As SSE is one of over 14,000 UK based employers who agree that employees should be paid a wage that meets their everyday needs, we decided to celebrate our involvement with some of the Viking team getting together for a breakfast roll and a brew. Here's to another 10 years supporting people with a wage that meets the real cost of living!



Viking Breakfast Celebration

Shetland Community Benefit Fund

Since its launch in February 2020 the Shetland Community Benefit Fund has continued to support projects that benefit residents from all over Shetland. There have been 463 applications to the fund and £865,000 paid out in approved awards.

Applications received recently include smaller requests from community groups preparing for Christmas and larger applications for a boating club and a community co-operative to improve energy efficiency measures.

Recent themes for awards include:



Sustaining & developing Shetland communities

Objective

Reducing poverty and social deprivation, particularly child poverty.

Promoting social inclusion and mental wellbeing.

Promoting improved transport within and between communities that would add value to a wider Shetland Community.

Energy improvement schemes - energy reduction, fuel poverty, local renewable schemes.

Developing or improving community assets. Supporting the local community's economy by retaining essential skills through training and apprenticeships.

Developing or improving local heritage, cultural, sport, and arts facilities or activities.

Improving telecommunications within local community.

Protecting or improving the local environment.

Seasons Greetings and a Happy New Year

From everyone on Viking Wind Farm

Our offices will be closed from
20th December 2023
reopening on
8th January 2024



2023 Round Up - An update from our Directors

Shetland HVDC Link

As we approach the end of 2023, we are reflecting on the remarkable progress made this year on SSEN Transmission's Shetland HVDC Link project and Shetland Renewable Connection's Gremista GSP project. We recently had the privilege of sitting down with the project directors in a quest to bring you the most current insights, explore the milestones achieved and gain an exclusive lookahead for both projects.

Lookahead Shetland HVDC Link:

- Complete Stage 1 commissioning for HVDC systems concludes this month
- Stage 2 Commissioning starts in Feb 2024
- Energisation by July 1st 2024

“

2023 has been a year of real achievement on the Shetland HVDC project. We have finalised our cable laying campaign in the North Sea and conducted a full end to end test in Sept 2023, which successfully passed. We are nearing the completion and testing of HVDC technology in the converter building, ensuring system operability and undertaking rigorous testing back to our control rooms. The project is currently planning for final demobilisation of the site and our workforce moved to a smaller compound in November. Over at Noss Head, we energised the Switching Station on June 2nd 2023, and this now forms part of the Caithness to Moray HVDC line. We continue to work closely with SSE Renewables on their substation site, in addition to working on the overall system for Shetland, ensuring the island becomes self-sufficient.

”

– **Fionan Doonan,**
Project Director



HVDC Converter Station – Oct 2023



Gremista GSP – Oct 2023

“ This summer we made a successful start to the Gremista Grid Supply Point (GSP) and the 22km connection to Kergord Substation. There has been great progress with the construction of the access tracks enabling cable duct works to commence. Wooden pole installation works for the overhead lines have defied some challenging conditions, utilising helicopters to move materials with reduced impact on the environment.

The preparation of the substation platform has been concluded and our contractor, Omexom Morgan Sindall Infrastructure (OMSI), have mobilised and are progressing with construction.

The Gremista GSP, and the connection to Kergord, will play a key role in connecting Shetland to the GB electricity network for the first time. The GSP will also provide the connection point for a new battery to help support Shetland’s ongoing energy requirements and enable Lerwick Power Station to move to standby mode, further supporting the decarbonisation of Shetland.

We’ve been working closely with the local community to keep them informed of this project, and every effort to minimise any impact during construction will be made. As a stakeholder-led business we’ll continue to keep the community informed as the project progresses.

”
– Ian Clark,
Deputy Project Director

Lookahead Gremista GSP:

- Continue with the access track installation and ducting installation for the 132kV cables
- Continue with wooden pole erection
- GSP construction works including drainage and foundations for the grid transformer and control buildings

Cable Installation Work

Subsea Cable Update

As previously reported, trenching on the final section of the cable was in progress and is now confirmed complete. Whilst this scope of work was being done, the Flintstone rock placement vessel mobilised from the quarry in Norway and started rock placement on Campaign 2 areas. Both vessels worked safely in parallel with each other to deliver and complete Campaign 2, resulting in the area being fully protected by mid-September.

The Flintstone continued to work on cable protection when the Grand Canyon 3 left the field, moving into Campaign 3 scope, where she continued to work until

she demobilised at the beginning of November. We then mobilised the Rockpiper, who is currently in the field working and she will continue to scope until complete, which is expected to be approximately January 2024.

The Hound Dog vessel mobilised to Weisdale Voe to perform cable burial on the section of cable that was left near the duct. This has now completed successfully, getting all the cable down to a required depth and safely protecting the cable. Divers were used to create a trench for the cable, lower it in position and then backfill the trench.

Shetland Renewable Connections Update

Gremista Grid Supply Point (GSP)

Following set up of welfare cabins, walkways and security, the substation site is beginning to take shape. The locations of the site buildings, which includes 2No. grid transformer (GT) buildings and 1No. control building (CB), have been surveyed, marked out and construction works have begun.

For the GT buildings, excavation and blinding activities have been completed for the building foundations. The foundations will be constructed on top of the blinding concrete, followed by steelwork which will be secured to the foundations. We have received several deliveries of reinforcing steel and are currently setting up rebar cages in advance of concreting works for the building foundations. Excavation and blinding works have also been completed on the GT bunds, which will form a local perimeter around the GTs, inside the building.

Works to the GT building foundations are underway and the control building will commence as we enter December.



Kergord to Gremista Transmission Link

Underground cable

The temporary access tracks between Kergord and Sandwater are progressing well and the first ducts, into which the 132kV cables will later be inserted, were installed from the end of October.

The horizontal directional drilling (HDD) pads have been installed either side of the Weisdale burn and either side of the Sandwater burn. This will allow the 132kV cable to be installed underground without any disturbance to the burns themselves. We have ecows on site to monitor the works as they are happening to make sure there is no silt run off. The HDD pads and temporary access tracks will be removed once completed. These HDD pads are on the floating road which means they are not disturbing the peat.

The cable is due to be manufactured this month in China.



Progress photos of wooden pole installations
photo courtesy of Shetland Flyer



Grave from 1700s

Overhead line

Works on the overhead line section of Gremista to Kergord are well underway, with over 80 of the 275 trident wood poles now erected. Bellmouth and access works at the South Knowe of Bodwell have also been successfully installed.

During pre-construction works on the Gremista to Kergord overhead line project, we were aware of an existing grave from records on the Shetland Amenity Trust, believed to be over 250m from the project access tracks.

Upon starting work on the project, it was brought to the attention of SSEN Transmission and our Contractor, NorPower, by a member of the local community that the grave was closer to the project access tracks than records indicated, but still around 100m away from any construction. We quickly informed the Archaeological Clerk of Works and ensured that the area was fenced off to prevent any chance of disturbance. We also briefed all workers on the project on this finding and updated on the exact location of the grave and instructed to keep the area clear.

Lookahead for overhead lines:

- Over the winter months, pole installation will continue south from Girlsta towards Tingwall, with wiring works to take place in early 2024.

Environment

We caught up with the OMSI environmental team to see how they are progressing with the underground cable package on the Kergord – Gremista site. As we progress into the winter months, the next few months will be challenging with the difficult weather conditions and ensuring environmental control measures are maintained to deal with issues of dirty water run-off. We give the protection of the water environment our upmost priority and the environmental team are certainly up to the task, with advanced works being planned to ensure robust

silt mitigation measures are place prior to construction works starting in new areas. The team are out all day making sure mitigation measures are holding up, especially during days of bad weather and strengthening the mitigation where necessary. On top of this the team are carrying out insitu water quality testing, to ensure suspended solid levels are within acceptable levels. We are very impressed with effort being made on the project so far.



Health and Safety

It's that time of year again that we begin to get into the festive spirit. But for our Safety, Health and Wellbeing teams, it introduces a number of risks and challenges.

The fact that it's generally darker, windier, wetter, and colder, means that driving conditions are much more hazardous. Visibility is reduced, braking, and stopping teams are increased and we typically see an increase in the number of road traffic accidents.

In addition to launching our SSE Winter Aware Campaign which focuses on driving safety, we've been engaging with the Shetland Islands Council and the local Emergency Services to help raise awareness amongst

our teams on the island. By doing so we hope these informative workshops help to keep our teams and the local community safe on the roads this Winter.

Driving risks increase significantly at this time of year as weather conditions can change quickly.

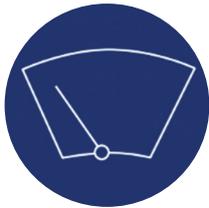
In Autumn, there's the potential for flooding which could cause vehicles to aquaplane, the risk of glare from the sun being lower in the sky, and with fewer daylight hours it can be harder to spot pedestrians, animals or cyclists on the road. Please take extra care, be prepared and **get home safe.**

Before you go, carry out our five-point check:



Tyres

Check the tread and make sure you have more than the legal limit of 1.6mm SSE vehicle drivers should change their tyres on or before the 2mm mark.



Wipers

Wiper blades must deliver a smudge-free screen



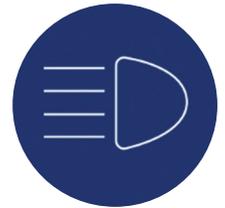
Brakes

Check they're working



Screen wash

Ample top ups of screen wash are a must before each journey



Lights

Make sure your lights are working and you can be seen



Spotlight on: Shetland Careers Fair

In October SSEN Transmission attended the Shetland Careers Fair, which was very well organised by DYW Shetland, Skills Development Scotland and UHI Shetland.

The fair, which was held at the Clickimin Leisure Complex, seen over 850 visitors. From eager students to job seekers, and career changers, all with different aspirations and backgrounds.

Our team was on hand at the energy sector to offer

valuable insights, discuss career paths, and provide information on their work and the ongoing Shetland projects. From engineers to project managers, the team shared their experiences and discussed the diverse roles within the organisation, hoping to leave a profound impact on those who stopped by.

Our team were particularly keen to speak to locals about two apprenticeship opportunities we have upcoming in Shetland:

Site Construction Manager Graduate Apprenticeship

Our Graduate Apprenticeship, Site Construction Management programme lasts for four years and combines part-time attendance at university finishing with a BSc (Hons) in Construction and the Built Environment and work-based experience. Delivery is in person at university one day per week with the opportunity to attend virtually when required.

This programme will develop your knowledge and experience to become a Site Manager. Whilst on the programme you will organise work on our project sites, making sure all tasks are completed safely, on time and within budget. Liaise with contractors, surveyors and builders to ensure a project is on track and there are enough staff, machinery and materials to complete the job.

You will gain real hands-on experience, build an invaluable network, and develop a unique set of skills which will shape your career. Due to our size and diversity, we can offer you a structured yet challenging development programme where you'll have the support of the Learning and Development team and a business mentor to assist you in reaching your full potential. You will be assigned a Site Construction Manager that will help manage your day-to-day activities on site, ensuring that you get the breadth of knowledge and experience to help you complete your training.

What you will need

- Highly organised and self-driven with the ability to manage your time well.
- Flexible in your approach to work to maximise your chances of success, and you should be happy working alone or as part of a team.

- Comfortable to spend some time living away from home whilst attending University or on placements across SSE.
- You will need to hold a full UK Driver's License or are currently learning to drive as there will be a requirement to travel to a number of our project

For entrance onto the educational aspect of our programme it's important that you have expect to achieve either of the below qualifications prior to starting the programme in August 2024:

- SQA Highers at ABBB or equivalent.
- Scottish Baccalaureate Pass.
- Int. Baccalaureate 29 points.
- Foundation Apprenticeship in Civil Engineering in conjunction with SQA Highers at AAB.
- A combination of qualifications totalling 96
- SCQF credits at level 6, or Minimum 126 UCAS points.



For further details or to apply online please scan the QR code or visit careers.sse.com

Trainee Project Manager Apprenticeship

As a Trainee Project Manager, you will have the opportunity to gain practical knowledge into a Project Managers responsibility for the end-to-end delivery of projects.

This 2 year programme is designed to develop your understanding on delivering projects in line with clear objectives and making decisions to manage stakeholder expectations by working with a multi-skilled team to deliver the project to time, cost and quality requirements.

The programme is designed to offer you study support towards a Level 8 Project Management qualification, giving you the opportunity to complete your qualification while applying your learning in the workplace.

Completion of the Trainee Project Management programme can lead to career development within SSEN Transmission as an Assistant Project Manager while you build your experience to progress to become a Project Manager. You will be leading Large Capital Projects, delivering substation, overhead line and cable projects ranging in value from £10m to £2bn.

You will gain real hands-on experience, build an invaluable network, and develop a unique set of skills which will shape your career. Due to our size and diversity, we can offer you a structured yet challenging development programme where you'll have the support of the Learning and Development team and a business mentor to assist you in reaching your full potential. You will be assigned a Project Manager that will help manage your day-to-day activities on site, ensuring that you get

the breadth of knowledge and experience to help you complete your training.

What you will need

We're looking to recruit the best future talent for our sector - and we know that it's not all about qualifications. We're more interested in the qualities you can bring to SSE. You don't need any experience to apply, we would love you to be:

- Highly organised and self-driven with the ability to manage your time well.
- Flexible in your approach to work to maximise your chances of success, and you should be happy working alone or as part of a team.
- You will need to hold a full UK Driver's License or are currently learning to drive as there will be a requirement to travel to a number of our project sites.



For further details or to apply online please scan the QR code or visit careers.sse.com



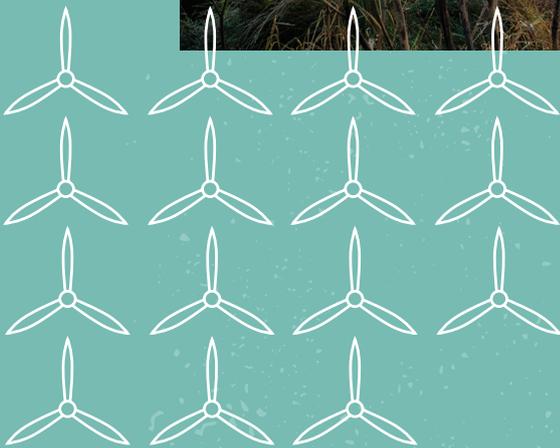
Spotlight on: Breast cancer awareness



This month we held toolbox talks raising awareness that Breast Cancer is not just for females, it can affect anyone. We spoke about signs to look out for and if in doubt get it checked! We also took time to think of those who have fought, who are fighting and who have lost their battle with cancer.



Sanick Beach Shetland
photographer: Dave Donaldson



To find out more about the projects and to register for updates please visit:
www.ssen-transmission.co.uk/projects/Shetland/
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