

■ THE TOP EMPLOYERS ■ IN THE INDUSTRY

On the following pages, the top employers in the industry present them-selves, offering their employees exciting career prospects.



An excerpt of the
BWE Industry Report
'Wind Industry in
Germany 2024'



Alterric GmbH

Alterric is one of the largest green power producers in Europe. Our teams are experts in wind power, photovoltaics, and sustainable supply and are shaping the energy system of the future **with the goal of bringing about the energy transition 100 per cent.**



► **Working together towards a green future**

Our mission is to promote renewable energy sources throughout Europe as a fundamental contribution to climate protection and sustainability. We are committed to a comprehensive project pipeline for wind and solar energy, as well as our own onshore energy parks with a combined capacity of over 2,400 megawatts. The Alterric projects in Germany and Europe are developed and operated by our experts, with a vast amount of commitment, experience, and team spirit. If you want to give your career a breath of fresh air, join us in working towards a green energy future.

► **You'll fit right in with team Alterric if ...**

... you're serious as a person (m/f/d) about contributing to worthwhile work in an appreciative environment. We are keen to hire experienced specialists, career changers and those just starting out in their careers as well as experts in various technical or commercial fields, profession-

als, academics, and natural leaders. We can provide internships and working student contracts for the next generation of people who wish to help with the energy transition.


► **We are looking for dedicated support (m/f/d) for our teams (selection):**

- Wind & PV Project Development:
- (Junior) project developer, wind farm planner, landscape designer
- Engineering & Construction:
- Site Manager, Project Manager, Electrical Engineers, Civil Works Experts
- Power Generation: Technical Operations Manager, Technical Field Staff, (Junior) Portfolio Manager
- Commercial power plant management:
- Commercial management staff

► **Contact**

Stefanie Müller
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Planers & project developers

- 🌐 www.alterric.com
- 👤 400 employees
- 📍 Aurich, Bremen, Düsseldorf, Hannover, Herrenberg, Husum, Mainz, Magdeburg, Oldenburg, Rostock and international offices
- 📖 Our full profile is available on page 156 and 255

► **Get to know Alterric:**


www.alterric.com/karriere


► **Contact**


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► **Our benefits (selection):**

- 

Work-life balance
Flexible working hours & mobile working
- 

A supportive work environment
Summer party & team events
- 

30 days holidays p.a.
Additional days off on the 24th and 31st of December.
- 

Unlimited collective agreement contract
An immediate warm welcome to the team

BKW Energy

BKW has been active in the wind power sector since 1992 and currently manages wind farms throughout Europe with an installed capacity in excess of 800 megawatts. We offer our clients our comprehensive know-how and a broad range of services.



► **Who we are and what makes us special**

BKW Wind Service GmbH is a wholly owned subsidiary of Swiss BKW Energie AG and ensures the smooth operation of the Group’s own wind farms in Germany, Italy, France, Norway, and Switzerland. We use the latest predictive maintenance techniques, optimised synergies, and rapid response times to minimise disruptions and production downtimes and maximise the power output.

► **Who are we looking for?**

Qualified and experienced professionals, preferably from the wind power sector who specialise in:

- O&M (service technicians)
- Operations management (technical and commercial managers)
- Asset Managers
- Trainees (commercial sales and marketing)

Should you be interested in joining our team and helping to shape a sustainable energy future, visit our online careers page to check out the current vacancies and apply.

We look forward to welcoming you to our team and working together towards a green future.

► **Working for BKW**

At BKW Wind Service GmbH we offer our employees an inspiring and innovative working environment and are keenly interested in the professional development of our employees. We can provide you with the opportunity to continuously expand your knowledge and skills and to continue your professional development.

► **Open vacancies**

jobs.bkw.com/de/offene-stellen







Energy services

- 🌐 www.bkw.ch
- 👤 approx. 1,000 employees
- 📍 Berlin & Brandenburg, Bern, Milan, Paris, Oslo
- 📖 Our full profile is available on page 160 and 239

► **Contact**

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► **Our benefits**

 <p>Job security with an established energy company</p>	 <p>Advanced training e.g., through LinkedIn learning licences</p>	 <p>Healthcare Group accident insurance, job bike, occupational pension scheme</p>	 <p>Financial benefits Discounts & an employee referral programme</p>
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Bundesverband WindEnergie e.V. (BWE)

The BWE advocates for a sustainable and efficient expansion of wind energy in Germany and the optimal utilization of wind power. Association work meets wind energy – **we are the wind in Germany. And you can be a part of it.**



► **The BWE Headquarters**

The employees at the BWE’s federal office in Berlin coordinate the association’s work and primarily support its members. In addition to the departments of Membership and Association Organization / Wind Expertise and Legal Affairs, the federal headquarters includes the two departments of Politics and Communication. Furthermore, the editorial team of the member magazine „neue energie“ also operates from here. Additionally, employees from BWE Service GmbH provide practical knowledge through seminars, conferences, or regular publications.

“Here, you encounter a fantastic team, and you definitely won’t be a lone warrior.”

Current review on kununu

► **Our Team**

Policy and public relations experts, technical, legal, and procedural specialists at the federal headquarters work every day on current topics related to the wind industry, preparing them for members, citizens, and policymakers. They gather the latest information and pass it on to key positions within the association. Externally, the BWE informs about its work and concerns through channels such as the website, brochures, flyers, and current press releases.

► **We are constantly looking for:**

- Lawyers
- Political scientists
- Public relations and editorial staff
- And many more



German Wind Energy Association

Organisation & Public Institutions

- 🌐 www.wind-energie.de
- 👤 approx. 55 employees
- 📍 Berlin (Office)
- 📖 Our full profile is available on page 230, 232, 234 and 251

► **Contact**





Sabine Siebert
HR
✉ jobs@wind-energie.de



► **Learn more about us:**

www.wind-energie.de/verband/stellenangebote

► **Our benefits**

 Mobile working 80 % home office and 20 % on-site	 Working hours flexible hours every day	 Lunch subsidy for meals on our campus	 Deutschlandticket almost full reimbursement of costs
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BWE-Service GmbH

With over 1 million contacts in the industry each year, BWE-Service GmbH communicates with the people who drive the energy transition forward daily. It does so through more than 200 annual events and regular publications.

From the industry, for the industry: Join us in bringing together the energy sector.

“I can actively contribute to the energy transition with many dedicated colleagues. Working with various associations in the renewable energy sector makes the job diverse and exciting.”

*Gregor Weber,
Head of Events*



► **The Service GmbH**

BWE-Service GmbH is a subsidiary of the Bundesverband WindEnergie e. V. and offers seminars and conferences on wind energy, photovoltaics, and other renewable energies.

The Service GmbH is the leading provider of continuing education events in the field of wind energy in the Federal Republic. Under the brand “Wind Industry in Germany” the Service GmbH publishes its corporate publishing products also in English.







► **Our Team**

The Service GmbH sees itself as a service provider and partner for stakeholders in politics, business, and society. They train professionals, inform about innovative solutions, provide platforms for exchange, and support companies in being successful in the market. Employees come from the fields of event management, communication, and sales.

► **We are always looking for:**

- Employees in project management and administration for events
- Employees in editing, design, marketing, and PR
- Media designers for image and sound (BWE-Service GmbH is an IHK-certified trainer)
- Sales representatives and key account managers
- And many more

► **Our benefits**

 <p>Mobile working 80 % home office and 20 % on-site</p>	 <p>Working hours flexible hours every day</p>	 <p>Lunch subsidy for meals on our campus</p>	 <p>Deutschlandticket almost full reimbursement of costs</p>
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**Education & training,
Media & communication**

- 🌐 www.bwe-seminare.de
- 👤 approx. 45 employees
- 📍 Berlin (Office)
- 📖 Our full profile is available on page 238 and 252

► **Contact**

Sabine Siebert
HR
✉ jobs@wind-energie.de



► **Learn more about us:**

www.wind-energie.de/verband/stellenangebote

Deutsche Windtechnik AG

We are the world's largest independent full-service provider for all major wind turbine technologies. Onshore and offshore. **Help us to shape the future with team spirit and expertise.**

► **Who we are and what we do**

We specialise in the manufacturer-independent maintenance of onshore and offshore wind turbines. With our workforce of over 2,200 employees, our task is to keep more than 8,000 wind turbines running reliably in Europe, the USA, and Taiwan.

► **What it is like to be part of our team**

We are passionate about technology and are specialists in our field. As a staff member, you can experience this passion and will enjoy a lot of creative freedom in an international and at the same time medium-sized company, whose corporate culture is characterised by short decision-making processes and mutual trust.

► **Jobs with a future**

Whether you are a trainee, career changer, specialist, or young professional, with or without industry experience, what we can offer you is a wide range of career development opportunities, whether they be in the service, technical, R&D, quality assurance, sales, or commercial areas.



► **A small selection of your entry options**

- Wind turbine service technician (m/f/d)
- Warehouse logistics specialist (m/f/d)
- Technical supporter engineer (m/f/d)
- Sales Manager (m/f/d)
- IT Project Manager (m/f/d)
- Scada Engineer (m/f/d)
- Wind turbine mechatronics engineer apprenticeship (m/f/d)

► **Click here to view our vacancies and additional information**

www.deutsche-windtechnik.com/jobs/
www.deutsche-windtechnik.com/jobs/stellenangebote/

► **Contact and info:**

Michael Glintenkamp
Recruiting
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Service, maintenance & repair

🌐 www.deutsche-windtechnik.com

👤 2,200 employees

📍 Germany: Bremen, Büdelsdorf, Ostenfeld, Viöl, Osnabrück

International: Havneby (Denmark), Châlons-en-Champagne (France), Edinburgh (UK), Utrecht (Netherlands), Poznan (Poland), Varberg (Sweden), Zaragoza (Spain), Taipei (Taiwan), Houston (USA)

📖 Our full profile is available on page 165 and 247



► **Our benefits**

Advanced training opportunities In our own Training Center	Pension subsidies Invest in your future	Supplementary health insurance Take care of your health	Company fitness programme & bike leasing Stay in shape
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DZ BANK AG

Play an active role in shaping the expansion of the German renewable energy sources sector by acquiring, structuring, and bringing in new business at DZ BANK, the second largest business bank in Germany.



► **Welcome to DZ BANK**

Work at a bank where you can build a successful future for yourself and for the cooperative banks. DZ BANK is the second largest commercial bank in Germany and the central institution of the Cooperative Financial Network (Volksbanks Raiffeisen-banks). We are a reliable and effective employer, and can offer you new and exciting challenges, whilst valuing your experience at the same time as demanding high commitment and encouraging personal responsibility. We combine customer-oriented action with sustainable solutions and base our corporate culture on a partnership model so that you and we can work together to achieve success.

► **Your Tasks**

- An interesting task in the expansion of the renewable energies sector
- A wide range of tasks related to project funding
- Focus on acquiring, structuring, and arranging new business as a member of an agile deal team

► **Your Profile**

- A successful degree in business administration, law, engineering, or a comparable field, e.g., renewable energies (m/f/d)
- Analytical vision, strong negotiating skills
- Good written and spoken English



Banks, financial institutions & financial service providers

- 🌐 www.dzbank.com
- 👤 approx. 5,400 employees
- 📍 Frankfurt a. M., Hamburg, Munich, Stuttgart, Münster, Oldenburg, Nuremberg, Hannover, Leipzig, Koblenz, Berlin, Karlsruhe, Dresden Düsseldorf
- 📖 Our full profile is available on page 168 and 244

► **Contact**

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Renewable Energies Germany
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► **Our benefits:**

 <p>Mobile working 100 % home office</p>	 <p>Lunch Subsidy at all locations</p>	 <p>Germany ticket Full reimbursement of expenses</p>	 <p>Social benefits Job bike, occupational pension scheme, childcare</p>
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EnBW Energie Baden-Württemberg AG

Whether it's offshore, on land or in the air – if you want to rethink the energy generation and supply sector, you'll be right in your element with us: we offer meaningful jobs in which you really make a difference – energy solutions aimed at change and impact for a sustainable future.



We are a driving force in the wind energy sector throughout Germany.

Development, acquisition, construction, operation, direct marketing, and wind turbine repowering all from a single source. We rely on partnerships and would like to work with you to promote the expansion of renewable energy sources. Whether as a project manager, project developer or service technician in the offshore and onshore sectors, you will be helping to supply Germany with renewable energy.

► Help us to shape the future

We are investing in the expansion of renewable energy sources: our goal is to generate 50 % of our power exclusively from renewable energy sources by 2025 and to be completely climate neutral by 2035, which means a lot of exciting jobs that will make a difference.

► Are you ready for the energy transition?

Then use your energy to help us achieve a climate-neutral future. Our offer to you is an important job in the renewable energy source sector. You've come to the right place if you want to make a difference in the world.

We welcome young talents as well as experienced professionals to our team, so come and join us.

► More information available at:

www.enbw.com/unternehmen/karriere/

► Find your future job here:



Construction, operation, direct marketing

- www.enbw.com
- 27,000 employees
- Karlsruhe, Stuttgart, Trier, Erfurt, Cottbus, Hamburg, Berlin (u. v. m.)
- Our full profile is available on page 170, 248, 250, 255, 258 and 239

► Contacts

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Jan Czaykowski
Onshore
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► Our benefits (Specific employee benefits will depend on the workplace or location and may therefore vary.)



A wide range of offers
Profit sharing, flexible working hours & working from home



Inspiring working environment
Team-oriented using the most modern methods & tools



Innovative work
Development opportunities & various promotion paths

Energiequelle GmbH

Join us as we drive the energy transition!

We develop, construct, and operate wind energy and photovoltaic facilities throughout Europe, implement grid connections and manage innovative energy supply solutions, all of which we do in a passionate, courageous, and humane manner.

► Shaping the future together

Energiequelle GmbH has been active in the renewable energies market since 1997. Having 21 sites in four countries, we are one of the leading companies in the sector whereby our success is mainly due to our employees. Our corporate culture is based on team spirit and human interactions. We are all on first-name terms and enjoy a flat hierarchy. Our management exemplifies appreciation, a down-to-earth attitude, and a thirst for innovation.



► Are you ready to join our team?

In order to achieve our planned growth, we are looking for skilled workers, managers, career changers, and trainees throughout Germany:

- Departmental heads
- Project managers
- Project engineers
- Business acquisition professionals
- Project developers
- Accountants
- Contract managers or notary clerks
- Banking experts
- HR, IT, and legal support staff
- and much more.

► Not ready to make the move yet?

No problem.

Follow us on LinkedIn, Xing, Twitter, Facebook and Instagram.

► Contacts:

Kristin Herrmann
Head of HR
✉ jobs@energiequelle.de



Christian Rosner
Recruitment specialist
☎ +49 33769 871 237



Lena Igonkin
Recruitment specialist
☎ +49 33769 238



► You can find more information and jobs at

www.energiequelle.de/karriere







Planers & project developers

- 🌐 www.energiequelle.de
- 👤 450 employees
- 📍 21 locations: Kallinchen, Berlin, Bremen, Oldenburg, Hanover, Putlitz, Penzing, Erfurt, Dresden, Rostock, Magdeburg, Wiesbaden, Leipzig, Guntersblum, Spremberg, Luckenwalde as well as Rennes, Dijon and Bordeaux (France), Helsinki (Finland) and Poznan (Poland).

📖 Our full profile is available on page 172 and 255

**Our staff retention rate is exemplary:
the fluctuation rate in 2022 was only 6.0 %**

► Our benefits

 <p>Flexible working times Hourly account, no core working hours</p>	 <p>Individual health promotion Health budget, job bike & fresh fruit</p>	 <p>Regular events Beach volleyball, summer party, health day</p>	 <p>Family atmosphere Owner-managed company, informal corporate culture</p>
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ENERTRAG SE

Across the globe, ENERTRAG plans, builds, operates, and maintains wind power and photovoltaic plants, grids and integrated power plants that generate renewable energy and green hydrogen. **Looking to change the world? Then join our team.**

“To me, it’s crucial that my job has a purpose. You only live once so you should do something that’s sustainable and for the common good.”

*Christian Fischer,
investment manager*







► **About us**

For more than two decades, we’ve been a driving force in the growth of renewable energy. By harnessing the power of the wind, sun, biogas, and hydrogen, we generate, store, and supply green energy to people and regions the world over. Our services cover the whole value chain. Around 1,000 employees at sites worldwide share one goal – to produce renewable energy sustainably and with cutting-edge technology. So that tomorrow’s world is one we can live in.

► **What’s important to us**

At ENERTRAG, we don’t just dream of a sustainable world worth living in, we forge the path to that destination. And we have a specific objective in mind. By 2040, we want to replace fossil fuels entirely. Together, we’re pulling out all the stops to reach that target.

► **Our benefits**

 <p>Working hours Flexible and remote; 30 days leave</p>	 <p>Wellbeing Health management, accident insurance</p>	 <p>Allowances Pension scheme and kindergarten; company bike</p>	 <p>Creative freedom In abundance, for a more sustainable world.</p>
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► **Who we’re looking for**

We’re seeking people who share our vision of an emissions-free world. Who are (like us) always one idea ahead. People who are interested in gaining new skill sets and growing their potential. And we have the budget for upskilling programmes to match. We’re also looking for people unafraid to use plenty of creative freedom to make tomorrow’s world a sustainable place worth living in. If that sounds like you, then let’s get together.

► **We’re currently looking for people to fill these and other vacancies:**

- Wind/PV project developer
- Photovoltaic project engineer
- Power-to-X project manager
- Wind and solar project planner
- Wind turbine service technician
- System administrator
- Wind/PV operational manager



- 🌐 www.enertrag.com
- 👤 1,000 employees
- 📍 Germany: Dauerthal (headquarters), Berlin, Dortmund, Edemissen, Hamburg, Lübeck, Rostock, Prenzlau, Cottbus, Kiel, Potsdam, Neubrandenburg, worldwide: Poland, France (3 sites), Spain, Vietnam, Ghana, South Africa (3 sites), Namibia, Uruguay
- 📖 Our full profile is available on page 174 and 255

► **How to contact ENERTRAG**

- ☎ +49 (0)39854 6459-307
- ✉ karriere@enertrag.com

► **For more about us, go to**
<https://karriere.enertrag.com/en/>

Time for
change.



RENEWABLES CAREER FAIR **KEE**

A fresh breeze for your recruiting

The KEE is a digital platform designed to help you effectively connect with an industry-specific audience in your region in Germany.

Engage with motivated career changers, young talents, and experienced professionals through Interactive sessions and one-on-one meetings.

KEE brings together what belongs together. Achieve greater efficiency in your recruiting efforts with KEE!

4 career fairs – 4 regions

West Fair | February 28 – 29, 2024

North Fair | May 29 – 30, 2024

East Fair | September 5 – 6, 2024

South Fair | December 5 – 6, 2024

**Via Zoom Online Event Platform
in German**

- Motivated talents for your region
- Targeted and personal approach
- Simple and individual presentation

Our recruiting offers:
bwe-seminare.de/kee24

**RECRUITING
OFFERS**



ENGIE Deutschland Erneuerbare GmbH

Be at the forefront of renewable energies from now on with ENGIE

ENGIE is one of the TOP 5 global renewable energy companies. Our target is to increase our installed renewable capacity from the current 38 GW to 50 GW in 2025, and to 80 GW by 2030, to which end we are investing specifically in the expansion of onshore wind and photovoltaics in Germany among other places.



ENGIE Deutschland covers the entire renewable energy value chain. We are investing in onshore wind projects and have a continuously expanding project pipeline. We can take on project development and planning ourselves or in collaboration with our partners. We currently operate 18 wind farms with a combined output of over 300 MW. We draw upon the combined expertise of the ENGIE Group, which operates thousands of wind turbines and has its own research centres, to ensure an efficient maintenance and operational management service. We can also use repowering of existing wind farms to increase the amount of electricity generated at our sites. Our trading experts use direct marketing and PPAs to help companies

achieve their climate targets. We can offer motivated people with a passion for renewable energy technologies a wide range of professional development opportunities as well as the opportunity to play a leading role in shaping the energy transition.

► **Contact**

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Construction, operation, direct marketing

- 🌐 www.engie-deutschland.de
- 👤 approx. 5,500 employees
- 📍 Locations: in Germany
- 📖 Our full profile is available on page 176 and 239

► **For more information on the company please click on:**

www.engie-deutschland.de/de/karriere



► **Our benefits**



Get to work using sustainable transport
Job Ticket Grant,
Job Bike



Optimal use of your energy
ENGIE Academy



The future? Secured!
occupational pension scheme, employee shares, risk life insurance



Life / work balance
Mobile working,
nursery allowance,
special leave

eno energy GmbH

The name eno energy has stood for top quality and innovative wind turbine technology in international wind farm projects since 1999.
Engineering, Design and Technology – by eno energy.

► **What is important to us**

Eno energy takes pride in being a family-friendly company in which a pleasant working environment and flexible working hours are taken for granted. We offer our staff a wide range of personal development opportunities and encourage them to develop their personal skills as well as their professional expertise. We promote an open and collaborative corporate culture in which teamwork and mutual support are paramount. Another thing that is close to our hearts is the satisfaction and well-being of our employees.

► **Would you like to be part of a green future?**

The eno energy Group will continue on its path to becoming a leader in the wind energy technology sector. We are planning to intensify our activities in R&D, sales, services, and support and can always use fresh ideas and more wind in our sails: if you stand by your convictions, wish to be at the forefront of innovation and want to do your bit now to shape our future then you've come to the right place.

Whether you are a young professional, a manager or an academic, we are looking for creative and committed employees with the courage and passion to support and put their backs into helping us achieve our goals.



And if you are just starting out in your career, we also offer internships and student traineeships in addition to apprenticeships and dual study programmes.

► **We regularly have vacancies in the following areas**

- Sales and marketing (m/f/d)
- Service technicians for wind turbines and/or photovoltaic systems (m/f/d)
- Rotor blade service technicians (onshore) (m/f/d)
- Grid / grid connection engineers (m/f/d)
- Land use planning (m/f/d)
- Commercial legislation experts (m/f/d)
- Sales representatives for wind farm projects (m/f/d)
- Financial accountants (m/f/d)
- Accountants (m/f/d)
- Technical product designers (m/f/d)







Wind turbines

- 🌐 www.eno-energy.com
- 👤 approx. 300 employees
- 📍 Locations: Rostock, Ostseebad Rerik, Dresden, Leipzig, Plau am See; Paris (France), Vara (Sweden)
- 📖 Our full profile is available on page 114 and 246

► **Learn more at**

www.eno-energy.com
www.eno-energy.com/karriere/stellensuche

► **Our benefits**

 <p>Flexible working hours Family-friendly, incl. working from home</p>	 <p>Benefits in kind Job bike, public transport scheme, Sodexo card</p>	 <p>Corporate culture Flat hierarchies, open to new ideas</p>	 <p>Advanced training opportunities Professional & personal development</p>
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FGH – Research Association for Power Systems and Power Economics

FGH is a recognized pioneer and implementer of future energy technology topics in close cooperation with its member companies, customers, and partners – and has been for over 100 years.



► **Who we are**

We are about 130 permanent employees, mainly engineers, computer scientists, mathematicians, and physicists, who provide energy and electrotechnical services in the order of magnitude of approx. 13 million € p.a. at our locations in Mannheim, Aachen, and Hamburg. We are supported by about 30 students, among others of electrical engineering and computer science.

► **What is important to us**

In our dealings with each other, we are committed to the values of honesty, openness, and appreciation. We solve challenges in a goal-oriented manner as a team, committing ourselves to realism, logic, and objectivity. FGH stands for the high quality of its services, outstanding expertise, and depth in all technical issues relating to electrical power supply systems. FGH invests in and encourages the ongoing personal and professional development of every individual. We respect, maintain, and actively

promote our physical and mental health. Our success is based on the commitment and development of all our employees.

► **Who we are looking for**

We are looking for you to help shape the electrical energy supply of the future. You can start your career with us directly, complete internships, gain initial work experience alongside your studies, and write your application-oriented thesis in energy or electrical engineering

► **We regularly offer vacancies in these areas (selection):**

- Project Engineer (w/m/d)
- Software Engineer (w/m/d)
- Software Developer (w/m/d)
- Test Engineer (w/m/d)
- Engineer for Technical Consulting (w/m/d)
- Research Assistant (w/m/d)

► **Our benefits**

 Appreciative working atmosphere	 Flexible working hours	 Opportunities for further training	 Unique team events
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Grids & grid connection

-  www.fgh-ma.de
-  approx. 130 permanent employees and 30 students
-  Locations: Mannheim, Aachen, Hamburg; office in Paris
-  Our full profile is available on page 179 and 253

► **Your contact**

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► **Learn more about us**

www.fgh-ma.de/de/karriere

in.power Gruppe

We have pioneered direct marketing and are fully committed and passionate about a sustainable and future-proof energy system.
Join our small but winning team!




► **Who we are**

The Mainz-based in.power group has been involved in the direct marketing of renewable and environmentally friendly energy since 2006 and was one of the first in Germany to do so. The Czech Second Foundation invested in this corporate group in 2022 and supports in.power's direct marketing services through its innovative approach to energy trading. Through its several subsidiaries, in.power provides a full range of direct marketing services and is also a competitive metering point operator. One of the company's subsidiaries, grün.power GmbH, also offers a multi-award-winning regional and nationwide green power supply service. Our goal is to achieve great things and drive forward the energy transition. We are ready to really get started and want to considerably increase our portfolio. Which is why we need you!

► **How working with us could benefit you**

- You help us to implement the energy transition
- Flexible working hours will enable you to organise your working day to meet your own specific needs, which includes working partially from home
- A small, committed team in a dynamic market and working environment
- Flat hierarchies and everybody on first-name terms as well as a friendly working environment

► **Our benefits**

 <p>Working hours individual options</p>	 <p>Everybody on first-name terms a friendly work environment</p>	 <p>We encourage your personal input much potential for putting your personal stamp on things</p>	 <p>In addition to free beverages & parking</p>
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- The potential to make your own personal mark and room for your own ideas
- Free beverages and underground parking

► **What kind of co-workers are you interested in?**

- We are always on the lookout for (m/f/d)
- specialists or new career entrants for sales as well as back-office in direct marketing, including new business areas such as flexible marketing or green balancing groups for the decarbonisation of industrial electricity
 - Project and process managers in the energy sector
 - IT developers and programmers

We also welcome applications for internships as well as from students conducting thesis research and seeking student traineeships.



Direct marketers

- 🌐 www.inpower.de/karriere
- 👤 approx. 15 employees
- 📍 Location: Mainz
- 📖 Our full profile is available on page 185 and 238

► **Contact**

Marina Hinsch
☎ +49 (0)6131 696 57 13
✉ marina.hinsch@inpower.de



► **Learn more about us:**

<https://inpower.de/karriere>
<https://inpower.de/ueber-uns>

JUWI

Looking for a job that will make a difference? Then you've come to the right place! We are currently looking for people who want to put their energy into building something and making a positive difference.

"I need to draw upon all of my creativity because every project is unique: JUWI gives me the freedom to do just that."

*Sebastian Brockes,
Head of Acquisition West*



Should you accept a position with JUWI, you will be working for an internationally active company in a fascinating industry, committing yourself to climate protection, and becoming part of sustainable development worldwide. Explore the various opportunities JUWI has to offer and the benefits we provide at our different locations, from the first-class company restaurant in Wörrstadt to the many options for mobile working and flexible working hours.

► **We embody our corporate values in real life**

Shaping the energy transition on a large and small scale: a task that requires the cooperation of many people. The most valuable energy JUWI produces is supplied by our employees. This is not just lip service, but our profound conviction, which is why we do everything possible to ensure that our staff feel comfortable in their various workplaces. Our corporate culture is extremely accessible, which

means that new employees quickly feel at home, for example regardless of where a given staff member fits in to the hierarchy, everyone is on a first-name basis. Experience the many benefits of working for JUWI. We look forward to receiving your application and talking to you.

"The ultimate purpose of my work is important to me which is why I chose JUWI."

*Ulrike Bernhardt,
Manager of Marketing and M&A*

► **Contact**

Emily Hornbostel
☎ +49 (0)5111 23573463
✉ emily.hornbostel@juwi.de



► **Click here for more information** about our benefits and a video of our Get-Together Days 2023.



Planners & project developers

- 🌐 www.juwi.de
- 👤 850 employees in Germany / 1,300 worldwide
- 📍 Locations in Germany: Wörrstadt (headquarters), Ansbach near Nuremberg, Bochum, Brandis near Leipzig, Hanover, Melle near Osnabrück, Stuttgart, Rostock

Locations around the world: Australia, Greece, India, Italy, Japan, Philippines, Singapore, South Africa, Thailand, USA

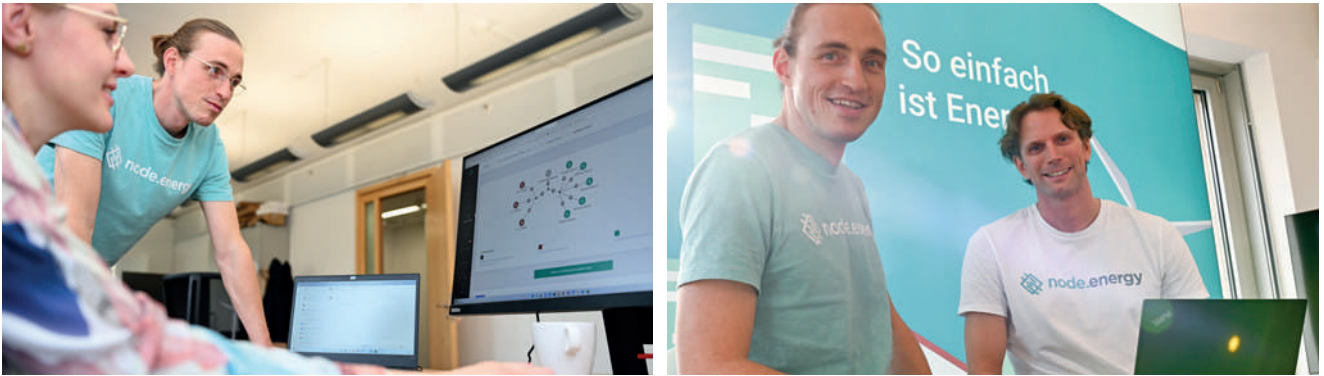
📖 Our full profile is available on page 187 and 256

► **Our benefits**

Certified pro work-life balance	Sabbatical through long-term compensation account	Benefit card with monthly shopping credit	Business Bike
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node.energy GmbH

Our market-leading opti.node software enables our customers to implement the business models of the climate-neutral energy world with ease and maximum profitability. **Launch your career in the green energy sector with node.energy and help us to drive forward the energy transition.**



► **node.energy's core business**

Renewable energies are now competitive, yet most companies do not even come close to exploiting their full potential because the technology is simply too complicated. Our software solves this problem by significantly simplifying the planning and management of climate-friendly energy technologies. opti.node is already being used successfully for billing and electricity tax in numerous PV and wind projects. Corporate bureaucratic hurdles are now a thing of the past.

► **Jobs@node.energy**

To bring about a successful energy transition, we need to focus on radical simplification, which is where you come in: join our team and help us to enable the energy transition in the industrial and commercial sectors. We are always on the lookout for new talent in technological and software development, customer service, product development, and sales and marketing.

► **Remotework@node.energy**

We use virtual tools and powerful laptops to give us the freedom to work from anywhere: our current employees mostly work from home in about 20 German cities.

► **Link to vacancies:**

www.node.energy/karriere



Software solutions

- 🌐 www.node.energy
- 👤 approx. 70 employees
- 📍 remote workers throughout Germany, offices in Frankfurt a. M. and Freiburg
- 📖 Our full profile is available on page 196 and 253

► **Contact**

Maria Werner
Head of HR
☎ +49 (0)69 8700 068-67
✉ jobs@node.energy



► **Our benefits**

 <p>Flexible working models and regular team days & events</p>	 <p>Backup and support Mentoring programme & feedback loops</p>	 <p>Advanced training all employees are entitled to an advanced training allowance</p>	 <p>Sport & Health Hansefit, urban sports & a bike leasing scheme</p>
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Prokon Regenerative Energien eG

Prokon eG is Germany’s largest energy cooperative and has been making a tangible contribution to the energy transition for 27 years as a project developer and renewable energy plant operator. **Our motto: Living green energy together.**



► **Important information about us:**

Having been founded in 1995, we were one of the pioneers in the renewable energy sector and have been able to establish ourselves as a successful company. Our current core competences include the development, planning and construction of onshore wind farms and their subsequent technical and commercial management, as well as supplying green electricity to domestic customers throughout Germany.

► **This is what drives us every day:**

We are motivated by a desire to protect the basis of life on our planet for which active climate protection is essential. Together with our 40,000 members we are laying the foundations for a sustainable and secure energy supply from 100 % renewable energy sources. Having a cooperative as our economic basis, every single person is at the centre of our attention, which is something we experience every day.

► **Our offer to you:**

A non-hierarchical working relationship, where each employee has the opportunity to contribute his or her ideas. Freedom and flexibility through flexible working hours and mobile working. Appropriate remuneration with a fixed Christmas bonus equivalent to a 13th month’s wage is something we take for granted.

► **We would like to invite you to support us in the following areas:**

- The Project Development Department is responsible for planning and constructing wind farms throughout Germany. As a project developer (m/f/d), you will be called upon to carry out numerous interesting tasks.
- Among other things, the Wind Turbine Service and Operation section ensures the flawless technical operation of wind turbines. You could contribute to this section as a service technician (m/f/d) with an electrical or mechanical focus (career changers are always welcome).

► **Our benefits**

 Mobile working potentially 3 out of 5 days working from home	 Working hours flexible working hours	 Job bike supported e-bike leasing scheme	 Special payments 13th month’s wage and other bonuses
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- 🌐 www.prokon.net
- 👤 370 employees
- 📍 Based in Itzehoe and other locations throughout Germany
- 📖 Our full profile is available on page 198, 249 and 257

► **Your contact**

Torge Gelard
☎ +49 (0)4821 6855-165
✉ t.gelard@prokon.net



► **More information available at:**

jobs.prokon.net
[linkedin.com/company/prokon-eg](https://www.linkedin.com/company/prokon-eg)

Siemens Gamesa Renewable Energy

For over 40 years, Siemens Gamesa has been a pioneer in the wind power sector. We currently employ over 28,000 staff to harness the power of wind and tackle the greatest challenge facing our generation, i.e., the climate crisis.

We make real what matters – clean energy for generations to come.

► **Who we are and what makes us special**

Some 40 years ago, we recognised the potential of bringing together nature and technology in the use of wind energy. We saw the opportunity to supply people and businesses with renewable energy and protect the climate at the same time, a vision which we have since brought to life. Our wind turbines and services are delivering clean, affordable, and reliable electricity all over the world. Our on- and offshore facilities in addition to our service portfolio enable us to offer a broad range of wind power generation products anywhere in the world. Beginning with our first offshore wind farms in 1991 in Vindeby, Denmark, right through to the wind power sector’s first recyclable rotor blade, which we unveiled in 2021, we have been driving innovation and looking for solutions to continuously increase the efficiency and competitiveness of wind power.



► **What is important to us**

We pride ourselves on making a positive difference in the world. Our technologies provide sustainable and responsible clean energy and are paving the way to a climate-neutral world for future generations. We run a global business but with a local presence and approach.

► **Our staff**

Siemens Gamesa’s commitment to sustainability begins with our employees: we believe that their success is our success, which is why we place such importance on social and professional development. We believe in a corporate culture which respects and values differences, promotes diversity, equality, and inclusion, and gives people the opportunity to unfold their full potential to contribute to the global success of the company. Siemens Gamesa offers a wide range of professional development opportunities in a multicultural and international environment.

► **We are currently seeking**

Around the world, Siemens Gamesa employs people from almost 100 different nationalities. We have a diverse workforce, which is something that is close to our hearts. We have a Diversity and Inclusion Policy, which applies to all geographic regions in which we operate. The primary focus of our corporate policy



Wind turbines

- 🌐 www.siemensgamesa.com/en-int
- 👤 approx. 28,150 employees
- 📍 Headquartered in Hamburg, Germany, with other operational centres around the world
- 📖 Our full profile is available on page 118 and 247

is to guarantee equality and inclusion and we are interested in applicants whatever their background.

► **Our benefits**

 <p>Flexible work mobile working & flexible working hours</p>	 <p>Staff benefits Food allowance and much more.</p>	 <p>Deutschlandticket Pro-rata expense payments</p>	 <p>Premiums Christmas and holiday bonus</p>
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Energy Transition in NRW with Foresight

Since 1996, we have been realizing wind energy installations with the aim of playing a crucial role in securing the energy transition in the most populous federal state and making North Rhine-Westphalia a showcase location for green energy production.



► **The SL NaturEnergie Group**

The SL NaturEnergie Group manages wind energy projects throughout their entire lifecycle – from planning to implementation, technical and commercial operations management, and ultimately the dismantling of the installations and repowering. We aim to jointly achieve the transition in North Rhine-Westphalia toward a responsible energy supply system that benefits us and future generations. We place great importance on involving local partners in the planning, financing, and construction of wind energy installations.

“Direct contact and short distances: That’s how we want to work – and that’s why we are committed locally, not elsewhere.”

Robert Daniels, Corporate Communications

► **Our benefits** (excerpt)

Health Conscious Lab, Sports	Work-Life Balance Flexible working hours	Catering Free food offerings	Team Many events
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► **How we work**

To successfully implement wind energy projects from A to Z, we all work together, fostering a familial and friendly atmosphere. Because teamwork is essential. Team spirit and open communication, even up to the executive level, are the keys to efficient work for us.

► **Our Location**

Our office buildings are located on the outskirts of the Ruhr region, in a converted former farmhouse situated amidst green surroundings in Gladbeck. The offices are lined with a lot of wood and high-quality materials and equipped with modern, ergonomic workspaces.

► **We are looking for:**

To ensure that NRW remains an energy hub: We are hiring, providing training, and qualifications. Let’s create the energy transition together! We welcome unsolicited applications.

Planers & project developers

- www.sl-naturenergie.com
- approx. 60 employees
- Gladbeck (NRW)

► **Contact**

Tonja Runge
HR
✉ t.runge@sl-naturenergie.com



► **Corporate Communications Contacts**

Stefanie Flam
✉ s.flam@sl-naturenergie.com
Robert Daniels
✉ r.daniels@sl-naturenergie.com

► **Video: Wind wants you!**



UKA – Umweltgerechte Kraftanlagen GmbH & Co. KG

UKA is a full-service provider and provides all services up to the operational hand-over of wind farms and solar parks. After that, our subsidiary UKB ensures the optimal technical and economic performance of the facilities for decades. **Become part of the energy transition!**



► **The energy park developer**

The UKA Group has around 900 employees and is currently active in Europe as well as in North and South America. As a full-service developer, UKA not only covers the entire value chain but also operates wind and solar parks itself. Founded in 1999, the company is one of the leading German project developers. The UKA Group's current project pipeline exceeds 19 gigawatt.

► **Who we are looking for (among others):**

- Project Developer for wind power and PV (m/f/d)
- Approval planner (m/f/d)
- Business acquisition specialists (m/f/d)
- Lawyers (m/f/d)
- Team Assistants (m/f/d)

► **Let's shape the energy of tomorrow**

Geographers, industrial engineers, surveyors, foresters, business economists, lawyers, and many other specialists collaborate at the highest technical and economic level within UKA. Your commitment and competence are what counts if you want to have a future in the renewable energies sector of tomorrow. UKA offers challenging and future-oriented jobs.

► **Contact**

Stephanie Thiele
 ☎ +49 (0)3521 72806-567
 ✉ personal@uka-gruppe.de



► **More information available at:**

<https://karriere.uka-gruppe.de>



Der Energieparkentwickler

Planers & project developers

- 🌐 www.uka-gruppe.de
- 👤 More than 900 employees
- 📍 National: Bielefeld, Cottbus, Dresden, Erfurt, Hanover, Heilbronn, Kassel, Lohmen, Lübeck, Magdeburg, Mainz, Meißen, Oldenburg, Rostock, Straubing

International: Chile, Italy, North America, Poland, Spain

- 📖 Our full profile is available on page 216 and 258

► **Our benefits**

<p>Mobility Bike, public transport, or car – subsidised by UKA</p>	<p>Well-being Fitness and health opportunities</p>	<p>Flexibility A good work-life balance</p>	<p>Talent management Targeted promotion</p>
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wpd GmbH

wpd was founded in 1996 by just two entrepreneurs – today we employ around 1,000 people who work on wind and solar energy projects.



And our growth in all locations and within all our teams continues unabated, which is why we are constantly on the lookout for new and motivated employees from junior staff to experienced experts looking to take their next career steps. We need committed people to bring about the energy transition.

► **wpd as an employer**

The corporate culture at wpd is one of respect, appreciation, and cooperation. All expertise or knowledge acquired at the management levels is passed on to our colleagues because we recruit many of our specialists in-house and promote them to new and exciting positions with project responsibility or to specialist areas within the corporate organisation. We see this as an essential prerequisite for the positive development of our company. We also collaborate with our employees to assume a sense of social responsibility by supporting charitable projects and working

together to protect the environment. All of us wish to bring about a positive change: for ourselves, for wpd, and for the energy transition in Germany and around the world. Don't just do anything – do something for the climate!

“Our greatest strength are our employees, whose personal expertise, solidarity, and shared passion are essential to realising our goals.”

*Cornelia Schank,
Head of Human Resources*

► **Paving the way to the future:**




Planners & project developers

- 🌐 www.wpd.de
- 👤 approx. 1,000 employees
- 📍 see map
- 📖 Our full profile is available on page 223 and 258



► **Contact**
Cornelia Schank
Head of Human Resources
✉ human-resources@wpd.de

► **Our benefits**

- **A welcome culture**
Onboarding App & induction days
- **Mobile working**
40 % of your time working from home
- **Germany ticket**
20 € subsidy
- **Health culture**
Corporate fitness & bike leasing scheme

wpd windmanager GmbH & Co. KG

More than just a job. We want to make a difference. Our approximately 500 employees are working to ensure a sustainable energy supply around the world. Are you ready for a new challenge? **If you are, then join the windmanager team.**

► **About us**

We work in the commercial and technical management of wind farms and solar parks around the world and are experiencing steady growth. We manage a total capacity of over 6 gigawatts.

► **What you can expect: a job tailored to your needs.**

We want to offer our employees an environment in which they enjoy and feel comfortable coming to work, which is why we place great importance on flat hierarchies, flexibility, and a work-life balance. For example, we have defined core working hours, which allow you to organise your working day in a way that suits you. You will also be free to choose on which days you work at the office or from home, which you are free to do for 40 per cent of your contracted working hours. Another thing that we take very seriously is the well-being of our employees, which is why we collaborate with Likeminded, for example, where our windmanager can proactively do something for their mental health. And the best part is that you can access Likeminded's services during your working hours.



► **Work hard, play hard**

Not only do we have a great collaborative working culture, but we also offer various opportunities to come together and enjoy our free time together. Every year, we invite our staff from all locations to the big windmanager united party in Bremen to meet and exchange ideas, but also to enjoy some collective down time. But of course, we offer many more benefits, such as a corporate fitness and bike leasing scheme as well as our Corporate Benefits portal. Sounds good? Then join us as a windmanager.

► **Read more at:**

www.windmanager.de/karriere
www.windmanager.de/jobs



Technical & commercial operational management

- 🌐 www.windmanager.de
- 👤 approx. 500 employees
- 📍 Locations: Bremen, Hamburg, Rostock, Erkelenz, Egeln, Bremerhaven, Stralsund, Oulu (Finland), Piteå (Sweden), Poznań (Poland), Arras & Vertou (France), Dubrovnik & Šibenik (Croatia), Valladolid (Spain), Los Ángeles (Chile), Taichung (Taiwan)
- 📖 Our full profile is available on page 224 and 251

► **Contact**

Lea Hesse
Human Resources
✉ hr-wm@wpd.de



► **Our benefits**

 <p>In the office or mobile? For 40 % of your time, you can choose where you want to work.</p>	 <p>Good work-life balance Through flexible working hours</p>	 <p>Mental health Access to Likeminded services</p>	 <p>Additional benefits Fitness, bicycle, corporate benefits and much more.</p>
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