



Shaping the future

One of the biggest challenges during this transitional period in the renewable energy sector is in securing the right talent to help steer countries to net zero. PES caught up with Kaveh Etemadi, Managing Director of comanos, to learn about its approach to recruitment, helping match the most suitable personnel to the right jobs.

PES: A warm welcome to PES Kaveh. I'm hoping this interview will help give our readers insight into comanos and your role in regards to personnel services in the renewable energies sector. You are part of the Cobalt Group, aren't you?

Kaveh Etemadi: Yes, we are. Although I have been involved in the renewable energy

business for many years, I saw the benefit of having a financially strong, reliable, and experienced partner by my side. The Cobalt Group specialises in recruitment and has a strong track record in supporting growth in various industries, including construction and real estate. The founders of Cobalt Group, Adam and Tim, along with Richard,

who leads the operations in Germany, share my values and vision. We are certain that we will build a special company based on this common understanding and considering our shared strengths.

PES: Briefly then, can you tell me a little more about comanos specifically?



KP: comanos was founded in November 2022 and is dedicated to the renewable energy sector, which we see as a crucial solution to overcome the climate crisis. Our services consist of permanent and temporary staffing solutions. We have a clear focus on renewable energies but serve our customers there in all relevant business and qualification areas. A service technician is just as much a topic for us as an HSEQ manager or an operations director. We are currently supporting the staffing of sales managers, project controllers and finance managers. This is just to make our orientation clear again.

Our initial market focus was on providing personnel services to the wind sector, but we are currently in the process of offering our services in the solar market as well.

And our strategic goal is to become the leading recruitment partner for all areas of the renewables space, including as mentioned solar, hydrogen but also for other sectors which may already be a relevant part of this field, but definitely will become more and more relevant in the future.

PES: The subject of personnel services in the wind industry is an interesting one, because recruitment has always been quite difficult. Is this the perspective of comanos too?

KE: Yes, recruitment is always challenging and it is becoming more and more so in recent years. In the office, on the site, in the production hall, no matter in which field of activity and no matter which qualification we are talking about. Skilled and experienced



Kaveh Etemadi



professionals are an extremely rare commodity. And exactly for this reason our services are essential.

PES: What do you think can be done to help overcome some of the issues?

KE: I think that dedication and the associated focus on a market, that is such a specialisation on both the candidate and customer side, creates a credibility of competence that makes the approach, communication and cooperation more successful. Of course, this does not solve the fundamental shortage of qualified personnel, but it builds a solid foundation on which we then work with some of our strategies such as focus on international sourcing of talent, providing training & development opportunities, and exploring various ways to attract skilled individuals to the industry.

In this combination of personal attitude and professional conceptual approach we try to overcome some of the main challenges in recruitment. But this is only part of the solution. Our work at comanos is as a service provider. We also think that only cooperation and strategic collaboration at eye level as true partners can be the solution for the future. The challenge of the shortage of skilled workers is so high that we can only master it in the community, with creative solutions.

PES: The comanos approach is to bring together qualified specialists and innovative companies that would

complement each other perfectly. Can you explain more about this and how it works?

KE: Our approach is based on many years of experience in recruiting/staffing and the renewable energy market. In simple words: We know what we're talking about, because we've been doing nothing but this very business for the last few years.

Our recruiting process involves carefully matching qualified specialists with innovative companies that have a shared vision and values. We believe that by creating such partnerships, both the personnel and the companies can thrive in a mutually beneficial environment, leading to greater success in the renewables sector.

But on this fundamental basis, our recruiting process is completely individualised to the customer and his specific needs in the respective process. Two examples from the recent past are a team had to be put together within two weeks for a service campaign of an offshore wind farm; and a COO position for a service provider had to be filled.

I believe that these two examples make it clear that you have to create a professional value base and always meet a professional standard regardless of the search, but then it's about looking for, finding and implementing individual, situational solutions.

PES: How are you different from an ordinary recruitment agency and what are the advantages?

KE: What sets us apart is our unconditional focus on the renewable energy market.

We have in-depth knowledge and understanding of the specific requirements and challenges in this industry. Our dedication and expertise allow us to better match candidates with the right roles, leading to higher job satisfaction and productivity.

Everyone in the comanos team has been working in the renewable energy market for the last years and has also been involved in recruiting and staffing in this market. This dedication in combination with the passion to find the right talent that complements the unique needs and requirements of our clients in this sector makes us a special team.

PES: Germany, where you are based, has set ambitious goals for the use of wind energy, and these are mirrored around the world as we move towards net zero. Qualified personnel are needed if these goals are to be achieved, aren't they?

KE: Absolutely. The ambitious goals set by Germany and other countries in the renewables sector require a skilled and motivated workforce. The shortage of qualified workers poses a significant risk to achieving these targets. While we can help individual clients find qualified colleagues, addressing the shortage as a whole will require a cooperative approach, which I mentioned earlier. The cooperation of all stakeholders in this market is necessary to find long-term and sustainable solutions.

PES: Do you think the goals are realistic and achievable?

KE: Certainly they are ambitious and will only be achieved if everyone is committed to achieving them. Germany's main problem is that the wind blows strong and permanent in the north, but the energy is consumed in the southern part of the country where the majority of the heavy industry is located. As long as we do not build a reliable and strong grid to overcome this challenge, we will not be able to achieve the 1.5 degree target. But we are confident that the government understands that challenge and will find a solution, e.g. by adding more flexibility to the building permission process.

PES: With the demand for qualified personnel constantly increasing and so many roles available, how can employers attract the right people, and how can the personnel themselves choose the right role, when there are such a lot to choose from?

KE: Employers can attract the right people by offering competitive benefits, opportunities for career growth, and a positive work environment. For candidates, it's essential to align their values and career goals with the company's vision. We assist both employers and personnel in finding suitable matches, considering the unique requirements and aspirations of each party.

PES: What about staff retention? Once the personnel are placed in a role, how can employers ensure they stay with them long-term?

KE: Staff retention is indeed a crucial aspect for companies. Employers can promote staff retention by providing continuous training and development opportunities, offering competitive compensation packages, and fostering a supportive and inclusive company culture. Regular feedback and recognition for employees' contributions also play a significant role in enhancing retention rates.

PES: Training and development is important too, isn't it?

KE: Absolutely, training and development are key elements, especially in the renewable energy sector, where safety and technical expertise are paramount. Providing ongoing training ensures that employees stay up-to-date with industry advancements and best practices, leading to a more skilled and efficient workforce.

comanos has a very strong focus on this topic and our team has built up a network of very professional partners in this segment over the last few years; once again this topic takes hold: strategic partnerships!

PES: Do you think the future of recruitment in this sector lies in more of a collaborative approach, like the one you take at comanos?

KE: Yes, we strongly believe that the future of recruitment in the renewable energy sector lies in a collaborative approach.

I mean, in recruiting, it is in the nature of things that partnerships are the basis of everything. Because by fostering partnerships between qualified specialists and innovative companies, we can create a more sustainable and successful industry for everyone involved. We are dedicated to helping both our candidates and clients find suitable partners to achieve their goals in the renewables space.

But our approach goes beyond that. We see the need for strategic partnerships between all market players. Let me give you a concrete example to illustrate what I mean. With one of our customers, we are currently leaving the level of the classic customer-service-provider relationship and discussing what a joint venture solution might look like in a region that is very important for the customer.

We see these creative solutions, solutions outside-of-the-box, as absolutely necessary in order to achieve our common goal in the renewable energy market.

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