

## Employer Profile Template

### Please provide details about your company and the sector that you work in?

We are Northern Gas Networks. We deliver gas to 2.7 million homes and businesses in the North East, Northern Cumbria and much of Yorkshire, including Hull and East Riding north of the Humber.

We don't generate the gas; we transport it, through a vast network of underground pipes. During periods of peak demand, we transport four times, as much energy as the electricity networks.

If you spot our engineers when you are out and about, chances are they are either replacing old gas mains with modern new ones or carrying out emergency repairs.



We have approximately 1,500 colleagues working for us, holding literally 100s of roles – from our engineering field based roles to office based colleagues everybody plays their part in keeping gas flowing to the 2.7 million properties in our area!

The diversity of work at NGN includes areas such as:

Innovation, Environment, Stakeholder Engagement, Communications, Legal, Human Resources, Gas Connections Planning, Major Projects, Finance, Future Energies, Learning & Development, Operational Training, Customer Care, IT Support, Quantity Surveying, Pressure Regulation and the list goes on.

## Training programmes offered?

At NGN we believe in helping every one of our colleagues develop and grow. We're people focused and it's only through the hard work, skill and expertise of the people who work for NGN that we can continue to be successful.



We offer an apprenticeship programme – in 2017 we took on 20+ operational and office based apprentices across our network. We aim to give the apprentices we take on the opportunity of a real job at the end of the apprenticeship. Sometimes there won't be an annual intake of apprentices but this based on our succession plan and predicted vacancies at the time the apprenticeship will be completed. To view our latest apprenticeship vacancies please visit: <https://careers.northerngasnetworks.co.uk/>

For colleagues who want to continue their studies we have a further education policy. Colleagues are invited to apply for funding from the business to support their studies and also have access to additional exam and study leave.

Many of our office based roles have an on the job training schedule and we use external training providers to help them develop. However, we are currently in the process of planning our own training facilities to bring the operational training in house meaning easier access for colleagues.

We are community focused and have good relationships with local schools in our various regions and welcome work experience requests from them for students interested in working with us. If you are interested in work experience please email Sarah Napier via [SNapier@northerngas.co.uk](mailto:SNapier@northerngas.co.uk).

## How does your company recruitment process work?

We advertise all our roles on our Careers website <https://careers.northerngasnetworks.co.uk/> these adverts also feed through onto a site called <http://www.talentsourcenetwork.co.uk/>

This site has been developed by Energy & Utility Skills and is sponsored by over 20 leading employers in Energy Sector (including ourselves) who are looking for ambitious people to secure the sector's future.

## What skills do you require from your workforce?

We focus our efforts on our customers and our people – so many of our roles rely on good rapport building and an understanding of customer experience.

Some of our more technical roles require some prior engineering qualifications and knowledge but for the most part we looking for the right attitude and aptitude.

We always look at potential candidates to see whether they demonstrate our values in their actions.



### Empowered

We encourage individuality, teamwork, passion, courage, new experiences, growth and change.



### Heartfelt

We want everyone to be recognised for their passionate, proud and heartfelt desire to do their very best.



### Happy

We're a dynamic, caring and rewarding business that wants to empower everyone to feel good about what we do.



### Community focused

We're loyal, supportive and respectful towards one another and the community.



### Trailblazing

We're putting people first and championing collaborative thinking and revolutionary practices.



### Intellectually curious

We combine intelligence, experience and curiosity to deliver innovative, invigorating, future-proof and sustainable ideas.

## What do you see the skill gaps are for your company now and in the future?

We know that the looming STEM skills gap in the UK talent pool could cause real problems for us – that's why we put such an emphasis on promoting Science, Technology, Engineering and Maths in schools within our Network. We pride ourselves on innovation and being intellectually curious, if we can get young people interested in the STEM subjects at an early age it means a greater pool of talent to offer energy in new ways for the future.

## Where can you go to find out more about the qualifications you may need and where you can study?

For information on the courses and apprenticeships available across the Humber visit [www.logonmoveon.co.uk](http://www.logonmoveon.co.uk) (Hull and East Riding), [www.lincs2.co.uk](http://www.lincs2.co.uk) (North East Lincolnshire) and [www.lincs4u.co.uk](http://www.lincs4u.co.uk) (North Lincolnshire). For more information on the growth sectors, occupational information and job search techniques/guidance please visit <https://careersyandh.co.uk/> and click on the 'contact us' button.