

A photograph of two women in leopard print blouses. The woman on the right is smiling and looking towards the woman on the left. The background is a blurred office environment.

**Renewable  
energy is  
our future.  
And so are  
our people.**

**Eurowind  
Energy™**



# A part of something bigger

From Hobro to Hamburg, Poznan and San Diego (and many more locations), we are creating a greener future for our world and our people.

Eurowind Energy is a place for doers with a passion for making a difference. We are pioneers within our hearts and are transforming our industry in our unstoppable pursuit to create a future fueled on nothing but renewable energy. The only way to succeed in this is by working together – across divisions and countries.

Passion is our fuel, and by supporting each other every step of the way – from creating wind parks worldwide making use of a new internal system – we are always moving towards the same goal.

But to be able to make a difference requires great teams, so we are looking for even more passionate people to help us write the next chapter for the future of renewable energy.

**Greener world. Brighter future.**



# Power Majors

**As the demand for fossil fuels will decrease in the coming 10-30 years, the energy industry will be open for new dominant actors, namely “Power Majors”. We believe we have the right outset to become a “Power Major” by 2030: Solid financial position, large pipeline of projects in development and a great team with unique competencies and experience.**

We are aiming for 100% renewable energy. This is why we work innovatively with the green transition by creating synergy between the different technologies alongside the production of wind, solar PV, biogas and PtX. We have achieved an advantageous position in the market with a strong impact on the energy industry with a well-balanced and growing project development portfolio in Europe and USA.

**We succeed together...**

An aerial photograph of a large white wind turbine standing in a dense green forest. The sky is blue with some light clouds. The turbine's blades are spread out, and its tower is visible. The forest extends to the horizon.

# Come play with us!

**+22**

Nationalities

**16**

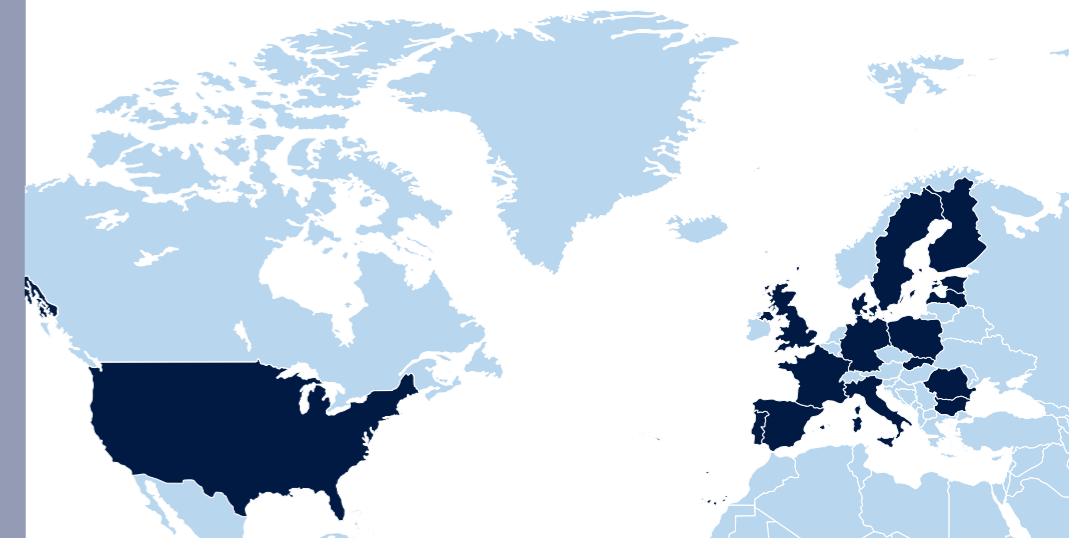
Countries

**+400**

Employees

## Your benefits at Eurowind Energy

- Flexible working hours
- Remote work
- Personal and professional development
- International environment
- Bonus scheme
- Work with green challenges together with us





# Meet Anja

 Denmark

## Anja found her seat at the computer as a student worker and full-time employee

Anja always dreamed of working with communication, which her Masters Degree in Communication is a living proof of. But somehow, she didn't find her true place until meeting some like-minded people within Software Development. And after this life-changing meeting, things started happening. Anja explains: "I started trying to code by myself, because I was truly interested in this. My passion was evoked, and I started my education as a Bachelor in Computer Science. During my studies, I became acquainted with Eurowind Energy, and I was lucky to get a job as a student worker within our IT department working in our Internal Development team."

Coding and programming have been a central part of Anja's work, both as a student worker and as a full-time employee, as her workday is all about developing tools for all her Eurowind colleagues that make their workday easier. "It was an easy choice to stay at Eurowind. My tasks have developed further, as I have grown with the company, and it is so satisfying for me to be able to make a difference for my colleagues and their daily work." As a young IT professional, it is also important for Anja that she can grow and develop within Eurowind Energy. "I have seen different ways to expand your career horizon, and this is definitely something that is important to me. To be a part of a company that is so decent and to be working in such a safe environment means a lot to me."

Life outside work:

**"Playing video games like World of Warcraft and knitting are actually to central things for me to do outside of work."**

Best advice to new colleagues:

**"Well, for DK employed, you should definitely get to know where Café Ringbind is at HQ, because that's where all the cake is."**





# Meet Fabian

 Germany

## Fabian thrive to lead people and bring projects to life

From Hamburg, our biggest office in Germany, Fabian enjoys a busy schedule and a meaningful job as a Team Manager for the Project Development Department.

“My job is very versatile, but one of the things I truly appreciate is my people focus. I support my colleagues on their projects for example by giving them advice on certain aspects of a project or providing newcomers in the wind industry with a deeper knowledge to ensure that they can manage their projects in the best possible way.” A job like Fabian’s is very forward-looking and it has a real impact on the business by ensuring the right process of a project.

Asked what makes his job fulfilling, Fabian says it comes down to that special Eurowind Energy DNA: “I would say that being a part of such a welcoming and warm global team that supports one another across borders and functions are super fulfilling. The second would be that you are always welcome to give input in developing new processes and structures, and that says quite a lot about Eurowind.”



Life outside work:

**“I love cycling (road biking and gravel biking), running, traveling with my family, meeting friends and enjoying concerts.”**

Best advice to new colleagues:

**“Be curious.  
Be independent.  
Be sociable.  
Be smart.  
But most of all...  
Love what you are doing.”**



# Meet Catrina

 Denmark

## Catrina is one of our many number crunchers

As a controller, Catrina handles accounting, payments, budgeting and other financial tasks for wind projects in Germany from her seat at the HQ. “It’s rather amazing to remind myself that this entire Eurowind journey all started with an email about an internship. And soon I will finalize my Bachelor’s Degree Programme in Financial Management and Services (January 2023), and I am already permanently employed in handling my own projects. It’s amazing!”

Catrina is all about numbers, and her workday is very structured and planned. However, Catrina has fewer projects than many of her colleagues, but this also means that she has more time to be a part of other projects than her own.

“To be able to tap into other exciting projects is something that means a lot to me, because I can develop my skills even more. In general, I believe that the career possibilities at Eurowind are great, and I am under the impression that there is a huge focus on developing employees internally.”

Life outside work:

**“I enjoy being a part of our Eurowind Crossfit teams (and Crossfit in general) and I also play soccer in my hometown, Randers. Besides from that, I spend time with friends and family.”**

Best advice to new colleagues:

**“Be yourself, because there truly is room for everyone here. And please bring new ideas to the table – they are really valued.”**



# Our people promises

## **We are compassionate and each have a voice that counts**

We do not tolerate any form of discrimination, bullying or violence. We are open and inclusive. We make EWE a place where we all feel we belong, and where we feel safe and confident to speak up. Together, WE make EWE the best place to work.

## **We are stronger and better together**

First and foremost, together we can climb the highest mountains. We are one huge, diverse and growing team, united by a desire to do our very best to create a world fueled by nothing but renewable energy. We learn from each other, support each other, respect our different competences and take time to celebrate successes.

## **We work flexible and with respect of your private life**

We only have this one life, and no one should have to sacrifice their family, their friends or their interests for work. We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

## **We strive for development**

Opportunities to learn and develop are plentiful, and we are all supported to reach our potential. We have equal access to opportunities. We attract, develop and retain talented people from all backgrounds.

## **We create green solutions for our common world**

Every single day, we work to create a better world for tomorrow. Our renewable energy and sustainability focus effects everything we do.



# We are driven by our core values.



Our values are a central part of our company. They impact the way we do business, how we treat our employees and is central in our DNA.

## Reliability

We deliver on our promises and even more.

## Loyalty

We want to be known for our high standard of business ethics.

## Simplicity

We wish to be the simple link to a complex market.

## Productivity

We want to generate results.

# Our recruitment process

We aim to inspire and grow great talent, offering it space to thrive and achieve new heights. We believe leadership is for everyone, not just managers, and that success for one is success for all. If you want to grow your skills and expand your horizon, we look forward to meeting you.

## We strive to create a culture where everyone is valued and feels like they belong.

Eurowind Energy is an organisation with a flat hierarchy. You'll find yourself in a modern and fast-paced working environment, where the most convincing ideas win.

You will be part of a team that includes some of the best business development managers, legal counsels, controllers, project managers and IT specialists in the business, to name just a few. Whichever role you find yourself in, you'll be working with great people who care about what they do and go the extra mile to help each other succeed.



# When you grow, we grow

# Recruitment & Onboarding Journey Map

## Application

First, you find an interesting job post and apply for the job through our website.

While you wait for a reply, we screen all the applicants. Depending on whether the job has a deadline or not, we screen on an ongoing basis or after the deadline.

## Interview

When we are done screening the applicants, we invite the most qualified for a first interview.

After the first round of interviews we evaluate all candidates and decide, if we want to see you for a second interview.

## 2. Interview

At the second interview, we want to know some more about your personality and how you will fit in with us. Therefore, we often ask for you to fill in a personality test, which we will present at the interview.

After the second interview we offer the job to the most qualified candidate. Sometimes we readvertise the job, if we don't see a match.

## Hire!

When we see you as a match, we offer you the job. If you still are in love with the job, we you send a contract offer.

From the agreement until first day, we prepare your onboarding. Your future manager will send you an onboarding program approximately a week before your first day.

## Welcome onboard

Finally! It is your first day and we have been looking forward to welcome you. During your first weeks at Eurowind you will participate in a range of introductions that teaches you some more about Eurowind and the industry, we are in.

Please  
contact us,  
if you want  
to hear more  
about your  
possibilities



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