

# Energy: Employees want to make in impact

**The energy transition is in full swing. There is an increasing demand for new energy systems and sustainability is gaining momentum. Innovations follow each other in quick succession and the labor market shows that employees are eager to work for sustainable companies. Market Manager Energy Mark Dubbers likes to pick the pearls from the market: "More and more candidates want to make the transition to the energy transition. I make sure that their drive and ambition fully meet the needs of our clients."**

Innovation, sustainable developments and global trends mean that developments in the energy market are happening at lightning speed. Responding smartly to this offers new opportunities for companies. It all starts with attracting the right talent. Luke's mission is to help clients within the Energy industry find that talent. Mark is Luke's expert on the energy transition. "This market is changing tremendously; new, sustainable organizations are popping up every day and the call for good staff is immense. From procurement manager, asset manager, contract manager, team leader and strategy advisor to business analyst; there is a demand for everything."

## **Luke goes into depth**

The Energy Market Manager likes to spar heavily with potential candidates. "Getting to know people well is most important. After all, at Luke we are not resume shufflers. This also means; listening to ambitions and success stories of clients and candidates. We show our candidates that we approach them for a reason. We then look closely at which client and within which role he or she can get the most out of themselves."

In consultation with the client, Luke conducts a comprehensive culture scan, which is then administered to the candidate. Together with the culture scan and the full focus on hunting, we always succeed in delivering the best candidate. We use a transparent system in which companies can see exactly how Luke works and where we put our time, in this Luke is unique!

## **Passionately seeking**

Luke knows that, now more than ever, the right candidate must have digital and problem-solving skills, be service-oriented and able to collaborate outside the field. Our knowledge and experience in Energy enables us to make the best match. Luke searches daily, passionately for the Energy talent for clients.

# We connect people who dare to grow!

## Recruitment Power

At Luke, we call ourselves recruitment innovators. Recruitment is what we do, the role of innovator is what defines us. We're able to make this work through an incredible mix of personal attention, an extensive network of contacts, and by using the latest technologies. This combination has made us a key player in recruitment of HBO- and WO-level professionals with at least 3 years' work experience.

Luke is a true specialist. Our recruitment consultants know of the latest developments and innovations and have a complete understanding of their respective expertise. It is a cohesion of recruitment power; the essential ingredient for a sustainable match.

Luke is affiliated with Quaestus Executive Leadership, a C-level executive search, leadership & team development and assessment centers company.



**Mark Dubbers**  
Marketmanager Energy

## Specializations

The Recruitment Experts at Luke are experienced in several markets: Agri, Food & Horti, Retail, Interim, Professional Services, IT & Innovation, Industry, Logistics and Energy.

## Functional expertise

Luke combines functional expertise with industry understanding. Consequently, we are able to find the most suitable candidate.

## Functional expertise

Supply Chain

Finance

IT

HR

Technology & Operations

Interim

Sales

Marketing

# Collaboration. How?

## A real time, transparent collaboration

Luke uses the state of the art Applicant Tracking System (ATS) with client functionalities. A unique login code lets you to access your job openings. This allows you to real time track the recruitment process including all (previous) tasks and files, ranging from resume to assessment report. You can also review candidates. By downloading the ATS-app you are always up-to-date on the recruitment process with the first results coming in within the first 48 hours.

## Advanced Machine Learning sourcingtool

How does Luke find the perfect candidate? To put it simply: by developing recruitment algorithms based on data, such as job and personality profiles, that help us find the best suitable candidate for the job. To do this, we get help from an advanced AI sourcing tool. Our consultants are continuously altering and improving the algorithm, thus helping the algorithm 'learn'. This improves your company's recruitment process, resulting in an optimal match.

## Real time transparent process

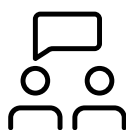
### Intake



### Recruitment



### Selection Luke



### Employer



### Placement



#### Week 1-2

- Research organization and vacancy
- Job profile with result areas and competencies
- Analyze cultural fit

#### Week 2-4

- Online publication and marketing
- Headhunting
- Deploy talent pool / database / network Luke
- Access personal & transparent platform

#### Week 4-6

- Use online assessments
- Interviews by Luke
- Check employment conditions
- Candidate profile
- Introduction at employer

#### Week 4-8

- Interviews employer
- Guiding and advising process and employment conditions

#### Week 9-10

- Candidate signs contract
- Evaluation of collaboration
- Onboarding\*

\*This process helps newly placed employees easily and quickly adapt to the social and functional context of their new job.