

Name: Victoria Allen

Company: RWE Renewables UK Ltd



As RWE's Head of Onshore Development Scotland, my current role involves navigating the ever-changing goal posts of progressing projects through consenting, financing and construction.

My 20-year career has involved project work across all technologies; developing an expertise in challenging norms to improve the efficiency of deployment. I have a real passion for ensuring viable projects come to fruition in a cost and time efficient manner to deliver NetZero at lowest cost to the consumer.

Participation in the Scottish Renewables' G12/S5 Onshore Wind Sector Deal Group crystalized my belief that the challenges our sector faces are far reaching, numerous and continually changing. Commodity price increases, skills shortages, grid deployment and charging issues are among a plethora of issues needing addressed. With some urgency, we must act to formulate the optimal solutions and deliver on our commitment to tackling the climate emergency.

It is essential we do this in a way that maximises benefits across a diverse and wide-reaching proportion of the Scottish population. We must inspire the next generation of professionals and entice those with transferable skills from other industries to join us. This is how we will generate new ideas and tackle our industry's challenges.

Should I be elected to the board, I will use my proven track record and expertise of the renewables industry in Scotland to support members and drive the changes required through collaborative working and lobbying. My aim is to ensure outcomes that support Scotland's ambitions and protect our position as a global leader in renewables.

Name: Keith Burns

Company: Natural Power Consultants



In my current role I am fortunate to work with developers, owners, operators and financiers of renewable projects and see the opportunities and the challenges they face, across all stages of their projects' lifecycle. I regularly witness the effects that energy policy, grid regulation, planning/consenting policy can have on the economics of a project and how that impacts the pace of activity within our sector.

I have had the joy of seeing our sector grow over the 13 years I have worked in renewable energy as a director in both a renewable consultancy/service provider and OEM/supply chain businesses and have helped shape the strategy and the governance of these businesses during their transition from onshore wind to businesses that understand "all renewables": offshore wind, solar, storage, heat and hydrogen.

My background prior to the renewables industry was in growing Scottish manufacturing companies and I am passionate about the opportunity Scotland has to develop a robust local supply chain centred around renewables. I want to help ensure we capture the benefits from Scotwind and the onshore sector deal through: investment, local innovation and technological advancement and by ensuring it is a safe and inclusive industry that is attractive to new talent.

Scottish Renewables has been successful in advising government and the regulatory bodies to help address a range of issues and to create a framework for future growth but there is always more work to be done. From working with those involved in developing and operating projects I can offer the board, and the stakeholders that Scottish Renewables engage with, a broad perspective of the challenges and the priorities that need addressed within our industry.

Name: Stewart Craigie

Company: Sweco UK



I would feel it a privilege to be accepted on to the Board of Scottish Renewables.

I have been active in and around alternative and renewable energy since before my entry into the world of engineering. Spurred by the excitement of watching the first megawatt scale turbine tower pass through the tiny village where I grew up in Orkney on a quiet Sunday morning and visiting the site on Burgar Hill, amazed at the scale of those structures.

I played my role in the development of wave and tidal prototypes in the 1990's and 2000's around Orkney waters. I developed knowledge and skills that have taken me to the point where I now lead the Energy Business Unit for Sweco. In that role I am at the forefront of supporting the development and construction of windfarms; large scale solar; district heating systems; urban energy; expanding

the transmission and distribution systems across the UK and internationally but; the aspect that I find most interesting and challenging is as the Technical Director supporting the British Antarctic Survey in their aspirations for net zero carbon operations in their southern estate.

I am familiar with strategy and governance, I am immediate past chair of the ICE Municipals Scotland Committee, I am active on the ICE Project 13 strategic development group amongst other roles that offer me awareness of the influence regulation and legislation have on outcomes.

I feel the combination of my experience and my passion will serve the Board well.

Name: Neil Douglas

Company: BVG Associates



I feel privileged to have been employed in renewable energy for 30 years, having started work in the sector in January 1994.

Given the scale and urgency of the climate change challenge, I feel as driven now as I did 30 years ago to make a difference to the renewables industry on behalf of people and the planet.

I am keen to use my experience and perspective to support the work of the Board, especially in 3 core areas:

Implementing the onshore wind sector deal

I was part of the steering and delivery team that worked throughout 2023 to bring together a wide array of Government and industry stakeholders to publish the ambitious Onshore Wind Sector Deal. I am committed to using my experience and insight to support the implementation of all aspects of the deal over the coming years.

Creating opportunity for young people

My own working life has been enriched by being part of this inspiring industry and I am passionate about it continuing to provide an opportunity to young people, and to the renewables sector being a real driver for change in relation to equality, inclusion, and diversity.

Realising Scotland's potential on the local and global stages

As a small nation Scotland punches well above its weight in renewable energy – something I am proud to have played a small part in. I am passionate about communities in Scotland benefiting from the opportunity that renewable energy presents, and about the sustainable employment that can result from supply chain growth and global exports.

Name: Rachel Furlong

Company: Corio Generation



With extensive experience in regulatory affairs, stakeholder engagement and project development, I am ready and committed to serve as a board member for Scottish Renewables where I can deliver value through my technical expertise, my strategic insight and most of all my strong desire and determination to achieve the best for our industry and for Scotland.

I am currently the UK Policy Lead for Corio Generation, a global offshore wind developer with a portfolio including the West of Orkney ScotWind project. Prior to this, I spent 14 years in roles at ScottishPower Renewables, The Crown Estate in Scotland and RSPB Scotland across onshore, offshore and marine renewables technologies.

At Corio, I work with our projects to help influence the development of emerging policy across the UK, including engagement on issues such as grid connection charging, measures to encourage supply chain growth and strategic approaches to habitat compensation.

Working collaboratively with government and trade associations such as Scottish Renewables has been integral to achieving successful outcomes for the renewables sector. Having been an active member of Scottish Renewables, RenewableUK and OWIC for over 12 years, holding a variety of chair and vice chair positions, I have built a deep understanding of the evolution of the Scottish renewables industry and acquired considerable insight into the emerging policy issues which will influence the development of Scotland's renewables pipeline at a critical time for our industry.

I am passionate about helping our industry to thrive and I can leverage my experience to support the growth of the renewables sector in Scotland.

Name: Anne Johnstone

Company: Vital Energi Utilities Ltd



In July 2023, I joined Vital Energi as Head of ESG, having successfully run my own business for 3 years, following a 20-year career in environmental consultancy.

I am constantly challenging myself to question whether I am investing my time and energy into things that will genuinely make a difference to the world, primarily in tackling the climate crisis.

My current role provides the opportunity to participate in the growth and scaling of heat decarbonisation; and more renewable heat means more demand for green electricity. This motivation is also why I spent almost an entire year working

voluntarily with After the Pandemic, a creative initiative fostering collaboration between local communities, creative practitioners, and like-minded organisations, to enable local and global engagement and activation during COP26. I was driven to do this by the sense that COP26 was something happening to the people of Glasgow, not for them, and I wanted to empower citizens, schoolchildren, students and businesses to be part of the conversation.

I have previously held board positions with the UK Environmental Law Association (UKELA – Trustee from 2011 – 2019, Vice-Chair 2015-2017 and Chair 2017-2019) and Built Environment: Smarter Transformation (BE-ST – governance board member 2019 – 2023). In both cases, I took on these roles because I felt I had a valuable contribution to make to shaping the future of the industries and sectors I worked in.

I believe that I can now bring that same passion and dedication to Scottish Renewables.

Name: Clare Lavelle

Company: Arup



I am a Director and leader of global consultancy Arup's Scottish energy business and over the last two decades have been central to the growth and development of Scotland's renewable industry. I have served on the Scottish Renewables board for four years and I am seeking re-nomination.

I have contributed to the Scottish Renewables board by bringing diversity of perspective, independence, and challenge through a period of significant market growth, expanding the influence and impact of Scottish Renewables. My focus is the energy transition and ensuring that our trade association adapts and thrives in a rapidly changing and sometimes uncertain market, while still meeting the needs of our established sectors. Net Zero creates significant opportunity for our established renewable

industries, and it's critical that Scottish Renewables is increasingly influential in leading the debate to ensure renewables are central to the journey to net zero.

As a trade association it is critical that we understand the needs of our members and represent their interests, and in 2024 I will be seeking to ensure that we are an ever increasingly member led and member responsive organisation.

At Arup I support a broad range of private and public sector clients in a range of markets including offshore renewables, hydrogen and energy integration. That has included developing the Scottish Government's hydrogen policy, supporting Crown Estates Scotland through the ScotWind and INTOG leasing round and developing innovative green hydrogen projects. My industry experience provides an independent, unique and invaluable contribution to the Scottish Renewables board.

Name: Paul Lennon

Company: ESB



I lead the Offshore Wind, Hydrogen and Long Term Storage business in ESB, the Irish utility company. ESB has been active in Scotland in renewable energy for almost a decade and currently has a portfolio of more than 2.5GW of onshore wind under development as well as active interests in 4.5GW of Scottish offshore wind projects (2GW ownership share).

As a mechanical engineer by profession, I've worked for ESB since 2008 in a range of technical and senior management roles, obtaining a Masters degree in Engineering Management and an MBA during my time with ESB. Partnership has been a key principle driving my professional career and I have led joint ventures and working relationships with, for example, Parkwind, Coriolis, Equinor, EDF, Coillte and Orsted.

Prior to 2017 I had various leadership roles in the development and construction of onshore wind. In my current role I oversee the offshore wind development activities in both Ireland and the UK, as well as the development of hydrogen and long term storage options.

I have continually taken an active role in various trade associations. I work closely with Wind Energy Ireland (WEI) as the lead representative of ESB as a Sustaining Member and am a past Council member of both WEI and NOW Ireland. I've been to the forefront of relationships developed with Scottish Renewables over the past decade and was a key driver in ESB recently becoming a Partner Member of Scottish Renewables.

Name: Sarah McIntosh

Company: Muirhall Energy



To deliver net zero, and to fully realise the environmental, economic and societal benefits this will bring, we must pull together as an industry. We must hold each other to account and develop the best projects in the best areas; maximising benefits and delivering sustainable economic growth. Climate change poses an immediate and catastrophic risk. We cannot simply rely upon existing structures and approaches; we must innovate and consider a wide range of perspectives. I am standing for election as I believe I will bring an important perspective:

- I have 16 years of industry experience, with 11 years as a practicing solicitor before taking on the role of Director of Commercial Operations and then Managing Director. This gives me insight into the complexities of both sides of legal contracting.
- I understand the challenges faced by smaller developers, from technical and planning concerns through finance, grid, construction, and operation.
- I am a champion of the “community-first” approach to development and am passionate about community wealth building to ensure that net-zero truly is a just transition.
- I have a deep understanding of the policy and regulatory framework, how and where to lobby and have built strong relationships with key stakeholders across Scotland.
- I have a team of 50 professionals across multiple disciplines behind me, meaning I have access to expertise in a variety of topics.

I am passionate about renewables and have the drive and experience to make a significant contribution to the Board, and I would be grateful for your support.

Name: Adam Morrison

Company: Ocean Winds



As Country Manager for Ocean Winds and the current chair of the Scottish Renewables board, I have the privilege of working in an amazing sector at a crucial point in time.

Scotland's renewable energy sector is world leading and Scottish Renewables has a central role to play in sustaining that position while helping to steer a path through an energy transition that presents challenges but also huge economic and social opportunity.

Having worked in renewables for twenty years, initially in wave and tidal before moving into onshore and then offshore wind, I have a close understanding of the changing technical, economic, policy and regulatory landscape and how that impacts on the growth of the sector across technologies.

My time to date on the Scottish Renewables board has also given me a strong appreciation of the role of the trade association and, at the heart of it, the interaction with members. 2023 has been a year of challenges for the sector but I am pleased with the results that the board and the staff at SR have achieved with the members through close and effective working. I have really enjoyed my time on the board and hope to use that experience to contribute further and build on my work with the team through another elected term.

Name: Kirsty Nurse

Company: CMS Cameron McKenna Nabarro Olswang LLP



I have been fortunate to work in the renewables sector since I qualified as a solicitor in 2009 and am now a renewable energy partner at law firm CMS.

I am unusual in the sector in that I have a breadth of experience across the majority of technologies. Working both in private practice and on in-house secondments, I have an excellent understanding of the legal, economic and commercial issues affecting SR members, across all parts of the industry.

As a partner at CMS, I predominantly focus on supporting small to medium independent renewable projects, assisting developers directly, as well as acting for funders and other investors, all of whom I consider a key part of the renewables industry in Scotland and the UK as a whole.

People who know me or have worked with me say that I am approachable, friendly, enthusiastic, and passionate about our sector.

I would very much appreciate the opportunity to serve on the board of Scottish Renewables to help shape our journey to net zero.

Name: Charmaine O'Donnell

Company: RES



Since starting with RES in 2010 working in various development roles, I now steer the Scotland Development Team for RES' onshore wind business as a Senior Project Manager. With over 2GW+ of projects in our current pipeline, I bring 24 years of expertise as a Chartered Town Planner and Development Surveyor, with professional experience spanning local authority work, housing and renewables across wind, solar, storage and hydrogen projects having overseen the development of 4GW+ of projects.

Throughout my career, I have managed EIAs, planning applications, and authored Planning Statements assessing proposed development against relevant policies, with a focus on Scottish onshore wind developments, extensions, and life extensions. In my current capacity, I handle the regional portfolio including new sites, driving projects to sale through robust investment decisions, risk assessments, land acquisition, commercial viability evaluations and progressing planning applications.

With the recently signed Onshore Wind Sector Deal, the industry faces an exciting time in Scotland going forward. Having participated in the Policy Group, led planning consultation responses for RES and engaged in multiple SR consultations including on NPF3/4 & OWPS, I deeply value the important work that Scottish Renewables does in addressing the unique issues that faces the sector in Scotland. Through my extensive planning experience and personal knowledge of local authority processes, I hope to support SR in bridging gaps between industry and authority, and would revel in the opportunity to take a more active role in representing the sector on the board of SR.

Name: Craig Scott

Company: Stantec UK Ltd



I have dedicated my 30-year professional career to renewable hydropower. Both in terms of technical project delivery, and through broader work, to nurture skills pipelines and effective regulatory environments.

A certified company director with degrees in business and engineering, I currently run the hydropower business across the UK, Europe and Africa for a large consultancy, Stantec. During my career I've held various directorships and board positions within the UK and overseas including two terms supporting the New Zealand Large Dams society in their mission to protect people, property and the environment.

I'm an ongoing contributor to the International Hydropower Association forum on hydropower sustainability, their forum on de-risking Pumped Storage Hydropower, and joined a COP26 panel on the role of pumped storage in the energy transition.

I'm passionate and active in our industry. As a fellow or member of seven professional institutions, I work to further best practice, share lessons and drive positive change. This includes panels, commissions, contributions to books and guidelines and speaking events. I've also guest lecture in hydropower and project management at Edinburgh, Glasgow and Cambridge universities. In total in my career I have professional experience from 34 countries.

Within Scotland, I'm a Scottish Borders Council appointee to the Tweed River Commission, led the development designs for the Glenmuckloch, Coire Glas and Cruachan 2 pumped storage schemes, consented by the Scottish Government; and have led Scouts around our wonderful countryside for 10 years!

I hope to bring extensive Scottish and global experience in clean power to the Scottish Renewables board, along with a strong work ethic and a commitment to help Scotland lead the world in renewable energy, making vital contributions to the UK's net zero commitments.

Name: Lindsey Southworth

Company: EDF Renewables UK and Ireland



For more than 10 years I've worked as a passionate advocate for renewables in Scotland and have played an integral part in its growth story. When you look at where we are now with a new Onshore Wind Sector Deal, a supportive policy landscape and successful trade body it is clear Scotland is leading the way when it comes to our industry.

The impact Scottish Renewables has is incredibly positive because of its ability to influence the way forward, adapt to the changes in the market and give members what they need.

I was co-opted to the Scottish Renewables Board last year and during that time, I've been a member of the remuneration committee and have brought a fresh, realistic dynamic to the board which I would love to make more permanent.

In my current role I'm Head of Communications at EDF Renewables UK and Ireland. We are one of the most diverse companies in the industry in terms of technology focus and this gives me a unique perspective. As a former journalist and media trainer who has worked around the globe, I am able to advise and influence executive teams

and senior stakeholders, providing the right framework to shape our company and industry's reputation and manage challenges while meeting our obligations.

I would welcome the opportunity to apply these skills once again at Scottish Renewables, continuing to make a positive contribution to both the organisation and the wider renewables industry in Scotland and beyond as work hard to combat climate change.

Name: Paul Steen

Company: Vattenfall Heat UK



I bring a wealth of experience and a demonstrated commitment to advancing the renewable energy sector and am currently serving on the Board having been co-opted in 2023.

As Head of Business Development in Scotland at Vattenfall Heat UK since 2021, I have proven my dedication to city-scale district heating networks and energy system decarbonisation. My passion, collaborative nature, and past experience make me a valuable candidate to effect meaningful policy changes during this pivotal period in the renewable heat sector's growth.

In the previous year, as a Board Director, I focused on Health and Safety responsibilities within Scottish Renewables and actively engaged with the team on prioritizing heat-related initiatives. Building on these two key priorities, I pledge to further advance safety measures and continue driving progress in the heat sector if elected.

With a background at Ramboll, including the role of Director of the UK energy systems department, I offer substantial expertise in civil engineering, urban regeneration, and district heating projects. In this role and at Vattenfall I have trained a number of students and graduates introducing them to the industry and championed skills development in the sector.

Having served as London Branch Secretary and Edinburgh Branch Chair for the Institution of Civil Engineers, I have proven effective leadership within similar professional organisations.

Heat policy is a crucial contributor to Scotland's decarbonisation journey and often under represented. I believe I can address this by lending my expertise extensive experience and leadership qualities, to the Scottish Renewables Board during this crucial phase of sector development.

Name: Anne Stevenson

Company: Banks Renewables



In Scotland we often complain about the weather, but now of course we can say we have excellent renewable energy resources.

I have been complaining about the weather for many years, and for nearly 18 of those years I have been working in the renewables industry.

My current role is Head of Technical at Banks Renewables, where I lead the engineering team who enable the development and construction phases of our wind, solar, battery and pumped hydro projects. I am also a member of the Coalition for Wind Industry Circularity working group.

Prior to this my career has had a focus on onshore wind, including six years as team lead in the engineering department of a wind turbine manufacturer. I have also led an asset management team managing onshore wind and solar assets, and I have led numerous technical due diligence exercises for pre-construction and operational wind, solar and battery projects.

My experience in consultancy, on the supply side and now for a developer, covering all project phases and various technologies, means I can understand the views of, and the challenges experienced by, a wide range of industry stakeholders.

If elected, I would combine this experience with my boundless energy and enthusiasm to represent the industry, and push for the changes that are needed to harness even more of that lovely weather to support the just transition to net zero, for Scotland and beyond.

Name: Peter Tipler

Company: Xodus Group Ltd



I have been proactively involved in supporting and progressing the renewables sector in Scotland for 15 years, initially with Xodus Group as a member of the executive management team and now as Managing Director of X-Academy. My nomination for the Scottish Renewables' Board would represent

- A commitment to the need for strong and brave leadership in industry against the headwinds of policy and politics and the pace of change required to secure investment in a just transition, energy security and net zero.
- A commitment to representing service companies, supply chain, SMEs and start-ups, and the role they can play in creating a successful industry in tandem with developers and operators.
- A commitment to inclusion and diversity (as a member of the LBTQ+ community and my commitments in X-Academy (50:50 gender split, 10 nationalities, multiple backgrounds)).
- A commitment to the importance of career pathways, making jobs in the sector visible, appealing, accessible and life-long.
- A commitment to representing the need to address critical path skills and experience, such as in environmental planning and consents.

- A commitment to 'system thinking' to advance our industry as a whole, leaving no part behind; and
- Use of my experience across hydrogen, wave, tidal, fixed and floating offshore wind and oil and gas sectors, and my work in environment and consents, stakeholder engagement, decommissioning, strategy, and financial transactions, to bring context into board decision-making.