

NOVEMBER 2022 | ENERGY TRANSITION

BUSINESS BULLETIN

Keeping the lights on

Do policy makers understand the risks to energy security?

Page 4

It's beginning to look a lot like Christmas

Buy local this festive period with an exclusive Chamber discount.

Page 12

From tiny acorns

Capturing the potential of our energy infrastructure.

Page 32

Exclusive:

A word in your shell-like from North Sea boss



**Aberdeen &
Grampian
Chamber of
Commerce**



Aberdeen &
Grampian
Chamber of
Commerce

Principal sponsor

BRODIES^{LLP}



**NORTHERN
STAR2023
BUSINESS
AWARDS**

**The biggest and best
business event
in the North-east**

CAN YOU AFFORD NOT TO BE THERE?

**Over 600
places sold
*already!***

April 28, 2023 | 18:00 - 00:30 | P&J Live

**BOOK YOUR
TABLE HERE**

MEMBER | £1500 NON-MEMBER | £1700



Aberdeen & Grampian Chamber of Commerce

The Hub
Exploration Drive
Aberdeen Energy Park
Bridge of Don
Aberdeen
AB23 8GX

T 01224 343900
E info@agcc.co.uk
www.agcc.co.uk

Affiliated Chambers
Moray

Bulletin Team



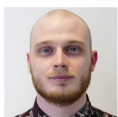
Editor

Ryan Crighton
T 01224 343926
E bulletin@agcc.co.uk



Advertising

Pauline Western
T 01224 343919
E pauline.western@agcc.co.uk



Design & production

Andrew Taylor
T 01224 343934
E production@agcc.co.uk



Editorial

Cody Mowbray
T 01224 343936
E cody.mowbray@agcc.co.uk



News features

Graeme Smith Media
T 01224 275833

Contents

NOVEMBER 2022

Focus on **Energy Transition**



8

Silver lining for Shell's North Sea activities



22

Inflation to hit North-east hard as firms increase prices



32

Capturing the potential of our energy infrastructure

**Not a member yet?
Come join our network!**



Regulars

PAGE |

HOT TOPIC

Your thoughts on the burning issues of the day

14

POLICY UPDATE

Ryan Crighton, AGCC

22

TRAINING CALENDAR

Upcoming courses

40

INTERNATIONAL UPDATE

William Bain, British Chambers of Commerce

51

ON THE MOVE

Who is going places in the region?

60

If we get this wrong, will the last person to leave the country please switch the lights off?

(Oh no, it's ok. They'll be off already)

THIS month sees the Chamber publish the 36th edition of its long standing Energy Transition survey at a sold out event of 180 regional business leaders at P&J Live. In an entirely choreographed move, after breakfast delegates can attend the Aberdeen Renewable Energy Group Energy Futures Conference and Exhibition. All very joined up. But the context in which these things are taking place feels anything but.

Nicola Sturgeon told delegates in her speech at the SNP conference in Aberdeen last month that she would like to see the Granite City become the net zero capital of the world. Yes, the world. Wow. However, it's a status that needs to be earned, not just assumed.

She went on to say that the economic case for independence would include plans for a fund which would deliver up to £20billion of investment within the first decade adding that the money for this would come from oil revenues. Yes, oil revenues.

Yet the negative commentary about future oil and gas activities from a Scottish coalition government including the Green Party continues to act as a major barrier to sector confidence and investment in the North Sea. What is its position, its strategy? Has there been a slight shift in rhetoric of late? If so, this is most welcome. Or is oil and gas still on the 'detest' list somewhere alongside their Westminster political adversaries?

Speaking of whom, the early days of the Liz Truss government have also been in choppy waters, engulfed in a political and economic crisis after its £45billion tax-cutting

package spooked markets and forced the Bank of England to intervene.

At the time of writing, Labour enjoys a 30-point plus lead over the Conservatives, the highest of any recorded poll since the late 1990s, according to YouGov. So, as it stands, it's beginning to feel a lot like we might have Labour in power within the next two years.

If that was to happen, what would that mean for UK energy policy and the sector here in North-east Scotland?

A publicly owned energy company, insulation for every British home, carbon-free power by the end of the decade – the Labour conference showed Keir Starmer putting a low-carbon future firmly at the centre of his economic plans.

What wasn't referenced was his recent repeated insistence that the UK must set a "hard-edged timetable" for the cessation of oil and gas.

Starmer and his shadow cabinet colleague Ed Miliband have been leading the charge against businesses operating in the North Sea this year – demanding windfall taxes and an end to exploration.

Populist, headline-grabbing messages are easy when in opposition. However, it's clear they are based only on the views of a very noisy, extreme minority as you'll read later. But what if the Labour party forms the next Government and suddenly has responsibility for energy supply, security, keeping the lights on?

In the Chamber's letter to leaders at Westminster and Holyrood sent last December, we warned that the

UK was dropping the ball on energy security, and that prediction was to come quickly and horribly true as a result of global events.

The impact of getting this wrong isn't just about the cost, availability and carbon footprint of our required energy sources. It's about livelihoods too.

The GMB union has said the Labour Party needs to understand the value that energy workers bring to their communities and our country.

And Scotland's First Minister was recently quoted as saying "I grew up in the 1980s during de-industrialisation – when a Tory government failed to plan for it, and left communities and individuals on the scrap heap. The legacy of that is still with us. We mustn't repeat those mistakes".

Yet the direction of travel worryingly suggests the current government in Scotland and potentially the next UK one have not learned those lessons. Their thinking and actions are not joined up at all. Do they want the North-east of Scotland to become the next Lanarkshire or South Yorkshire on their watch?

The RGU Making the Switch report shows that, currently in the North-east, 45,000 people are employed in the offshore energy sector. It looks at four future scenarios and the worst of these, "regional decline", sees this figure fall by an eye-watering 17,000 by 2030. That is the price of getting this wrong.

We urge policy makers from all parties to understand that oil and gas are not dirty words and will be a part of our energy mix to 2050 and beyond as accepted by the UK Climate Change Committee.

Approximately 73% of our national energy needs today are met by oil and gas. Consumer demand cannot be switched off overnight. By 2050, the International Energy Agency projects that global demand will fall by 80%, but even then there is currently no future scenario where there is not a requirement for some oil and gas. Meantime, it continues to be required for people to travel, heat and power their homes and for the manufacture of many everyday goods.

We have a clear choice. To produce as much of our required supply as possible domestically, with full control over the regulatory environment in which it is extracted, protecting and creating high value jobs. Or to import an increasing amount of our energy, with the heavier carbon toll and supply risks that shipping it from other parts of the world carries. The latter option makes little economic sense, and even less environmental sense.

A recent survey undertaken by True North tells us that only 9% of people disagree with the need for the use of gas as part of our energy mix up to 2050. And 85% are in support of the UK aiming to meet most of its oil and gas needs from domestic production rather than relying on imports.

As I said earlier, this represents the silent majority, so why are we still hearing soundbites from many of our politicians based on the noisy minority view? This risks jobs, our nation's security and will undermine the early mover and natural resource advantages we have in renewables.

So my plea to our political leaders. Please stop making me have to labour the point. Make the right policy decisions now, provide confidence in the sector through your messaging and invest in this region to avoid the need for a 50 year regeneration programme here as ended up being necessary in other places following decisions taken in the 1980s.



Russell Borthwick
Chief Executive



Our premier partners

As well as helping our member businesses to be better through a range of activities, the Chamber is committed to investing a significant amount of energy in moving forward the economic growth agenda and lobbying for change on key issues to create the conditions for success. Our regional renaissance.

Without the support of our Premier Partners, we would not be able to undertake much of the good work that we do. Their engagement is hugely valued and appreciated.



**Aberdeen International
Airport**

Baker Hughes



First Bus

**Harbour
Energy**



**NEPTUNE
ENERGY**



openreach

P&J LIVE

PETERSON



premiercoaches
... getting you there

publichealth
helping health happen

NHS
Grampian

**RGU ROBERT GORDON
UNIVERSITY ABERDEEN**



SNF



subsea 7

**STEWART
Milne
GROUP**

STORK

TQA



wood. worknest

Welcome to the Chamber



H&R Insurance Services

H&R Insurance Services are Aberdeen's last remaining locally established Independent Insurance Broker. They can cater for all your business and personal insurance needs and are proud to offer a local face-to-face service.

T 01224 848257
W www.hrinsurance.co.uk
E s.robertson@hrinsure.co.uk
C Shona Robertson



MRS Training and Rescue

For over 120 years MRS Training and Rescue has developed specialist skills, experience and knowledge from working in difficult and potentially high-risk environments.

T 01224 702182
W www.mrsl.co.uk
E scotlandnorth@mrsl.co.uk
C Julie Wilson



Mormond Engineering

Mormond Engineering support the recycling, renewables and oil and gas industries with installation and commissioning engineering and management.

T 01771 610000
W www.mormondengineering.co.uk
E philip@mormondengineering.co.uk
C Philip Taylor, Director



Capital Document Solutions

Capital Document Solutions are an independent supplier of copiers, printers, scanners, print management and data solutions.

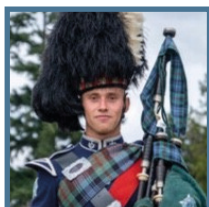
T 0800 844 744
W www.capital-solutions.co.uk
E sclark@capital-solutions.co.uk
C Steve Clark



TGC Facilities Management

Tidy Green Clean are an environmentally friendly and responsible cleaning company based here in Aberdeen.

T 01224 515933
W www.tidygreenclean.co.uk
E andrew@tgcfm.co.uk
C Andrew Alleway, Managing Director



James Cooper Bagpiping

James is Pipe Major of Ballater & District Pipe Band and has now become a full-time professional piper.

T 01224 401224
W jamescooperbagpiping.co.uk
E james@jamescooperbagpiping.co.uk
C James Cooper



Consortiq

Consortiq provides precision data acquisition and management solutions globally, through drone services and digital asset modeling, for organizations who need precise data quickly, and with minimal job site disruption.

T 0203 9 2921
W consortiq.com
E info@consortiq.com
C Jennifer Taylor

ARE YOU
MAXIMISING
— YOUR —
MEMBERSHIP?

See page 55 for more information

Exclusive:

Silver lining for Shell's North Sea activities

THE SKILLS and capability developed in the North-east of Scotland which have driven the huge success of the oil and gas industry will play a key role in delivering net zero for Scotland for decades to come, according to Shell's North Sea boss.

Simon Roddy, Senior Vice President, Upstream, for the energy giant, underlined the company's commitment to the area as a move is nearing completion from its iconic building at Tullos, from where it has operated for almost 50 years, back to Union Street where it opened its first office in 1965.

800 have been working in the Tullos building.

"We have a team working at the Silver Fin already and there has been very positive feedback about the office and the location, so everyone is looking forward to it," said Simon.

By early next year all staff will have moved into the also iconic Silver Fin building in which Shell has secured 70,000 sq ft – more than half of its space.

Shell employs around 1,300 staff and a similar number of contractors across Scotland and on a busy day up to

"As we looked to the future of energy, and Shell's role in delivering the energy transition, we felt the Silver Fin was the right place to write our next chapter.

"Many of our staff, me included, are very committed to the rejuvenation of Aberdeen city centre and we felt we could play a part in that.

"On average, in the middle of the week, we might have 500 in the office at the moment and of course we, in line with many others, still have a substantial number of staff working on a hybrid basis.

"CV19 was very challenging for everyone concerned, but it helped us understand that we can be flexible and still continue to deliver our business."

Shell and its staff have been woven into the fabric of the North-east since the pioneering days of oil and gas and Simon said its commitment has not wavered.

"We have been closely involved in unlocking the potential of the North Sea for the last 50 years. The capability that has been developed

Simon Roddy,
Senior Vice President, Upstream
Shell UK

in and around Aberdeen and the North-east of Scotland is unique and has created a unique ecosystem.

“We believe that capability is, firstly, critical for the continued delivery of domestic oil and gas which is entirely consistent with net zero.

“At the same time, it’s critically important for the delivery of our low carbon growth ambition and the delivery of net zero.

“The North Sea Transition Deal (a transformative partnership put in place last year which will harness the expertise of the UK offshore oil and gas industry to urgently meet the country’s climate ambitions of net zero emissions by 2050) is about the North Sea *and* the energy transition, not *or* the energy transition.

“The very same capability which delivered the potential of the North Sea will be at the centre of delivering net zero. We can’t say that strongly enough.

“We welcomed, and are a strong supporter of, the North Sea Transition Deal and we believe it’s the first such plan across a major G7 economy and can be a blueprint for elsewhere in the world – which is really important.

“At the same time, we welcome the government’s focus on energy security that we see at the moment. We continue to support government to work with the sector and society to on one hand deliver net zero but also to recognise that you cannot dismantle one energy system faster than you construct a new one.

“We are talking here about the biggest change in the way we generate and consume energy, arguably since the Industrial Revolution, and therefore that transition is absolutely key. It cannot be done at the flick of a switch.

“But no one is more committed to it than Shell and we will continue to focus on that and will continue to deliver and play our part.”

He said the tragic situation of Russia and Ukraine which unfolded on February 24 has brought into even sharper focus the importance of energy security.

Shell currently processes around 20% of the UK’s gas supply and the recent acquisition of Corallian Energy, giving it ownership of the Victory gas discovery west of Shetland, which could supply 4% of the country’s gas, will help continued delivery of gas to the UK.

“Even at net zero the UK will need more oil and gas than we can produce ourselves because it’s net zero, not zero. Thermal gas generation with carbon capture is net zero. The generation of hydrogen with carbon capture from gas is net zero. So, there will still be a demand for oil and gas. It has



Silver Fin

always been the case that the UK will need more oil and gas, even at net zero than we can produce for ourselves. So, it's absolutely essential that we continue to focus on the potential of the North Sea. If we don't, we will only drive up imports which generally have at least as high a carbon footprint and can leave us more vulnerable to the challenges with respect to security of supply that we see at the moment."

Shell is involved in two major initiatives which will help achieve net zero – the Acorn carbon capture and storage project which features elsewhere in Business Bulletin and a ScotWind project with Scottish Power Renewables which, at its peak, will be able to power six million homes – twice as many as there are in Scotland.

"We are focusing much of the capability that has been successful in developing the North Sea, on delivering offshore floating wind. It's the same skills, the same capability now delivering our low carbon energy.

“

The very same capability which delivered the potential of the North Sea will be at the centre of delivering net zero. We can't say that strongly enough.

"The home of Acorn is St Fergus, our gas processing terminal near Peterhead, which is celebrating its 40th birthday. St Fergus has been at the heart of the UK energy security for the past 40 years and Acorn, we believe, will be very important to the next 40 plus years.

"At the heart of Acorn is the Goldeneye pipeline which for many years supplied gas from the Goldeneye field to St Fergus and we are waiting to put that pipeline into reverse to take CO₂ from Peterhead, and all of Scotland, to be stored in the Goldeneye reservoir to decarbonise Scotland

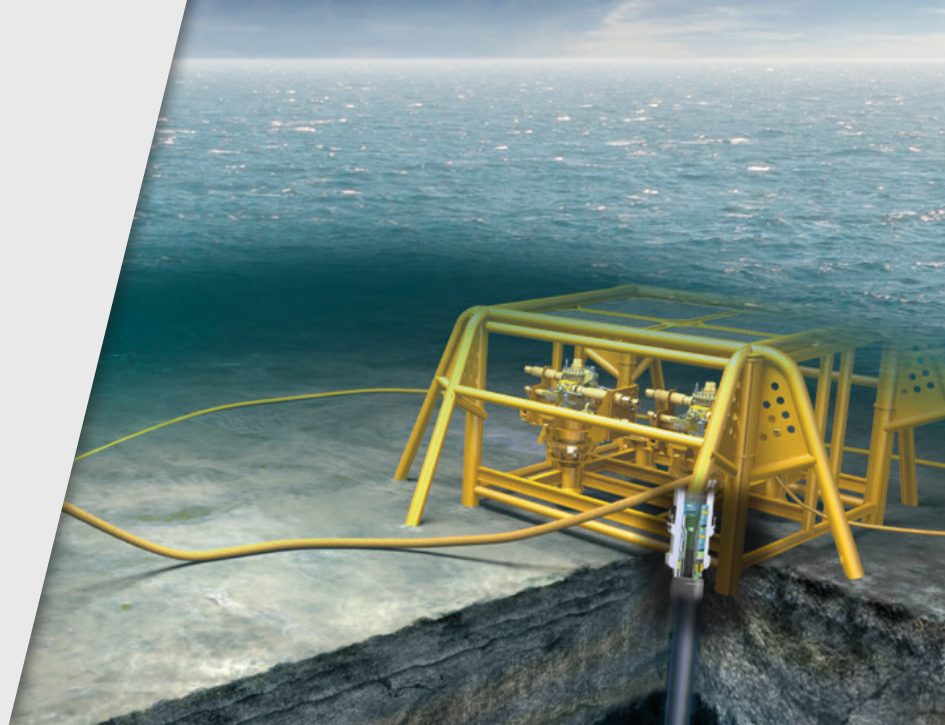
"Shell has been operating a carbon capture and storage project in Canada, the Quest project, for at least five years now. We have the technology and the know how to do this. We also have considerable geological knowledge of the reservoirs under the North Sea, so we believe we are very well placed, and Acorn is very well placed, to be a significant part of decarbonising Scotland."

Simon said they would continue to make the case, with humility, that energy companies like Shell are part of the solution to the climate crisis rather than part of the problem.

"However, actions speak louder than words which is why our commitment to Scotland, the Acorn project and the UK overall, is an investment of £20 to £25 billion pounds in the UK's energy system over the coming decade. More than 75% of that investment will be in low carbon energy, a significant statement of our intent."



Safely, economically, and sustainably inject and store CO₂ offshore with proven Dril-Quip solutions



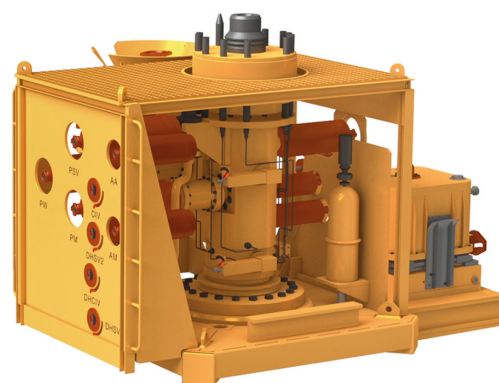
If you are seeking a partner for your CCS projects, look no further than Dril-Quip.

We have applied our extensive expertise and capabilities as a leading manufacturer of offshore drilling and production equipment for the world's most challenging oil and gas wells to develop economical products that enable long-term carbon capture and storage in the North Sea region and beyond.

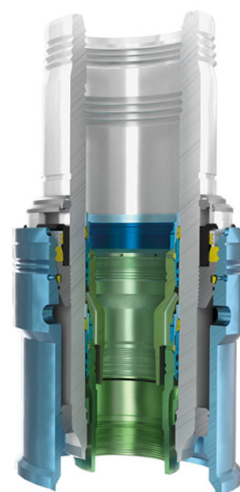
Dril-Quip's Green By Design™ CCS portfolio includes our:

- **Fully integrated Subsea Injection Systems capabilities including a full suite of innovative transportation, logistics, monitoring, and storage technologies via collaborative agreements**
- **Best-in-class Dril-Quip® SS-15® RLDe Subsea Wellhead field-proven in extreme conditions**
- **Lightweight, cost-efficient, and compact Dril-Quip® SBTe™ Vertical Tree – available in both hydraulic and fully electric models**

Our cost-efficient, reliable CCS systems are simple to install, operate, monitor, and maintain, and integrate seamlessly with subsea templates. Contact Dril-Quip today to ensure decades of service for your CCS projects.



Dril-Quip® SingleBore™ Subsea Tree



Dril-Quip® SS-15® RLDe Subsea Wellhead



the power of 



Buy local this festive period

Just in case you'd missed it....Christmas is coming!

For almost 50 years, Inverurie based Chamber member Donald Russell has selected the tastiest and most tender beef for Michelin starred restaurants and luxury hotels, and are proud to deliver the same top-quality, great-tasting food straight to your door.

Those of you who receive a personal copy of Business Bulletin through the post should have found enclosed a copy of their Christmas Shop catalogue packed with tasty regional produce and offers.

Any Bulletin reader who orders online at www.donaldrussell.com or by phone 01467 629666 should quote discount code **CHAMBER20** which entitles Chamber members to an exclusive £20 off when they spend £100 with the offer valid until 31 December.

Contact centre opening hours are: Monday - Friday: 9am - 5pm, Saturday: 10am - 4pm and Sunday: 10am - 4pm.

New capital route from Aberdeen announced

BRITISH Airways has added a new route to its Aberdeen International Airport network operating to London City this winter to provide stronger domestic connectivity to London.

Flights will begin operating on Tuesday, November 1, and run until Sunday, January 22, 2023 on the Embraer E190 aircraft.

The route will complement the multiple daily flights with British Airways to London Heathrow.

Mark Beveridge, Operations Director at Aberdeen International Airport, said: "It is great to see British Airways growing its offering and presence at Aberdeen International Airport with these new daily flights to London City.

"Routes like London City are important to help drive the economy connecting the business community to key markets."

Council launch start-up fund

ABERDEENSHIRE Council has launched a new business start-up grant scheme.

Funded by the Scottish Government's Local Economic Covid Recovery Fund (LACER), the £360,000 programme running until March 2023 is aimed at developing economic recovery across the region.

Start-up businesses can now apply for a £1,000 grant to help get a new venture off the ground without premises or £3,000 for businesses starting up and taking on premises.

Grant funding removes barriers to increased economic activity, providing Aberdeenshire-based businesses with the financial means to improve their ability to start-up and grow in a manner which will be faster than would otherwise be achieved.

Councillor John Crawley, Chair of Aberdeenshire Council's Infrastructure Services Committee, said: "We have always had great start-up success here in the North-east and our resilience and mindset is testament to that. Starting a business has huge barriers but equally can produce great results. This fund will help reduce the barriers to opening a business, provide the support packages to aid economic benefits within the area and support people who are out of work and looking to set up their business."

Blaze expansion success

ABERDEENSHIRE-based Blaze Manufacturing Solutions has announced major contract breakthroughs and new jobs since introducing a redefined global business strategy.

Following a major investment boost from Balmoral Group in 2019 the company has secured work from the nuclear, renewables and industrial sectors as well as maintaining its presence in the traditional oil and gas field. The new work has led to the creation of 12 full time jobs with more expected to follow.

A leading provider of fire safety products and services the company's strategy has a renewed focus on delivering greater added value while providing solutions to detect, prevent and protect high-risk assets from fire incidents.

The company says it has secured deals into the next decade ranging from multi-million pound projects in the nuclear sector to international turnkey projects in the renewables market, whilst supporting historic oil and gas clients with asset life extensions and downstream work.

Ann Johnson, Business Development Director, said: "It is the depth of our expertise, particularly in reference to fire safety systems, that differentiates our engineering and design teams from any other fire protection manufacturer in the world.

"We are an independent company and are not tied to any specific component manufacturers. We always provide the optimum solution and are not constrained in any way regarding our project partners."



Jack Codona

New arcade bar is a boost for Union Street

THE first retro arcade games bar in Aberdeen is due to open at the start of next year.

The launch of Arcade Bar & Games at the site of the former Espionage Nightclub represents a £1million-plus investment on Union Street.

The venue has been inspired by popular 'barcade' sites in the United States. Work on the site has already commenced and the design and fit-out is being led by award-winning architects, Nicoll Russell Studios.

The interior of the venture will include more than 50 retro video games, including old favourites such as Pac-Man, Space Invaders, Defender and Mario Kart.

The venue, situated on Aberdeen's main street between Belmont Street and Back Wynd, will create around 30 full and part-time jobs.

Jack Codona, Operations Manager of Arcade Bar & Games, said: "We're excited to be opening the first arcade bar in Aberdeen. It's great to bring a new concept which combines cocktails, beer and retro games to the city.

"Opening early next year, work on bringing an unused building back to life is currently ongoing. We'll have pinball machines and pool as well as a host of arcade games, including many classic favourites from the past. It's going to be a bar and entertainment destination with an urban street feel."

Equinor contract for Tendeka

GLOBAL completions specialist Tendeka has signed a new multi-year contract extension to exclusively deliver standardised sand-face completion equipment across all Equinor's assets on the Norwegian Continental Shelf (NCS).

The agreement, which also includes options for further extension periods, will involve Tendeka managing the complete supply chain of sand and inflow control equipment through standardisation.

Aberdeen Considine's Legal 500 success

ABERDEIN Considine has been acknowledged for the high quality of its legal services in the latest rankings from the Legal 500.

The Legal 500 is one of the leading guides to law firms and solicitors in the UK, and all individuals and firms ranked are recommended by them for the year ahead.

The firm has received a top tier ranking for Scotland in the area of dispute resolution – debt recovery.

Eight other practice areas were recommended in areas of Scotland including: private client – family; corporate and commercial; private client – personal tax, trust and executories; finance – insolvency and corporate recovery; real estate – commercial property; and dispute resolution – commercial litigation.

In addition to the departmental rankings, Myra Scott (debt recovery) and Ruth Aberdeen (family law) were recognised as "leading individuals" in their fields.

Leonie Burke (family law) was recognised as a "next generation lawyer".

A total of 19 lawyers were mentioned by name in the Legal 500 UK commentary for their "standout contribution to respective practices."

The Legal 500 also noted Aberdeen Considine as a "firm to watch" in TMT (technology, media and telecoms) for Sport saying: "Aberdeen Considine is a key port of call for a number of professional football clubs, golf clubs, agents and academics, who turn to the practice for assistance in the full scope of sports employment matters. Sally-Anne Anderson and Euan McSherry are the key names to note."

Aberdeen's new electric buses

FIRST Aberdeen has placed an £8.1million order for 24 new electric buses in the latest step on its decarbonisation journey.

The buses – which will save approximately 1,451 tonnes of CO₂ per annum as they replace older diesel buses – will start to arrive in the city next year, with the full fleet of 24 expected to be in place by Spring 2024. Following the introduction of a double-decker hydrogen-powered fleet to Aberdeen last year, the arrival of these new buses will mean 50% of First Aberdeen's buses are completely emission free.

Ahead of their arrival, work will begin on Aberdeen's King Street depot to install rapid charging points to support the new buses. Work to transform the depot into an EV charging hub is expected to take 12 months.

The order has been supported by Transport Scotland through its Scottish Zero Emission Bus (ScotZEB) funding – a challenge fund to support the industry's swift transition to zero emission vehicles and infrastructure.

HOT TOPIC

How has the energy crisis affected your business?



We've seen the costs of our emergency response vessel fleet activities in the North Sea soar, particularly in relation to fuel and crew travel, in addition to inflationary pressures across the board. These cost pressures create challenges in the short term. However, we are seeing the market for our specialist offshore infrastructure support services getting tight, which will allow us to achieve rates that will ultimately help with profitability and secure jobs. Looking ahead, we were awarded long-term charters for our first four offshore wind vessels and the first arrives early next year. This has been critical to protecting the longevity of our business, extending our organisational excellence beyond oil and gas, and sustaining employment opportunities. Our aim is to win more contracts here in the UK for our hybrid-propulsion ship design, which provides offshore accommodation and safe walk-to-work transfers for the specialist technicians working on windfarms, of which more are expected to be developed to satisfy homegrown energy supply.

Matthew Gordon, CEO, North Star Shipping



Somebody Cares is a local charity which provides furniture, household essentials, baby equipment, toys, clothing and food parcels free of charge for those in need within Aberdeen and Aberdeenshire. In 20 years of operation, we have never seen a need as desperate as we are seeing today. It is a sad reflection of the times we live in that a city which was previously so abundant now houses a population across all areas of the who are on the brink of not being able to heat or eat without our intervention. Shockingly, we are now also supporting a growing number of people in employment as their wage simply does not stretch to the end of the month. The energy crisis has catapulted households and charities into really desperate times, as we struggle to find the volunteers and funding to cope with the demand for our services.

Alison Topley, COO, Somebody Cares SCIO



The importance of the energy transition was already established for our clients in the sector, but one of the most striking impacts is that energy is now a priority boardroom agenda item for all businesses in every sector. Increasingly, businesses are asking us about all aspects of their energy strategy, not just in relation to the drive for net zero and environmental, social, and governance (ESG), but also now in relation to security of supply and cost. While the Energy Bill Relief Scheme may help in the short term, one positive to come from the crisis is that businesses are becoming more aware of steps they can take to become more energy efficient and reduce energy costs. In my 15 years of advising clients, it is difficult to remember a time where there were so many strategic challenges for business. The firms which are able to balance these often-competing challenges may find new markets and business opportunities.

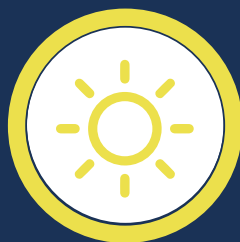
Fiona Kindness, Corporate Finance Partner - Energy and Utilities Team, Addleshaw Goddard



integrity noun

in·teg·ri·ty | \ in-'te-grə-tē

1. firm adherence to a code of especially moral or artistic values:
INCORRUPTIBILITY
2. an unimpaired condition:
SOUNDNESS
3. the quality or state of being complete or undivided:
COMPLETENESS
4. **PIM**



MANAGING OUR SUSTAINABLE FUTURE WITH INTEGRITY



Linda Tames, Yasmin McCulloch, Russell Gould and Jon Matthews

Aberdeen Airport takes step towards jet zero

ABERDEEN International Airport has welcomed its first commercial delivery of sustainable aviation fuel, which is expected to play a major role in making jet-zero aviation a reality.

It came from Air BP - the aviation division of BP - one of the world's leading suppliers of aviation fuel products and services.

The sustainable aviation fuel (SAF) will be blended with traditional jet fuel for Bristow flights to BP's North Sea operations in UK waters.

Produced from sustainable feedstocks such as used cooking oil, SAF is said to deliver up to 80% fewer lifecycle carbon emissions than the traditional jet fuel it replaces.

BP is the first North Sea operator to voluntarily commit to an ongoing supply of SAF for its North Sea flights, helping to decarbonise transport to its offshore operations.

Mark Beveridge, operations director at the airport, said: "This is an important announcement for Aberdeen International Airport and the north-east.

Reducing emissions

"It is recognised globally that SAF will play a major role in making jet-zero aviation a reality and SAF has the potential to significantly reduce UK aviation emissions. BP's decision to make SAF commercially available at Aberdeen is a significant moment.

"There is a real opportunity for Aberdeen to help drive a domestic SAF industry here in the UK and, in doing so, we can support the decarbonisation of oil and gas sector transport."

Last year, Bristow completed one of the first SAF-powered flights in UK waters - flying an S-92 helicopter from Aberdeen to installations operated by BP.

Yasmin McCulloch, aviation operations lead at BP, said: "We are strong advocates of the use of SAF in the aviation industry. We believe its adoption is an important element in achieving the industry's aim of net-zero carbon emissions by 2050."

Bristow's UK director Matt Rhodes believes there is a huge opportunity for SAF to become the fuel of choice for future North Sea oil and gas flights.

He added: "We are looking forward to working with BP and other customers so together we can continue to help drive down emissions and boost sustainability across the industry."

Essential stepping stone

Scottish Transport Minister Jenny Gilruth said the increased use of sustainable aviation fuels will be an essential stepping stone towards the Scottish aviation sector reaching net-zero.

She added: "The use of these fuels is expected to rise significantly in the coming years and could bring significant economic opportunities for Scotland, so this is a welcome first step from Aberdeen Airport."

The creation of a SAF facility at St Fergus is a key part of the North East Scotland Green Freeport bid. A SAF plant would create up to 920 jobs and £133million in GVA per year.



TM

**International
Well Control
Forum**

www.iwcf.org

+44 (0) 1674 678120



International Well Control Forum (IWCF), established in 1992, is celebrating 30 years as a not for profit membership organisation and is the only independent body of its kind focused on oil and gas well control training and accreditation.

IWCF works to develop and administer well control training, assessment and certification programmes for the exploration and production sector of the oil and gas industry.

Providing certified training through a global network, we aim to achieve our vision of no risk to life, assets or the natural environment through well control incidents.

OUR MISSION:

Define, deliver and maintain the highest possible standards in well control training, accreditation and certification. Provide competency assurance and continuous development globally.

CORE VALUES:

We pride ourselves on the following core values: Care, Integrity, Courage, Innovation.

To find out more about our well control training, assessment and certification programmes, head to www.iwcf.org.

MEET THE



Maeghan Cuthill,
Director,
Skene Business Centres

WHEN WAS YOUR BUSINESS ESTABLISHED?

Established by Charles P. Skene CBE in 1984, Skene Business Centres' first location was 23 Rubislaw Den North. 96 Rosemount Viaduct opened in the 1990s and was followed by 7 Queen's Gardens later that decade.

WHAT DOES YOUR BUSINESS DO?

We have three Business Centres in Aberdeen located in the west end and city centre providing private serviced offices and therapy/treatment rooms. We also offer virtual offices and a variety of meeting rooms, which are available to both internal and external clients.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Oil and gas and professional service companies continue to be regular and long-term office occupiers. However, we now also accommodate clients who have adapted our offices to create therapy and treatment rooms for a variety of health and well-being services such as counselling, sports massage, life coaching, YouTube influencers, app creators, laser and aesthetics, hair dressing and beauty, first aid trainers and even a pet photographer.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

As a local family business, we are competing with larger, national

companies. However, Skene Business Centres are the longest established and most experienced provider of serviced offices in Aberdeen and are able to provide more flexibility and a more personal service to our clients.

AND THE BIGGEST OPPORTUNITY?

As a consequence of CV19, the initial requirement to work from home became a preference for some clients. We therefore decided to target companies in a variety of different sectors, which we thought would benefit from a business centre environment, which has resulted in good occupancy across all of our locations.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Skene Business Centres are a local, family business so we are passionate about providing excellent service and determined to help our clients succeed. We are proud of the flexibility that we offer local companies with limited budgets, and we strive to provide a professional and friendly service, which is often commented on by clients and visitors.



Jodie Gillies,
HR Director,
Vysus Group

WHEN WAS YOUR BUSINESS ESTABLISHED?

Vysus Group was formed following a carve-out of Lloyd Register's Energy division. We became a standalone engineering and technical consultancy on November 1, 2020.

WHAT DOES YOUR BUSINESS DO?

Vysus Group is an engineering and technical consultancy, offering specialist asset performance, risk management and project management expertise across complex industrial assets, energy assets (oil and gas, nuclear, renewables) and energy transition projects.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We have a diverse and global client mix. Due to the wide range of sectors in which we operate, we work with everyone from oil and gas operators and renewable energy developers to cruise companies, refineries, ship builders and industrial manufacturers.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Inflation and the cost of living. As it is for everyone else and every other organisation, our costs continue to increase, however our rates are not

going up in line with that and so it's a challenge for organisations to keep up.

AND THE BIGGEST OPPORTUNITY?

Continuing with the diversification of our services into new sectors. Our vision is to continue to grow our global consultancy and technical delivery capability and to create a balanced global revenue and client mix across the upstream, wider energy, power, renewables and transition, and complex infrastructure sectors.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Our people. We have such a talented pool of individuals across our service lines and our support functions and I'm proud of the way in which everyone pulled together to help establish Vysus Group. We also have a very positive culture and colleagues who continually demonstrate our core values of trust, partnership and passion.

MEMBERS



Colin Nicol,
Regional Sales Engineer,
Quartzelec Ltd

WHEN WAS YOUR BUSINESS ESTABLISHED?

Throughout the Quartzelec business, everything we do is underpinned by our heritage of superb British engineering, acknowledged as the highest quality and most innovative in the world. From our beginnings in 1896, we demonstrate over 100 years' worth of experience.

WHAT DOES YOUR BUSINESS DO?

Quartzelec are a world-leading authority in rotating electrical machines with a distinguished legacy in the design and manufacture of AC/DC motors and generators. As an independent, multi-disciplined service provider, we support the industrial, infrastructure, commercial and service sectors with a unique range of contracting and rotating machine services.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Having an intimate working knowledge of the entire power chain and with specialist expertise and manpower within the Quartzelec Group enables us to engineer and deliver the most effective solutions, whether driving production lines, oil rigs or steel mills, generating electricity for plant, towns, cities, countries, providing your revenue or maintaining your operating capacity.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

The biggest challenge at present due to CV19 and other factors is the delivery of key components which has a knock on effect to the customer. Its also a challenge to find key skilled employees in the market to fill the many opportunities on offer at Quartzelec.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

I am very passionate to provide the best service to my customers. Since working with Quartzelec, I have the confidence to say that we can provide that service. Knowing that I have a great team behind me here in Aberdeen, and also the ability to call on the many years of expertise we have throughout the group.

WHAT HAS BEEN MOST VALUABLE TO YOU AS MEMBERS OF ABERDEEN + GRAMPIAN CHAMBER OF COMMERCE?

Getting the opportunity to promote Quartzelec's services to other Chamber members and advertising to potential new customers along with attending training workshops and business events.



Nicola Fraser,
Business Director,
KR Group Scotland Ltd

WHAT DOES YOUR BUSINESS DO?

KR Group is an ambitious construction company specialising in steel fabrication and installation, cladding, project management and challenging contracts. We work with a range of clients across commercial, industrial and agricultural sectors.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We look to work with like-minded businesses with similar social and environmental ethics. It's also important to us that we work with people who value delivering high quality work and service.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

As with most businesses in the North-east, we have been affected by ongoing economic issues. In the current climate, material costs and availability can fluctuate, and turnaround times can become unpredictable. It's vital during these times to be honest and transparent with clients.

AND THE BIGGEST OPPORTUNITY?

There is a huge focus on sustainability just now and it's a great time to harness that and get other businesses interested in our initiatives.

This year, we launched our subsidiary of KR Cladding: KR Bon Reduction. The business model sees us take used composite panels and repurpose them into rigid insulation. In the next five years, this circular economic solution to cladding waste aims to divert 202,500m2 of panels from landfill and produce a Co2eq saving of 7,736 tonnes. With donations of cladding waste from all over Scotland, we've supplied repurposed PIR Board for use in a variety of projects, from home renovations to retail buildings, and more.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

It's important to us that we provide a great working environment and a place that our employees feel safe and valued. We wholeheartedly believe in investing in and empowering our existing workforce, and we're always looking to evolve, upskill and train our employees and give them the tools to flourish. As such, we have a great team who consistently deliver high standards of work that we can be proud of.

Slow and steady doesn't always win the race...



You don't need me to tell you that slow computers are annoying writes Bruce Skinner, CEO of Alto.

They can cause frustration to even the most laid-back employee – but have you ever stopped to consider how something as seemingly insignificant as a slow computer might be impacting on your entire company's productivity?

Five minutes of someone's day lost to "digital downtime" equates to an astonishing couple of hours a month. In a team of ten people, that's well over a month of productive time every year that your company could be losing just because of slow equipment.

So not only are they frustrating, but slow computers also risk becoming very costly to your business at a time when all of us are working hard to drive costs down.

The seemingly small amounts of time consumed by slow computers have a huge incremental effect when you step back and consider the bigger picture, therefore many business owners choose to ignore the problem thinking that their only option is to fork out large sums for new kit.

However, many speed issues can be fixed by changing some settings, removing unnecessary programmes or upgrading some (not always all) hardware.

The frequency of the challenge among our clients prompted us recently to publish a step-by-step guide on what to try before hitting the button on replacement kit. Our top tips include:

1. Update Your Operating System (OS)

Your OS is responsible for managing your computer and manufacturers are constantly tweaking operating systems – adding security patches, fine-tuning performance, removing compatibility issues and improving the way your OS handles routine tasks. Once you've updated, consider enabling automatic updates so that your computer will do the job for you in future.

2. Check for Viruses

Whilst traditional viruses are becoming less common, malware such as trojans, spyware, adware and keyloggers will all slow your computer down and compromise your security so it's always worth double-checking that a slow computer isn't hosting an unwanted guest. Along with your trusted antivirus software, Windows Defender does a lot of the work, but you can run free downloadable, trustworthy software like Malwarebytes that'll search your files and programmes to track down any horrors.

3. Check for Unnecessary Programmes

Aside from viruses, other programmes you may not be aware of can slow your computer to a snail's pace. They may be designed to do something fun or helpful, but can end up hogging important resources, so it makes sense to disable them wherever possible. But take care not to disable anything that you don't recognise just in case it's pivotal to an important process.

4. Downgrade Your Performance Settings

Believe it or not, your operating system wastes a lot of resources on minute visual enhancements that most people don't notice, like the blur effect that kicks in when you try to drag a window across your screen, or the animations that play when you mouse-over items in your start menu. Check out our guide on how to address this.

5. Upgrade Your Computer's Hardware

If you've tried everything else, it might be time to look at upgrading some key bits of computer hardware such as your hard drive, random access memory (RAM), graphics processor (GPU) – and if you're still battling with a slow computer after having tried all these tips, give us a call!

Scan below to check out the full guide.



Bruce Skinner,
CEO, ALTO



Myrtle Dawes

NZTC awarded £2.12million from Just Transition Fund to demonstrate feasibility of repurposing existing assets to produce green hydrogen

NET Zero Technology Centre has been awarded £2.12million from Scottish Government's Just Transition Fund (JTF) to support delivery of its Hydrogen Offshore Production Project (HOP2).

The HOP2 project, which will be delivered over four years, will demonstrate if offshore hydrogen production and storage is feasible at a scale of 500MW to 1GW through the repurposing of existing oil and gas assets. It will also outline what a new build project for offshore hydrogen production could deliver within the UKCS and what the impact of anchoring this emerging sector in Scotland will be on the regional workforce, supporting a just transition.

The project builds on the NZTC led Offshore Hydrogen Production project which was funded as part of the 2018 BEIS Low Carbon Hydrogen Supply competition, as well as recommendations made in the 'Technology Driving Green Energy Growth' report, published in collaboration with the Technology Leadership Board, NZTC, and Accenture. The report recommends an infrastructure plan should be constructed to transport, transmit, store and manage new energy commodities such as hydrogen, ammonia, renewable electricity and carbon dioxide (CO₂), enabling existing infrastructure to be better utilised.

HOP2 aims to:

- Sustain direct and indirect jobs as a result of a just transition as well as enabling the creation of jobs associated with a future hydrogen economy in Scotland by 2045.
- Harvest the wind resources further from Scottish shores, essential to deliver the 65TWh hydrogen required to achieve net zero by 2040. Achieved by providing a local, centralised export location for energy resource in the form of hydrogen, rather than individual wind farm developers having to install electrical cables to shore.
- Significantly contribute towards Scotland's 37 GW by 2045 green hydrogen export ambitions.

Myrtle Dawes, Solution Centre Director, Net Zero Technology Centre commented: "We are delighted that NZTC's Hydrogen Offshore Production Project (HOP2) has been awarded funding from Scottish Government's Just Transition Fund.

"From enabling rapid scale up of hydrogen infrastructure to leveraging North-East skills and creating new jobs, the HOP2 project will accelerate Scotland's decarbonisation goals and put it on the map as a leader in hydrogen production, distribution and export."

Inflation set to hit North-east harder as 74% of firms plan to increase prices

THE PAIN of inflation looks set to hit the North-east harder and faster than other parts of the UK, according to new economic data published last month.

Research by Aberdeen & Grampian Chamber of Commerce has revealed that almost three quarters (74%) of firms in the region plan to increase prices in the next three months.

This is soaring 12% ahead of the rest of the UK (62%), and is being driven by high energy bills, increasing labour costs and fuel.

However, there are also early indications that the economy of the North-east is outperforming the rest of the country, due largely to increasing activity in the North Sea oil and gas sector.

The Chamber network's Quarterly Economic Survey polled 5,200 UK businesses and reveals a significant drop in confidence nationally.

Among the firms planning to increase the

cost of their goods or services in Aberdeen and Aberdeenshire, four out of five (81%) say energy bills are to blame, with three quarters (75%) blaming rising labour costs and 60% pointing to soaring fuel costs.

Furthermore, 88% of North-east firms cite inflation as a growing concern to their business – by far the highest level on record. A rising proportion (34%) are also worried about interest rates.

In my view, the data shows that businesses in the region are being resilient in the face of tough conditions, but they cannot afford to absorb all the monetary pressures they face.

These are difficult times with significant cost increases from

suppliers, energy and transport. This is a problem for SMEs and lower value, low margin producers, where there is little room to absorb the enormous cost increases that firms are facing.

If you look at the factors driving the decision to increase prices, the cost of fuel is an issue for 60% of firms, and as a region which is so geographically spread, we are perhaps more exposed than other part of the UK in this regard.

But the biggest challenge our members are facing is around access to labour and wage inflation. The survey shows just how acute the shortage of skilled manual labour has become.

We are in the tightest labour market in living memory and the battle for talent is fierce, pushing up wages and adding cost to already stretched firms.

However, businesses in the North-east are faring better than the rest of the UK in terms of sales.

Across the UK, almost a quarter of firms (24%) have seen business levels decrease over the past three months. However, that number is just 11% in Aberdeen and Aberdeenshire, due largely to the upturn in North Sea activity.

Also, the number of firms in the region which have seen business levels increase is sitting at 38%, running 5% higher than the rest of the UK.

Nationally, more businesses are now seeing their cashflow decreasing, instead of increasing. One in three (32%) firms reported reduced cashflow over the last three months, while 23% reported an increase.

However, again, the North-east is bucking the trend, with 77% of firms reporting steady or increasing turnover.

It has long been said that the North-east economy is a little bit different to the rest of the UK. Like we saw after the financial crash of 2008, a buoyant oil and gas sector can decouple Aberdeen and Aberdeenshire from national economic trends, and there are early signs that this could happen again.

This survey was concluded in August and September, before the UK Government's energy price package for businesses and the mini-budget.

However, the findings paint a worrying picture of the state of affairs at many UK firms. Almost every key business indicator is trending downwards – sounding alarm bells across all sectors and regions.

While the subsequent energy announcement will have alleviated immediate pressure on firms' energy bills, confidence will have taken a further hit following the market reaction to the mini-budget.

Many firms are caught in the pincer movement of soaring inflation and rising interest rates. The devaluation of the pound has also added a huge cost base for businesses reliant on imports.

Businesses now desperately need to see economic stability in order to rebuild the confidence to invest.

The six months energy package for businesses is a step in the right direction, but we need a longer-

term plan if the government is serious about helping businesses during this energy crisis. Time is of the essence.

The Government must now rapidly present more detail on its fiscal policies and supply side reforms, particularly at a time when businesses are faced with rising interest rates and high inflation.

Businesses understand the economy will not fix itself overnight, but they do expect a long-term plan. We urge the Government to provide more certainty by bringing forward the publication of their Fiscal Plan.

The sooner they do this, the sooner markets and businesses will understand what the long journey to stability will look like.



Ryan Crighton,
Director of Policy
and Marketing,
Aberdeen & Grampian
Chamber of Commerce



The data shows that businesses in the region are being resilient in the face of tough conditions, but they cannot afford to absorb all the monetary pressures they face.

Creative is the real key to ABM

Steve Milne,
*Head of Customer Strategy,
Fifth Ring*



Over the past few years Account Based Marketing (ABM) has moved from being a specialist niche approach to a broad church of techniques used by seemingly everyone in B2B marketing.

The attraction is clear. Focus your attention on reaching only your ideal clients. Rather than broadcast to a sector and hope that your targets are among the inbound leads you generate, you target your marketing messages only to your chosen targets. That way you know that any enquiry is a strong enquiry. Less waste. Less admin. Less dead-end leads.

There's one more factor that can all too often feature on that 'less' list. Creativity. And because no one was ever bored into buying something, this is a significant loss.

Investing in a platform to provide ABM data and workflows can feel like the answer. The whole answer. It will provide the means to reach the right customer at the precisely the right time, even in the right channel. "We've done it. We've solved marketing. What could go wrong?"

But what are we reaching them with?

Too often the message that is put to the customer through ABM is. Frankly. Dull.

We have such deep insight into the mindset, the buying process, the biases and intent, that we think simply conveying the correct fact is enough. It may be correct, but is it interesting? Will it be noticed?

The relative calm of ABM can mislead. Because ABM scheduling happens away from the hurly burly of a regular marketing plan, it can lull us into a false sense that we have the direct ear of our target. That we have their attention by default. That things are equally structured and deliberate on the recipients end. Far from it.

Our message is still landing with a human being who is living in a busy chaotic world. An individual who is seeing an unimaginable number of messages every day.

We need something more than perfect targeting and timing. Actually, we need something

obvious. We need the same secret weapon that marketers have used for decades. We need creativity. More impactful creative work will cut through the noise and make our message interesting enough to be noticed.

ABM is a tremendous approach for businesses that need to secure big accounts. ABM platforms enable an efficient and effective approach to reaching our targets. Through ABM great creative work has a better opportunity to grab and hold attention. Indeed, that creative work can be more personalised than ever, opening up whole new worlds of opportunity to run with ideas that would be too specific or niche for the broader market.

Creative ABM is transformative to marketing for the right companies in a way that technical ABM often only partially delivers.

START YOUR DAY INFORMED



Aberdeen &
Grampian
Chamber of
Commerce

MORNING
BULLETIN

UK electricity generators are warming to idea of windfall tax



Some of Britain's biggest electricity generators are today reported to be more in favour of being hit by a windfall tax than being pushed into signing cut-price power-supply contracts this winter.

Prime Minister Liz Truss has pledged that the Government will subsidise a freeze on energy bills for households and firms, with details of the business-support package expected on Wednesday.

It is understood the idea of a one-off levy is gaining popularity amid fears that other proposals for tackling excess profits may be too complex to implement at short notice and could

**Get the essential
morning briefing
straight to your inbox
at 8.30am every weekday.**

Featuring:

- Local business news
- National business news
- The latest market and energy price news
- Policy updates from those in the know
- Blogs and opinion
- Plus much more!

Scan the QR code
below to register



Business lessons I've learned



Richard Noble,
Managing Director, FG Burnett

What does your company do that others don't?

At FG Burnett we have a real focus on director level involvement in all instructions. This is reinforced through our return to the office policy, our open plan office environment and regular team and cross-departmental meetings. We pride ourselves in having dedicated experts who provide a real depth of service in specialist areas including valuation, rating, CPO, building consultancy and property/facilities management together with a sectorial approach in agency (retail, offices and industrial specialists). All professional firms of Property Consultants have valuable client relationships, strengthened by an advisor's ability to identify and deal with issues such as conflict of interest and, from time to time, to advise that the opportunity or deal presented might not be all that it is being dressed up to be. Our client relationships are long standing and built on trust.

What are the most pressing challenges that your industry sector faces today, and why?

We have a great team at FGB who are always looking to get on and provide great advice to clients. The challenges we face are wholly external, challenges that affect our client decision making. Political and economic uncertainty is not good for us as it can result in clients deciding to sit on their hands, taking stock – we benefit from activity, be that clients upsizing, downsizing or investing in existing property assets. A stable economy (and it's been a while) will encourage our clients to invest in new projects with the confidence that there are tenants and investors out there, in the market to secure the assets they create. For too long now our politicians have been making the headlines for all the wrong reasons.

What is the hardest lesson you have learned in your career to date?

There have been a few over a long career! Embracing change can be difficult but you simply have to accept that it is inevitable and trying to stand in its way is futile. Once embraced, the positives will

Quick fire round

What was your first job?

My first job was as a warehouseman in M&S. Early morning and weekend hours whilst still at school.

When would you like to retire?

When I am not enjoying it any more or for family reasons.

What did you have for breakfast?

Melon followed by tea and toast

Who, or what, inspires you?

I will come across someone every day that inspires. You have to be inspired by para athletes.

What's the last book you read / film you saw?

Life Between the Tides by Adam Nicolson and Three Billboards Outside Ebbing, Missouri.

outweigh any perceived fears. As my career has progressed, I hope I have become more open to change, from a personal and business perspective. When that is not the case it will be time to spend more time walking the dog as I will have become an obstacle inhibiting progress.

What's been your proudest career achievement to date, and why?

I was a delegate at a conference where Sir Ian Wood was keynote speaker. He highlighted that there is nothing wrong with taking a little time (if you need it) to provide an answer to a challenging question from a client, customer or colleague. Take 24 hours, don't feel you need to give an instant answer all the time just because you are CEO or Managing Director. I have found this approach useful from time to time. Go home, go for a run, sleep on it. The required response to the challenge posed almost always becomes clearer having taken time to give it a little thought. In a similar vein, I would recommend popping certain emails into 'drafts' and revisiting later – you might find that after review you decide not to send it...or better still decide to lift the phone.



Richard Knox, Romain Chambault and Cameron McNatt

Working together in clean energy market

BAKER Hughes, Mocean Energy and Verlume have signed a triparty memorandum of understanding (MoU) to identify and discuss potential opportunities for collaboration on integrated wave energy and subsea energy storage solutions for the emerging subsea clean energy market.

In the drive towards lower carbon operations, the MoU will explore the opportunities for integrated wave energy, energy storage and power delivery solutions to facilitate the electrification of subsea assets as well as the utilisation of renewable energy within harsh, deep-sea environments.

Over an initial two-year period, the MoU will involve the three parties using and sharing their combined capabilities within the subsea market to enable the deployment of a reliable, uninterrupted power supply located at point of use for cost-effective and market-competitive electrical power solutions. This could be within temporary, permanent or back-up use cases, including for charging systems for underwater vehicles and subsea production control systems.

Within the scope of the MoU, Baker Hughes will bring its expertise as a leader in the design and manufacture of subsea production equipment, by supplying subsea hardware including controls systems, power systems and other ancillary equipment. Verlume's scope of supply will focus on the design and delivery of its Halo subsea energy storage system and Mocean Energy will be concentrated on the design and delivery of its Blue Star wave energy converters.

Bon Accord Training sponsors Garioch Girls

BON Accord Training has committed to a further year of local rugby sponsorship, this year funding the Garioch Rugby's Girls Team. The company recently received a framed training top from the team, who thanked the company for their continued support.

Director and Training Manager for Bon Accord Training Ltd, Carol Gray, said: "Having been proud sponsors of Kemnay Academy Girls Rugby last year, we're delighted to be sponsoring Garioch Girls this year, and pleased to have purchased training tops for them for the coming season. We're looking forward to seeing the new kit in action!"

px Group launches new business

PX GROUP, the infrastructure solutions business and operator of several critical UK energy sites has launched a new business, px Energy Solutions.

px Energy Solutions will partner with business customers to optimise their energy assets and decarbonise their activities.

px Group has been helping major energy plants and industrial sites decarbonise and improve efficiency for over 30 years, mainly through operations and maintenance contracts. px Energy Solutions, however, will now bring that expertise to businesses of all sizes looking to use energy more efficiently and decarbonise.

UK businesses are responsible for almost 20% of total UK emissions and px Energy Solutions is using its experience in optimising and decarbonising large energy-intensive assets in the energy supply and manufacturing industries to help the wider business community reduce its carbon footprint and improve energy efficiency and reliability, thereby improving business performance.



Bill Walkingshaw

TEMS opens Malaysia office

TEMS International has opened a registered office in Malaysia. Establishing a dedicated office in the centre of Kuala Lumpur close to Petronas Towers will provide the firm with an ideal base from which to support a growing number of projects in the Asia Pacific region, further develop the business locally and recruit personnel to support clients across the region.

Bill Walkingshaw, Managing Director for TEMS International, said: "Opening an office is the natural next step for us as we continue to expand opportunities and build local relationships. Last year we appointed Emy Marlina as Business Development Manager for TEMS International based in Malaysia. This has already enabled us to provide clients with a greater level of support on the ground."



Teresa Bremner and Fiona Fernie

CLAN call for artists

CLAN Cancer Support is urging artists from across the North-east, Moray, Orkney and Shetland to submit their designs for The Big Hop art sculpture trail in 2023.

The cancer support charity has partnered again with Wild in Art for the trail which will feature 40 spectacular hare sculptures across the region as part of the charity's 40-year anniversary.

Artists can enter their designs for the chance to decorate the two-metre-tall fibreglass sculptures, with applications open until December 9, 2022.

The shortlisted entries will be presented to event sponsors early next year with the chosen artists then given time to work on their sculpture before it is displayed to the public when the trail goes live in July 2023.

Clan has once again enlisted renowned Aberdeen-based artist Mary Butterworth to engage and support artists throughout their design application and beyond. Ms Butterworth previously supported Clan in the charity's sculpture trail in 2021, Light the North, which raised more than £324,000 for the organisation.

The Big Hop Trail will take the public on another cultural tour of the North-east and the islands from July to September in 2023, letting them discover and engage with the area.

Following the public trail, each of the individual sculptures will be sold at auction, funding vital support services provided by Clan Cancer Support.

For more information and to download an artist pack visit: www.thebighop.co.uk

Scottish households £167 a month worse off

THE rising cost of living has caused the average Scottish household bill to rise by £167 per month during this year, according to research by KPMG.

KPMG surveyed 250 Scottish consumers of varying household incomes in early September, finding that essential household costs (food, energy, fuel, mortgage or rent) have risen by an average of £167.10 per month compared to the beginning of 2022.

Scottish household bills have risen higher than any other UK region after London, which rose by an average of £203.

Across the UK, the average monthly spend among 3,000 surveyed consumers rose by £145. The survey findings showed that the highest average monthly cost increase was amongst consumers aged 35-44, who reported paying £194.40 more a month than in January.

Linda Ellett, UK Head of Consumer Markets, Retail and Leisure, said: "Scottish consumers told us that rising essential costs have left them £167 worse off a month compared to the start of the year. Of course, some households are already paying more than this average, and all households still have October's energy price rise to manage."

Those that have been buying less this year have most commonly been cutting back on eating out (59%), clothing (54%), and takeaways (51%) – the three most common areas of spending reduction from polling in April and December 2021.

Linda added: "It's clear that consumers are responding where they can – altering how much they buy, what they buy and where they buy it. Retailers are also responding and will need to continue to be data driven to anticipate and adapt to changes in demand."

Darts returns to Aberdeen's P&J Live for 2023

The Cazoo Premier League Darts League is back for 2023, with Belfast playing host to the opening night. The full schedule confirmed for next year's roadshow includes Aberdeen's P&J Live on Thursday, May 18, 2023 which will host the final night before the play-offs.

Next season will retain the same Premier League format as introduced successfully in 2022, where the eight players compete each night in a knockout format before the top four players from the final league table progress to the Play-Offs.

Louise Stewart, Interim Managing Director at P&J Live, said: "The darts is always a firm favourite in our calendar of events here in Aberdeen – an electric atmosphere with capacity crowds. We love to see fans getting behind the players and dressing up in their weird and wonderful costumes and we're in no doubt this year will be just as exciting. Be warned, tables will sell quickly – don't miss out!"

STC INSISO in project with Network Rail

ABERDEEN-headquartered problem-solving company, STC INSISO, has secured a pilot project with Network Rail for one of its latest innovative HSE tools.

In partnership with Lloyd's Register, STC INSISO created COMET Signals which is unique in its ability to identify HSE insights including the root cause of industry incidents using artificial intelligence.

The project will allow the team in Network Rail's Southern region to analyse insights from tens of thousands of HSE records to reveal findings that can't be identified with the human eye.

The COMET Signals system was trained using STC INSISO's many years of experience working in multi-industry incident prevention, enabling it to recognise industry specific terminology and extract conclusions from the natural language in any report. Users can then refer to a carefully designed dashboard which displays findings through a range of lenses, suggesting areas for improvement, and even providing guidance for powerful preventive actions.

Two other major organisations have committed to take part in pilot projects for COMET Signals – international engineering and construction company, McDermott, and The Coca Cola Company in India, Turkey and France.

Apollo's success leads to rebrand

ENGINEERING services and advisory business, Apollo, has completed a significant brand update driven by continued business growth and success in new market areas.

Having formed 12 years ago, Apollo set out to provide engineering services to the offshore energy markets, with a particular focus on the oil and gas and offshore renewable markets. While these markets remain a focus, its footprint has broadened and now half of its project wins are for onshore work and often in emerging markets such as hydrogen or nuclear.

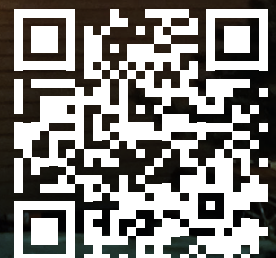
Additionally, while it still executes detailed design engineering and project services, it has experienced growth in the consultancy and advisory arms of the business, particularly in the sustainable energy markets, where it is helping clients pioneer the energy transition.

The brand update has been a root and branch exercise with changes to its registered name from Apollo Offshore Engineering Ltd to Apollo Engineering Consultants Ltd, through to a domain name change to apollo.engineer and other brand assets to truly reflect the markets it now works in.



UK award-winning town and country planning consultancy, guiding clients through all aspects of the often-complex planning process across Scotland, with a particular interest in renewable energy and emerging technology developments.

SCAN HERE TO
VIEW OUR WORK



w: www.aurorapanning.co.uk
e: info@aurorapanning.co.uk



NHV makes ground-breaking flight

NHV has become the first helicopter operator to carry out a sustainable aviation fuel (SAF) flight in the offshore wind industry, in collaboration with partner TotalEnergies.

The project marks the beginning of a long-term collaboration between the two companies to support their commitment to the energy transition.

The first helicopter flight using sustainable aviation fuel took place at NHV's headquarters at Ostend for an event organised by Elia. The NHV flew a delegation of Elia and Belgian Politicians to Elia's Modular Offshore Grid, a platform in the North Sea which bundles cables together from offshore wind farms and connects them to the mainland.

The use of sustainable aviation fuel reduced CO₂ emissions by 27%.

The sustainable aviation fuel which was supplied by TotalEnergies is produced in Europe and made from waste and residues from the circular economy, such as used cooking oils.

EnerQuip opens new Australia office

ABERDEEN-based torque machine specialist EnerQuip Ltd has opened a new office in Australia.

EnerQuip, which is based at Findon, has created EnerQuip Torque Solutions PTY Ltd to better serve a growing client base in the APAC region with Craig Jackson making the move from Scotland to head up operations on the ground, on a permanent basis.

The move follows a recent major portfolio expansion thanks to the acquisition of the AMC product line from Forum Energy Technologies. This has provided a springboard towards further growth, enabling EnerQuip Ltd to bring even more products to market and support customers in local geo zones.

Aberdeen set to sparkle as Christmas festivities return to the city

THE CHRISTMAS season is nearly upon us, and Aberdeen is set to sparkle this festive season as Christmas celebrations return to the city again later this month.

Residents and visitors alike will be pleased to see traditional favourites return to the festive events line-up including the much-loved Christmas Village, a re-imagined family trail and the Christmas Lights Switch-on Parade which returns for the first time since 2019.

University invests £4million to address global challenges

THE University of Aberdeen is to invest nearly £4million to recruit 20 experts to address the key global challenges facing society.

Supported by funding from the University's Development Trust, the positions will strengthen work towards the Aberdeen 2040 strategy and are based around five themed research areas: energy transition; environment and biodiversity; health, nutrition and wellbeing; social inclusion and cultural diversity; and data and AI.

The campaign message – "Where great minds come together" – reflects the University's focus on interdisciplinary teaching and research, a key strand of University Principal Professor George Boyne's ambitions to promote collaboration across disciplines to lead the research agenda of the future.

Professor Marion Campbell, Vice-principal for Research, said: "This significant investment in 20 academic posts is indicative of our ambitions to bring a highly motivated group of top researchers to Aberdeen to work collectively and individually to solve major global challenges, from energy transition and climate change to the global food crisis and devastating healthcare inequalities.

"At the University of Aberdeen, we're dedicated to creating a brighter future for all and harnessing the power of our collaborative research to answer the most important questions that will bring benefits to our world both locally and internationally.

"Research is at the core of everything we do and we are dedicated to bringing this next cohort of researchers to Aberdeen to help solve the world's challenges and as a result bringing about economic, environmental, social, cultural, health and wellbeing benefits for all.

"The university is extremely well-placed to do so having been at the forefront of addressing global challenges since our foundation in 1495."



We Gather The Data You Need Faster. Safer. More Effective.

Getting the information you need shouldn't be a challenge.

Using state of the art drone technology, sensors, and scanners, Consortiq can deliver the information you need, when you need it. All without risk to your team.

- Thermal imaging
- Visual Inspection
- Methane Leak Detection
- Mapping & Surveying
- Digital Twins
- Much more!

Are you ready to find your better way?

Data Capture
&
Analysis

Drone
Programme
Consulting

Remote
Pilot
Training

[CONSORTIQ]



www.consortiq.com

Capturing the potential of our energy infrastructure

GREAT oaks from little acorns grow and the seeds of a potentially mighty industry for the North-east have been planted under the name Acorn.

Not only is it set to create jobs, skills and prosperity but the Acorn projects could have a global impact in environmental terms.

Acorn's ambitious agenda

Acorn has an ambitious agenda designed to tackle climate change by dealing with industrial CO₂ emissions and other "hard to decarbonise" sectors.

It will unlock the carbon capture and storage (CCS) and hydrogen infrastructure vital to meet the nation's net zero targets by making use of oil and gas pipelines already in place and offshore geology ideally suited for permanently storing carbon dioxide.

A previous CCS scheme at Peterhead was shelved after government funding was withdrawn but Pale Blue Dot, a seed-stage venture capital firm, later decided to look at ways it could ultimately be developed.

Pale Blue Dot was then acquired by Storegga, an independent company solely focused on carbon reduction and removal.

Acorn is now funded and supported by joint venture partners Storegga, Shell UK, Harbour Energy and North Sea Midstream Partners (NSMP), the UK and Scottish Governments and the European Union. Development of the Acorn projects is led by Storegga with Shell UK working as the technical developer for the Acorn Carbon Capture and CO₂ transportation and storage projects.

A green industrial revolution

Chris Armes, Head of Commercial for Storegga, explained that the Acorn transportation and storage (T&S) system is part of the jigsaw providing the backbone infrastructure for the Scottish Cluster.

The Scottish Cluster is a group of Scottish industrial companies using innovative decarbonisation technologies to capture and permanently store their CO₂ emissions, using the Acorn CO₂ Transport and Storage system. Together, these projects are at the forefront of a green industrial revolution.

It includes large-scale energy intensive companies from the whisky, transport, technology, infrastructure, chemicals, energy, real estate, manufacturing, academia, communities and the public sectors.

Successful decarbonisation of these industries depends on access to safe, permanent storage for their captured CO₂. The deployment of a CO₂ transportation and storage network is the only way to decarbonise these industries and is a direct economic path to the decarbonisation of Scotland.

The industrial revolution of 200 years ago triggered the man-made emissions which are overheating our world and now a green industrial revolution could provide a man-made solution to climate change.

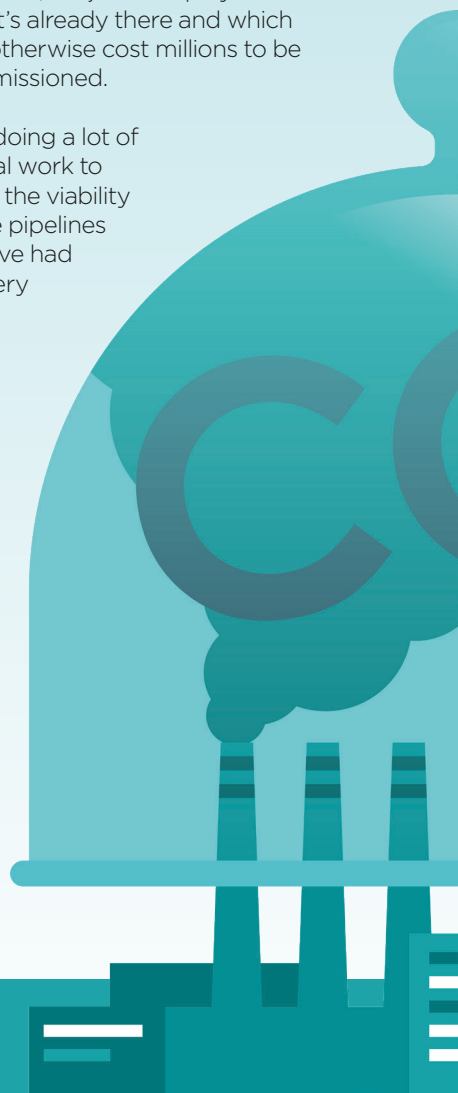
A key component of this revolution, alongside renewables, is the widespread deployment of proven CCS. By 2050 the Scottish Cluster will capture and store upwards of 500Mt of CO₂ before it enters the atmosphere.

One of the major obstacles to CCS deployment in the UK, until now, has been the high capital costs involved in start-up. Acorn can repurpose the former oil and gas pipelines to take CO₂ directly to the storage site in former North Sea oil and gas fields in the area of the Captain sandstone formation about 90 miles North-east of Aberdeen.

"Acorn has a potentially long future because storage can be extended into other well-understood geological structures nearby which already have pipeline access," said Chris.

"A huge benefit is that instead of building a 110-kilometre pipeline to the store, we just redeploy the one that's already there and which would otherwise cost millions to be decommissioned.

"We're doing a lot of technical work to validate the viability of those pipelines and we've had some very



positive results. A key part of our T&S is to repurpose that infrastructure which will be of huge economic benefit to Scotland.”

He said that other volumes of captured CO₂ including from the Acorn hydrogen project, would gradually be introduced.

“That’s where the Scottish Cluster mix comes in,” said Chris.

Transportation and storage

“We will capture CO₂ in the local area of St Fergus (SEGAL and FUKA), but then we will start to start to pull in CO₂ from the central belt of Scotland.

“There will be some large volumes as there are some pretty big emitters in that area.

“However, St Fergus has other unique benefits. It’s only eight kilometres from Peterhead Port and the nearby Peterhead Power Station which will be another main emitter. The power station is having a new gas turbine house built and we’ll capture CO₂ from that. We will also look to bring CO₂ in via ships to Peterhead Port, which will go through to the Acorn store.”

Another source of CO₂ will be the Acorn hydrogen project producing blue hydrogen - hydrogen from

natural gas and supported by carbon capture and storage.

“It will act as another emitter source because we will reform North Sea natural gas into clean burning hydrogen. The CO₂ produced from the conversion process will be captured and injected into the Acorn T&S system. The hydrogen can then be sent as fuel to end users or potentially blended with the existing gas stream at St Fergus. So, there will be the capture part at St Fergus as one source of CO₂ and the central belt customers. There are also other big emitters in the central belt who need storage for the CO₂ created from their industrial operations, including other hydrogen projects. Then there is the power station as a further source of CO₂. The size of our CO₂ store means we can scale up to support decarbonisation across Scotland and the UK.”

He said that when the transportation and storage is ready for commissioning, stage one will be the capture of CO₂ from the two St Fergus sources.

“Hydrogen will be an integral part of the project and stage two could potentially be hydrogen - but it could be CO₂ from the central belt, or from the Peterhead power plant - it depends which comes online first.

“Then we will have the port bringing in different volumes as well. All that activity is being reviewed technically at the moment to determine the optimum sequencing.”

He said Acorn, subject to a final investment decision, could be operational around 2027 providing a major employment and economic boost for the North-east.

“You are effectively repurposing the port, giving it a whole new business activity to work with. The potential there to create substantial international trade opportunities is huge. You will have a power station which has been extended which will create jobs in the short and potentially long term. You’ve got the T&S plant at St Fergus which will create jobs and you’re obviously protecting the central belt customers

by providing storage for their CO₂. We see it as a big, big plus in terms of job creation, in terms of economic throughput and reinvigorating North-east Scotland.”

A legacy of North-east skills

Among the many key advantages which the North-east has is its legacy oil and gas infrastructure and its skilled workforce.

Many of the skills which will be required are those which have been required for decades in the oil and gas industry.

“The technology providers are adapting to meet the new needs and those skill sets - the managers, the technicians - are all there.

“All of the skill sets, the technology and the processes are all well proven. The building blocks of the project are not new but how we are putting them together is very much a first of a kind.

“We are not going to have to retrain masses of people because they will have the skill sets from the oil and gas industry and from industries like chemical processing. It is government strategy to move from fossil fuels to renewables and that requires transition. Those skill sets will ultimately move to that new environment so it’s a perfect way of transitioning what you’ve got at the moment into the new world.”

He said that while the development was not contingent on success for Aberdeen and Peterhead Ports in their Green Freeport bid it would obviously be hugely beneficial if the bid was successful.

Direct air capture

Aberdeen and the North-east is at the forefront of a major new industry which is likely to have a significant impact on stalling and even reversing climate change.

Direct air capture (DAC) takes harmful CO₂ out of the atmosphere and sites are being evaluated for a plant which will remove up to one million tonnes of the gas a year - almost 30 times more



than any plant likely to be operational before it.

Direct air capture operates like a giant vacuum cleaner, drawing in air which then goes through a chemical process to extract the CO₂. The North-east DAC project is also being developed by Storegga.

Sanjay Parekh, Head of DAC for Storegga, said technologies like DAC were going to be vital if the UK is to reach the net zero targets which have been enshrined in law.

He explained that DAC plants could, in theory, be located anywhere in the world although there were obviously practical limitations such as proximity to storage and the Acorn project makes the North-east an ideal location.

CO₂ levels in the atmosphere at the moment are around 420 parts per million compared to 280ppm before the industrial revolution. Tiny though that may seem it has led to a rise in global temperature of 1.5C causing dramatic climate change resulting in floods, drought, famine and destruction.

"Where CO₂ is part of an industrial process and it is highly concentrated, say 5 -20% and for some processes it can be higher, you capture it at the point it is emitted and then you do all the same sort of processes," said Sanjay.

"You extract the CO₂, liquefy it, transport it and store it. With direct air capture you're dealing with much, much lower concentrations but very significant from a global warming perspective and it obviously still has a devastating effect. DAC doesn't require to be located near where CO₂ is being created.

Looking to the future

"However, you do need to be near a storage site or a pipeline or shipping line to take the CO₂ to store.

"To achieve net zero, we need to reduce CO₂ production as much as we can and then decarbonise the sectors which can decarbonised.

"When we've done everything, we can in those areas there will always be CO₂ that we can't remove from our systems. That's where DAC comes in - to finish off the job. It can play a significant role in achieving net zero and then we can start taking out the CO₂ that already exists and even take us back to pre-industrial revolution levels.

"We're talking about timeframes of 50,60,70 years and we've got to get to net zero first, but it's a possibility."

Storegga has partnered with a leading DAC technology provider to engineer and design the plant.

Potential sites in the North-east are currently being evaluated and it is anticipated that the DAC plant will be operational around 2027 or 2028, depending on when Acorn is commissioned.

"The Acorn project is an industry in its own right but one of the benefits of having it in North-east Scotland is that it facilitates additional

industry," said Sanjay. "DAC will be located nearby and that creates new industry. If this plant is successful then it's our plan to build more plants in the UK.

"If a natural gas pipeline was repurposed for CO₂ export, that would open up opportunities to place other direct air capture plants - although you could ship the CO₂ into storage as well.

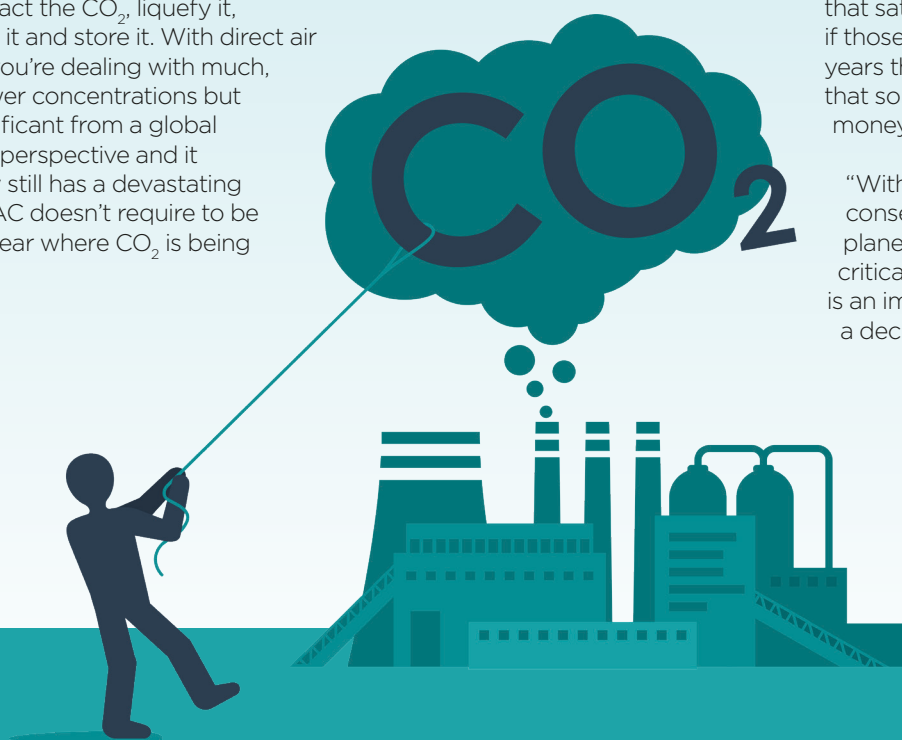
"This is a massive coup for the region and a massive feather in its cap. It is really exciting because it does all sorts of things for the North-east. It shifts the dependency away from oil and gas, which has been a bit boom and bust. This is quite the opposite. The plant has to be maintained and has to run all the time.

"We will need removal for as long as anyone's planning horizons - so for the next 30 or 40 years at an absolute minimum. It provides stability and it's also a showcase. It puts Aberdeenshire and North-east Scotland right at the forefront of the next big industry which has all sorts of benefits from knowledge transfer to exporting but also attracting people to the region.

"There are a lot of positives, but we have to get the projects away fairly quickly, not just for the economic benefits, but also to address climate change.

"There is a fixed deadline. It's not like other things in life. You can build businesses and services and products that satisfy a market demand, and if those are delayed by a couple of years the consequences probably are that someone doesn't make as much money as they thought.

"With these projects the consequences will be all sorts of planetary issues. It is absolutely critical that we move quickly and that is an important message for anyone in a decision-making position."



Worldwide solutions for Energy, Ports & Projects

Anywhere the wind blows, Blue Water Shipping delivers turnkey logistics solutions to Energy, Ports & Projects. With global experience and a long offshore and onshore track record, our in-house specialists ensure safe and efficient logistics to your project.

We are committed to taking care of people and planet, and responsibility is deeply rooted in our values.
Choose Blue Water Shipping for a trusted partner with high ambitions of Quality and Safety.



MEET THE



Amanda Henderson,
Owner,
ARH Accountants Limited

WHEN WAS YOUR BUSINESS ESTABLISHED?

I started the business in 2009, with one client on a part time basis whilst lecturing ACCA at Dundee & Angus College, and took on my first employee in 2010. I now have 17 employees across my Aberdeen and Dundee offices.

WHAT DOES YOUR BUSINESS DO?

We do everything expected from an accountancy firm, and more. Specialising in accounting and advisory services, we simplify our clients' accounting needs, make them tax efficient, and help our clients make sense of their numbers.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Our clients range from large limited companies to self-employed sole traders for example, engineering companies, consultancy businesses, garages, farming, retail and charities to name but a few.

AND THE BIGGEST OPPORTUNITY?

The fact that we are different, have a modern approach to accountancy, with the service we provide as standard including what would ordinarily be viewed as extras in the industry.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

We are passionate about being "Your Everyday Partner in Business". As such, being a disruptor in the accountancy world. Our ethos is to tailor the service we provide to suit you and your business. Not a one service fits all attitude.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Helping our clients trade out of the CV19 pandemic and survive is a challenge we face on a daily basis. Also, for us, it is a challenge to obtain exposure and the recognition that we are different in our approach to accountancy in what is an already highly competitive marketplace.



Nicola Alexander,
Founder and Managing Director,
Bethan Customs Consultancy

WHEN WAS YOUR BUSINESS ESTABLISHED?

2015

WHAT DOES YOUR BUSINESS DO?

Based in Aberdeenshire, our friendly, experienced team works with businesses in a variety of sectors across the UK to provide customs and supply chain support, as well as

training. We're a solution-driven bunch – helping our customers to proactively manage their customs obligations, ensuring compliance at every step. We're completely independent, meaning that our advice and guidance are always completely impartial.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

In a nutshell, any business which has a requirement to import and export goods. We support clients, both large and small, across a diverse range of industries from energy to equine, food to fishing and automotive to accountancy.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Because what we do is highly specialised, and legislation is continuously evolving, it has proved challenging for us to recruit new team members with the necessary skillset and experience. Having said that, in recent years we have been fortunate to recruit staff who have hit the ground running and flourished as valued members of the team.

AND THE BIGGEST OPPORTUNITY?

Our industry is fast-paced and ever-evolving – we grasp every opportunity to develop and grow as individual team members and as a business. We have responded to industry demand by moving into new areas of support for our clients, expanding our training offerings and growing our amazing team in both size and breadth of expertise.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Without a doubt it's my team. They are incredibly diligent, knowledgeable, and devoted to Bethan. They also bring in sweets on a regular basis and enjoy a bit of banter – always a plus! I am also proud to have built a business that has remained true to my values – a family business driven by integrity, reliability and professionalism.

MEMBERS



Gail Wands,
*Business Development Manager,
Caledonian Sleeper*

WHEN WAS YOUR BUSINESS ESTABLISHED?

Serco has operated the Caledonian Sleeper franchise on behalf of the Scottish Government since 2015. However, the very first Sleeper service to operate between Scotland and England was back in April 1873 with the then North British Railway Company. Since Serco took over the franchise in 2015, significant

investment has gone into the service to deliver a high standard of Sleeper service. This includes providing an updated Club Car experience, guestrooms onboard with private en-suite showers and also some with double beds.

WHAT DOES YOUR BUSINESS DO?

Caledonian Sleeper offers time saving travel. You snooze your way overnight to your destination so can pack more in, whether it's sightseeing or business meetings. Plus there are no long security queues or waits for luggage; you simply land in the heart of the city and get on with your day.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We work with all business and leisure guests, directly, or via travel management companies and tour operators. Something else that gives us a sense of pride is the range of handpicked suppliers we work with to deliver a true Scottish experience. Mackie's supply our onboard chocolate, Arran supply our toiletries while Glenkraft supply our sumptuous mattresses.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

The cost-of-living crisis impacts us all and the rising costs of fuel, food and other services is a challenge we all need to work closely with our supply chain to manage.

AND THE BIGGEST OPPORTUNITY?

In a post pandemic world, the leisure traveler is looking for more experiential led journeys and one that is good for the environment. Caledonian Sleeper fits that bill perfectly offering a unique experience and a carbon footprint that is lower than other forms of transport to London. I would honestly say people getting to know what the new look Sleeper service can provide and how it can benefit their travel plans would be among our biggest opportunities.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Our product is so unique. It offers time saving, hassle-free travel, whisking you overnight from the heart of one city directly to another whilst being mindful of your carbon footprint.



James Costello,
*Senior Sales Manager,
Maersk Training*

WHAT DOES YOUR BUSINESS DO?

We provide safety and technical training services to the wind energy, oil and gas, and maritime industries. This involves both standardised, industry-accredited training as well as more bespoke consultancy services based around risk assessment, emergency response and training management services.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Our key clients are the major wind, oil and gas, maritime and logistics companies. Maersk Training cover the globe and have regional variances in our offering to suit. Considering our wind energy client profile as an example, we typically support wind farm owners/operators, turbine manufacturers, service companies and private individuals working on a self-employed basis.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

As with many other companies and individuals, rising costs – linked to higher inflation – will be a challenge to the business over the short term.

AND THE BIGGEST OPPORTUNITY?

As the wind energy sector matures globally, we're seeing a great increase in demand for our consultancy services. We've been entrusted by our clients to really put their rescue and emergency

response plans through their paces, going offshore to simulate major incidents, evacuations, and control room response. The demand for these services is increasing all the time.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

The people who work for Maersk Training are fantastic. I've never worked with a more dedicated team and this is evident to our customers also. As a Sales Manager it really helps when you can be confident that the services you're selling are delivered by such dedicated and competent people.

WHAT HAS BEEN MOST VALUABLE TO YOU AS MEMBERS OF ABERDEEN + GRAMPIAN CHAMBER OF COMMERCE?

The local network opportunities are excellent – and the chance to make connections and learn from companies outside our sector.



Mike Bryant

M&M Services joins Nucore Group

NUCORE Group has added M&M Services to its stable of companies.

M&M Services has chosen to become part of Nucore Group in a seamless move under which all employees will be transferred and existing customer relationships and high-quality service levels retained.

Mike Bryant, CEO of Nucore Group, said: "This merger builds on the progress we've already made in integrating the products, services and synergies of the group's other businesses to deliver innovative engineering solutions that give us a competitive edge.

"As we diversify into new geographic markets and new sectors, we're continually investing in our people, products and services to capitalise on the opportunities our integrated approach brings to the energy transition but also to other safety critical sectors."

Niall Anderson, Founder of M&M Services, added: "As a long-established, local business it was important for us to find the best way forward for our staff and customers. As part of Nucore, our service delivery will continue unaffected and our people will have secure, exciting opportunities within a group that is growing both its global and sectoral markets."

Neptune contract for CHC

NEPTUNE Energy has awarded a contract worth \$53million to CHC Helicopters for offshore transport in the Dutch North Sea, optimising flight schedules and reducing associated emissions.

CHC will provide regular transport to and from the 29 offshore platforms it operates in the Netherlands.

The contracts are part of a longer-term alliance agreement with CHC which will enable Neptune and CHC to optimise flight scheduling and route planning and reduce the total number of offshore flights.

AREG looks to region's role in net zero economy

ABERDEEN Renewable Energy Group (AREG) is to bring hundreds of delegates together to discuss the region's role in a net zero economy with a keynote speech delivered by Cabinet Secretary for Net Zero, Energy and Transport, Michael Matheson.

He will be joined by Maggie McGinlay, Chief Executive of Energy Transition Zone (ETZ) Ltd, Bob Sanguinetti, CEO of Port of Aberdeen, Davide Coppola, Head of Space Applications at the European Space Agency and Michael Tholen, acting CEO and Director of Sustainability at OEUK, at the event at P&J Live on November 15.

Together the speakers will set out the vision for the region's integrated energy future, highlighting investment opportunities and the knock-on impacts for the supply chain.

The programme will also feature interactive panel sessions addressing some of the challenges and gaps on scaling up offshore renewables, supply chain-engineering, innovation and digitalisation and education, skills and training.

The day kicks-off with a sold-out business breakfast, in association with Aberdeen & Grampian Chamber of Commerce, marking the launch of the Energy Transition 36 report. The research carried out alongside KPMG and ETZ Ltd shines a spotlight on the opportunities that lie ahead for companies in the region.

NOMADIC has won a prestigious travel technology award

LAUNCHED at the start of 2019, Nomadic, was founded by experienced and innovative immigration professionals from Fragomen, the world's largest immigration law firm, to bring an automated and smarter approach to the immigration compliance side of short-term travel.

Nomadic landed the Technology Innovation – Traveller Experience accolade at the 27th Business Travel Awards Europe, hosted in London by BTN Group.

The award judges said Nomadic's technology was "a much-needed technology innovation in a pandemic/post-pandemic environment with ever-changing regulatory requirements that also simplifies the visa/work permit process."

Aberdeen-based Neil Thomson, EMEA Director at Nomadic, said: "The award is a fantastic achievement for everyone associated with Nomadic. There was a great deal of positivity at the ceremony. This will help to raise our profile and highlight how we can support businesses and their workforce mobility, visas and document management processes."



The challenges of succession in family businesses

Andrew Forsyth,
Managing Partner,
RSM, Aberdeen office
andrew.forsyth@rsmuk.com



SUCCESSION is rarely straightforward in a family business. Whether the owner dies unexpectedly, is planning to hand the reins to the next generation or is looking to simply dispose of the business, it is unusual that the process is achieved without its challenges.

Commonly an entrepreneur, or an entrepreneurial group is behind the business, having started up many years before. Perhaps it is a second or even third generation who are faced with a situation where they either do not want to or cannot continue to trade on existing terms, possibly through ill health, lack of suitable heirs or just a desire to move the business on. Whatever the scenario – and rarely are two examples the same – one of the biggest issues is an absence of strategic planning.

When planning for a sale of a business, the owners need to start preparing several years in advance. They probably have not yet identified a buyer nor put a 'for sale' sign up, yet it isn't too early to start getting their house in order. Tidying up loose ends, cleaning the balance sheet, checking statutory requirements and making sure proper governance is in place and evidenced can be time-consuming, yet absolutely vital in making a transfer of the business as straightforward as possible. It also avoids last-minute sale stress and potential price chipping.

Transferring shares is also a challenge, whether to the next generation or to

third parties. The common factor is protecting a loss of value through the transfer, whether that be tax leakage, commercial issues, a change of management style or socio-economic factors which were not considered or apparent at the time. Effective and early planning is the most fundamental and important consideration in such a scenario. Most issues can be overcome, given enough time to plan.

Consider the situation where a family wants to retain the business but not actively be involved in the management going forward. A new management team is identified and wants rewarded for their efforts, yet there is a significant tax issue which involves a potential loss of value to the business and the family if shares are handed over to engage the new team and reward them with an equity stake. A phantom share scheme can be a suitable solution to such a scenario. Not only does it provide the new team with an effective annual dividend along with the family members, but it can also provide for a capital sum as an effective equity stake on retirement of the management team. This makes way for new executives to join ensuring the business continues through the generations retaining the equity within the family with no tax leakage. In turn this preserves value and allows generations to come with the ability to manage the asset for the benefit of the family.

In the US, the concept of the 'family office' is a popular and emerging mindset. In the UK, we think of our

wealth as stemming from the family trading business and everything devolves from there. I like to turn this on its head and consider the concept of a family office, which may be real or virtual. By this, I mean there may be a physical restructuring of the company or group to suit the emerging circumstances, and without doubt effective planning is essential to achieve this. However, it may also be a virtual concept, involving no physical changes in the business structure, but simply a change in how the family or owners look at their wealth.

In these circumstances the main trading business does play a huge part, but the family with its various needs and objectives (and these may be very diverse) sits apart from the formal entity or entities. Thinking outside the box in terms of family needs, wealth, protection and diversification of assets can lead to a completely fresh approach to the traditional view of the family company which historically provided for everyone until the day came when it could do so no more – often through natural circumstances, not necessarily a lack of management or desire on the part of the owners.

You can never hope to plan for every eventuality that may be thrown at you as a business owner, however there is no substitute for strategic planning for succession. Those who look ahead in good time will avoid the pitfalls and preserve their assets for many generations to come.

UPSKILL YOUR STAFF

Grow your business with the Chamber's training courses



NOVEMBER 04 *£295 +VAT
Business Development Accelerator

Develop a powerful strategy to drive sales.



NOVEMBER 07 *£245 +VAT
Enhancing your business with ISO 9001

Understand what an ISO 9001 Quality Management System is and what benefits implementing one can bring your business.



NOVEMBER 14 *£295 +VAT
Dealing with Difficult Situations

Understand the variety of personalities and determine how to alter your approach for each.



NOVEMBER 15 *£245 +VAT
Social Media in the Professional World – An Introduction

Understand how social media marketing can help increase brand awareness, generate more leads and increase sales.



NOVEMBER 23 *£245 +VAT
Taking Notes and Minutes

Record meetings effectively and accurately with high quality minutes.



NOVEMBER 28 *£560 +VAT
Essential Management Skills

Become equipped with the knowledge and skills required of a manager.



FORREST TRAINING

#never dull #never boring #never forgotten

- One stop shop for training
- Full range of First Aid Qualifications
- Mental Health First Aid at Work
- Safe Handling of People

For more information and to book a training course:
info@forresttraining.co.uk
www.forresttraining.co.uk



FORREST TRAINING
YOU'RE IN SAFE HANDS

Tel: 01224 659297



NOVEMBER 09 *£295 +VAT

Motivation and Delegation

Create a motivational environment and use effective delegation.



NOVEMBER 10 *£295 +VAT

Supervisors Next Steps

Improve techniques and add new areas of awareness and understanding.



NOVEMBER 16 *£295 +VAT

Letters of Credit – Methods of Payment

Ensure your Letter of Credit is not rejected and compare payment methods.



NOVEMBER 22 *£295 +VAT

Finance – The Basics

Develop a broad understanding of business finance.



NOVEMBER 29 *£295 +VAT

Stakeholder Engagement and Relationship Management

Identify and engage with stakeholders to build effective and lasting relationships.



**SCAN HERE
TO FIND
OUT MORE**

Or visit agcc.co.uk/training





Thomas Young,
Partner, Civil & Structural Engineering,
Arch Henderson LLP

Area of expertise?

As a Partner at Arch Henderson LLP, I am involved in the design and project management of a variety of large-scale civil, structural, and maritime engineering projects with our team of civil and structural engineers and technicians in the Aberdeen office. I'm a Chartered Structural Engineer with over 19 years of experience, in that time I am proud to have designed iconic structures such as the Aberdeen Harbour Marine Operations Centre. I now specialise in large-scale marine infrastructure such as the new Aberdeen South Harbour and the Decommissioning Quay at Dales Voe, Shetland.

What should people know?

We provide multi-disciplinary professional engineering and architectural design services to the marine, defence, nuclear, healthcare, education, and commercial sectors. Over the past few years, we have been privileged to work on some large-scale projects across the North-east of Scotland – perhaps the most exciting is the current Aberdeen Harbour Expansion Project. Arch Henderson, as the lead design consultant and principal designer, has provided engineering services from feasibility through to the construction of the project.

What's the biggest mistakes companies make?

Not moving with the times. Arch Henderson has been in business since 1919 and has reimagined itself several times through the years. What started as a two-man partnership specialising in harbour and dock works in Aberdeen is now a six-partner multi-discipline business with nearly 70 staff across the UK from Shetland to Southampton. Arch Henderson is currently expanding into supporting offshore renewables with nearshore expertise. We have recently completed a project with Montrose Harbour Authority as lead consultant for the design, procurement and delivery of the new Operation and Maintenance Base for their client Seagreen Wind Energy on the Southside of Montrose Harbour.



Dr Yekemi Otaru,
Co-founder & Director,
Doqaru

Area of expertise?

Crafting and implementing strategies based on industry executives' and their teams' data and insights. I have 17 years of experience in engineering and commercial roles. My background provides me with core skills to support technical sectors such as oil and gas, IT, manufacturing, and engineering. Now Co-founder & Director at Doqaru Limited, we enable B2B sales teams to achieve more predictable sales performance.

What should people know?

Sales teams don't receive enough to achieve great results. Yet, all businesses depend on making sales to stay in business and grow. Business leaders must invest in truly understanding what it takes to be a great salesperson and provide support to their sales teams. Whether you have an existing sales team or plan to hire salespeople, ensure you are clear on your business goals and how your sales function contributes to that.

What's the biggest mistakes companies make?

Not investing in their sales and marketing capabilities. Businesses often don't have the time or inclination. So, training, coaching and resources are limited to excel in these roles. The average tenure for a salesperson is 18 months, for instance. This is particularly true in highly technical sectors. Businesses must encourage self-evaluation, which leads to self-awareness. Self-awareness is the gateway to self-confidence, and consistently more sales success.

What's your top tip?

Evaluate your current sales capabilities, and embed best practices, processes, and systems to allow your team to shine and enhance your sales performance through continuous learning and improvement. As a manager of salespeople, don't forget to ask about wellbeing. Mental health in sales have declined significantly over that last two years. Measure progress, rinse, and repeat!



Donald MacKay,
Managing Director,
Glencraft

Area of expertise?

Bed and mattress manufacturing

What should people know?

Glencraft is a not-for-profit social enterprise, with a core purpose of providing 'dignity through work' for visually impaired and other disadvantaged people in Scotland. We are one of the longest established mattress manufacturers in the United Kingdom, with a heritage dating back to 1843 and hold a Royal Warrant.

What's the biggest mistakes companies make?

Managing cash is key, but otherwise the biggest mistake is to lose sight of your purpose and to lose connection with your customers. If you care about your customers, they will care about you, and stick with you.

What's your top tip?

Whether in your personal life, or business, don't get lost in the day-to-day details. Step back regularly and make sure you are still aligned with your mission and purpose, and that your energy is going towards delivery of that. Our mission is "ensuring every hand-crafted product creates a positive social impact" and regularly reviewing that all our activities are contributing to that is a great tool to maintain our focus and motivation.



Gavin Morrison,
Scotland Regional Manager,
BM Steel

Area of expertise?

Sales and operational management across the steel industry in Scotland, including full P&L responsibility. markets served include: energy, oil and gas, renewables, ship building, construction, agriculture and engineering.

What should people know?

Steel is actually one of the worlds most recycled materials. Approximately 60% of all steel is recycled and reused, compared to other materials it requires relatively low amounts of energy to produce. Innovative lightweight steels help to save energy and resources. The steel industry has made, and continues to make immense efforts to limit environmental pollution. Producing one tonne of steel today requires 40-50% less of the energy it did in the 60/70s.

What's the biggest mistakes companies make?

How can you expect others in your company to get behind your strategic plan when they've had no input into its development? It may seem obvious, but too many plans are developed by only one person, without engaging critical stakeholders elsewhere in the company, then it's simply handed down from the leadership team and the people on the ground are tasked with getting it done. When creating your plan, ask key departments like sales, marketing, finance, operations and so on for their input. Not only will you create a more rounded plan as a result, you'll be securing their buy-in early on, making implementation and accountability far easier further down the line.

What's your top tip?

The key to being successful is taking calculated risks to help your business grow - the key driver here is data. Arm yourself with plenty of it and you will be right far more times than you're not. We now live in a big data environment where there is more data available than ever before, however many businesses seem to fail to capitalize on this when creating their plan. Build your strategy on as many facts as you can get your hands on and avoid assumptions or gut feelings.

Brimmond raises over £25,500 to support local charity

BRIMMOND has raised over £25,500 for Aberdeen children's charity Charlie House through a variety of creative fundraising activities over the course of a three-year partnership.

Since 2019, Brimmond has continued to boost its efforts to raise awareness and critical funds for the charity through volunteering, events and donations – now hitting the significant fundraising milestone.

Tom Murdoch, Managing Director of Brimmond, said: "Charlie House provides invaluable support to so many children and their families in our local community, and in what has undoubtedly been a challenging couple of years for any charity, we are delighted to be able to help in any way we can.

"The Brimmond community has come together to give up their free time to raise awareness and funds for this important charity – some of our team are even challenging themselves further to take part in the New York City Marathon in November.

"We are also looking forward to continuing our support of Charlie House as sponsors of the annual Charlie House Big Build Ball."

Appetite on G-Cloud Framework

APPETITE for Business has been awarded a place on the G-Cloud Framework. This is the UK Government's digital marketplace framework managed by the Crown Commercial Service (CSS) which provides the public sector with a self-service portal to access a range of best in breed cloud solutions from leading suppliers.

Its services continue to be available under the current framework and the new services will be offered from November 9.

Sheryl Newman, CEO, said: "Appetite for Business is committed to supporting public organisations which are under great pressure to deliver value, save money for taxpayers and raise standards. This award presents a proof point of our delivery capabilities to provide optimal solutions.

"As a certified supplier we have been helping solve challenges and drive sustainable and continuous improvement by applying our services including cloud assessments and discoveries, strategic advice, cloud migration and modernisation, business process digitalisation end user training and managed support."

Enabling Your B2B Sales Team

Drive more predictable sales performance



Do you have the right people in the right roles?



Our data insights answer critical sales performance questions for business leaders like you



What core skills do you need to achieve your 2023 sales goals?



Find out more:
info@doqaru.com



"The data-driven sales assessments that Doqaru provided and walked us through were extremely helpful and resulted in us getting an excellent fit for our business. I highly recommend it"

David Tawse, MD at Nimbus Blue



Scan QR code to download our recent sales research report





Dr Maggie Aderin-Pocock MBE

Star gazing at awards event

GUESTS at the Subsea Expo Awards 2023 can look forward to a night of star gazing following the announcement of the evening's guest speaker.

Space scientist Dr Maggie Aderin-Pocock, known as the BBC's "face of space" and the presenter of the astronomical institution The Sky at Night, will take to the stage at the Aberdeen event organised by Global Underwater Hub in February next year.

With her characteristic enthusiasm and passion for presenting science to a general audience, Maggie will share her love of science and provide invaluable insights on how science and technology affect our lives.

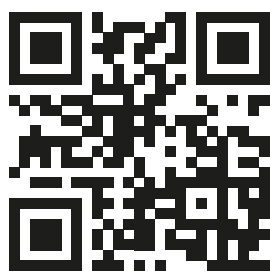
Neil Gordon, Global Underwater Hub Chief Executive said: "Dr Maggie Aderin-Pocock is a respected and truly inspirational figure. Her story will be of great interest for decision makers and innovators from all sectors of the underwater industry. The connection between space and our seas, both very challenging environments, is evident every day, and I'm sure Dr Maggie will shed further light on this with her trademark passion."

Prestigious new office tenant in Marischal Square

THE UK-wide organisation which regulates oil, gas, and carbon storage and is helping to drive North Sea energy transition has moved to new offices in the prestigious Marischal Square in Aberdeen.

The North Sea Transition Authority (NSTA) has moved from the West End to Marischal Square and will occupy more than 18,000sq ft of office space in the grade A building which is helping to regenerate the east end of the city centre.

Nic Granger, North Sea Transition Authority Director of Corporate and CFO, said: "We are delighted to be moving into modern office space in Marischal Square, and sharing the building's excellent facilities with some of Aberdeen's leading businesses. In addition to the work opportunities, colleagues are excited to be working at the heart of an easy-to-reach, vibrant city centre boasting a range of shops, cafes, and restaurants."



Don't let the soaring temperatures mean soaring energy usage for your business

THIS summer we've faced scorching temperatures across the UK and Europe.

The recent heatwave has had a real impact on businesses who have seen energy usage increase with the need for additional air conditioning and cooling equipment to keep staff, customers, and products fresh.

After all, who's going to want to come into a stifling shop or a boiling office? And that's before you start to consider the challenges of keeping your chilled products chilled and your frozen products frozen.

So, no matter what the weather's like, now is the time to start thinking about how you can control your energy usage. Making small steps, like installing a smart meter, could help your business avoid spending more on energy than it needs to.

How can a smart meter help me?

If your business has been running fans or air-conditioning units 24/7 in the hot weather, you may be thinking about how much energy you've been using. A smart meter could give you valuable insights into how your business uses energy, day, and night.

Smart meters can help your businesses take control of energy bills as they enable accurate, not estimated billing. This means that you will only pay for what you use, helping to take the stress out of business budgeting.

Add smart meters to your business cash flow strategy

Every business owner knows that cash is king, and this is as true in hot weather as it is in the depths of winter! Installing a smart meter can help you closely monitor where you spend your money, helping with planning and projection of costs in the short, medium, and long term. They allow you to spend less time worrying about cash flow and more time running your business.

How do I find out if I am eligible for a smart meter?

Firms with 10 employees or less could be eligible for a smart meter. To find out more please scan the QR code above. You can also contact your energy supplier or broker.

Business lessons I've learned



Louisa Evans,
Business Development Manager, Aberdeen Performing Arts

What does your company do that others don't?

As a charity we are committed to making a creative contribution to the arts, visitor economy and city centre regeneration for the people of Aberdeen, the North-east of Scotland and beyond. We are supportive of our competitors as we know a varied cultural offering is a healthy infrastructure for the arts, and we provide a box office for more than 30 other venues and organisations across the region. We strive to find ways through our community outreach programmes to reach those who may not otherwise have access to the performing arts.

What are the most pressing challenges that your industry sector faces today, and why?

We have recently marked one year since our venues re-opened following the CV19 pandemic. We have had a fantastic reaction since re-opening with strong sales, showing that there is a huge appetite for live performance in Aberdeen. Looking ahead, we are all acutely aware that we are currently engulfed by a cost-of-living crisis, and this has a huge impact on many of our

customers. We know that everyone is feeling the squeeze, some more than others, so we want to focus on making sure that those who do choose to support us, either by buying a ticket or making a donation, feel that they have contributed to something worthwhile and see the benefits in supporting the arts or attending live performances. Fundraising at a time like this can be challenging, but it also strengthens our resolve to do what we can to help our communities, and when we can this makes our community role even more rewarding. Personally, I take huge pride in knowing we are supporting others at a time when our support is needed the most.

What is the hardest lesson you have learned in your career to date?

Fundraising is hugely competitive, and the fundraising environment is ever challenging. Knowing you build good relationships, provide excellent stewardship, and submit excellent applications, and yet don't get the results because funders are inundated with requests, can be dispiriting. Nevertheless, the good days outweigh the not so good days and knowing that we

Quick fire round

What was your first job?

I was a waitress in The Pancake Place.

When would you like to retire?

Sounds cliché, but I hope never to retire as I love my work.

What did you have for breakfast?

Breakfast of champions – Weetabix, muesli, chia seeds, nuts, berries, Greek yogurt, oat milk – every day without fail.

Who, or what, inspires you?

People working in the emergency services who often have limited resources, long days, challenging situations, and are often under paid, yet remain committed and kind despite such pressures. They are truly inspiring and get my upmost respect.

have an organisation and cultural and community programme that supports our communities and city, keeps me going. I'm also lucky that I'm an eternal optimist, and over the years I've built up my resilience. You've got to keep going and do what you can, for who you can, when you can.

If you could make one thing happen tomorrow that would benefit North-east Scotland, what would it be?

Aberdeen has seen huge growth as a cultural hub and we now boast a beautiful refurbished Music Hall, a world-class art gallery, a multi-million arts and conference centre at P&J Live, as well as a lively and vibrant programme of festivals and events all year round. I would love to see the city centre continue to regenerate, and I believe that arts and culture has a lead role to play. So, I would love to see the Lemon Tree continue its journey as a hugely important cultural landmark, moving with the times and becoming a haven of creativity for the people of Aberdeen and the artistic community in Aberdeen and beyond.



Genny Hire Ltd

**WE HAVE
THE POWER
TO DELIVER!**

Genny Hire Ltd
Unit 3A Craigearn Business Park
Morrison Way
Kintore
AB51 0TH

01224 515233
www.gennyhire.com
mail@gennyhire.com

**WE CAN
SUPPLY A RANGE
OF GENERATORS
AND 690V
TRANSFORMERS
FROM 100kVA -
500kVA**



Genny Hire Ltd is a generator hire company specialising in the hiring of diesel generators from 15kVA - 1000kVA, which are suited to a wide variety of applications both on and offshore.



Potential designs for city centre streetscaping unveiled

POTENTIAL designs for how city centre streets could look as part of the City Centre and Beach Masterplan have been revealed.

The designs include play areas, public art, events spaces, and greening the area with trees, planters and rain gardens and would all contribute to the aim of creating a world class city centre which respects and enhances Aberdeen's unique qualities and characteristics while putting people at its heart.

The detailed plans have been shaped by the results of a public consultation held last year as well as extensive stakeholder engagement sessions over the last few months.

Aberdeen City Council Operational Delivery Convener Councillor Miranda Radley said: "We want to ensure the city centre is a thriving place to visit, work and live in by investing wisely and ensuring people have an opportunity to contribute to the proposed designs for the area.

"The proposals would also encourage more people to make the shift to walking, cycling, or public transport as well as providing more opportunities to hold events, more green areas, more public art, and play areas for the city centre."

For the proposed designs for play areas, two specific places of focus are suggested in Castlegate and Union Terrace Gardens, and secondary and incidental play elements would also be introduced in other locations. Play would focus on non-prescriptive elements and spaces that allow

for imaginative, adventurous, and creative play while also promoting social interaction and learning.

Proposals for development of the public realm and artwork designs would include endeavouring to work with local artists to weave in meaningful, place-based art, both temporary and permanent. The artworks would celebrate the beauty and history of Aberdeen's built environment as well as the success of events such as Spectra and NuArt festivals.

Within the extent of the planned public realm upgrades, the proposals also include significant opportunity to 'green' the city through integration of trees, planters, and rain gardens. This will play a key role in climate proofing the city, supporting the health and well-being of residents and visitors while also generally making the city more attractive and colourful.

Within the city centre, the proposed changes would make it easier and safer for people to move around by walking, wheeling, cycling, and using public transport, and would result in a less polluted city centre environment. Access will still be possible to all properties, car parks and other destinations, however in some cases the routes that cars can take to get to these destinations would change.

RGR EUROLINE

NEW LOOK – FAMILIAR FACES

Since the acquisition of Euroline Shipping at the end of 2019, an independent shipping agency for over 30 years operating from the heart of Aberdeen, by its new owners RGR Logistics, it certainly has not been plain sailing for this industry.

RGR Logistics, based in the Netherlands, operates across six global locations including Aberdeen, Dubai, Singapore and Norway, providing tubular stockyard, logistics and chartering, supply chain management and warehousing in these key areas.

Post pandemic, the industry has faced tremendous shortages of equipment, namely trucks, containers and vessel space, increased shipping costs by factor 10 or above. Making international business for commodities impossible.

The backlog of consumer goods stranded in ports around the world, with particular emphasis on Chinese ports, where exports came to a complete halt, has had a significant hit on European ports, pushing prices up on sea freight, airfreight and trucking.

Just as economy and transportation were progressing to a reasonable level globally, the industry was hit again. War in Ukraine has the world, and

more specifically the energy sector, in a stranglehold effecting everyone from businesses to consumers, not forgetting the appalling humanitarian consequences.

The cost of fuel and electricity quickly became the major expense in our businesses as well as our homes, again economies bearing the brunt.

Two Black Swan events may just be one too many for businesses and individuals.

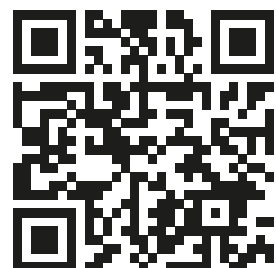
Working within these limitations RGR Logistics and Euroline Shipping have proudly maintained their service levels and customer satisfaction, powered by decades of experience is both ship's agency and global logistics and executed by a young, dynamic and progressive team.

Looking ahead to the future Sjaak van Roon, Director of RGR Logistics and Euroline Shipping said: "Without the combined effort of both organizations and the strong team behind them throughout this period, we would not be in a position to deliver our excellent global service. This will continue as the management team work towards the end goal of full merger and integration of the activities of both companies, providing a broader scope of services to existing and new customers.

"We traditionally operate in and around various energy sectors, providing sustainable solutions as well as extensive compliance, aligning personal service with high demands and bottom line; this is what we do."

Taking the synergies between vessel agency services and global logistics in key global locations and integrating into a full service has positioned RGR Logistics as a single solution provider to meet strict requirements and demands from clients, whether ship owners or international trading companies.

Both companies have undergone a brand refresh to signify the key integration of services. RGR Logistics and Euroline Shipping are ready to take on new challenges with familiar faces, providing value to new and existing customers.



**SCAN HERE TO
FIND OUT MORE**

MEET THE MEMBERS



Amy Anderson,
Corporate Partnership
Fundraiser,
Children 1st

WHEN WAS YOUR BUSINESS ESTABLISHED?

Established as a Scottish Children's Charity in 1884 as Royal Scottish Society for the Prevention of Cruelty to Children (RSSPCC). Renamed to Children 1st in 1995 and Children 1st Fit Like? Family Wellbeing Hubs commenced in Aberdeen in October

2020 and has expanded into communities throughout the city.

WHAT DOES YOUR BUSINESS DO?

Children 1st is Scotland's National Children's Charity. We help Scotland's families put children first, with practical and financial advice providing support in difficult times. The Children 1st Fit Like? team in Aberdeen are trailblazing a revolutionary way child wellbeing services are delivered across the city. Supporting the family as a whole ensuring that we are reaching families at the right time, with the right support when they need it the most.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Our aim is to create partnerships with businesses that align with our values and mission. Creating a seamless and effective partnership that benefits both the business and charity.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

There are significant numbers of children disengaged from education, unable to leave home due to feelings of anxiety. Referrals to Children and Adolescent Mental Health Services (CAMHS) in Aberdeen has increased significantly in recent years. Currently the waiting list is nine months to see CAMHS. At Fit Like? we support the child during this time - we believe no child in distress should have to wait for support. The cost-of-living crisis is going leave many families having to make the decisions this winter - eating vs heating.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Trailblazing the way we support children and their families - providing emotional, practical and financial support, helping families to identify their strengths and to build on these at their own pace. Reducing the likelihood of further escalation, minimising the distress and disruption experienced by children and help the whole family to recover from their experiences.



Graham Urquhart,
Head of Large Corporate
and Accommodation Sales,
Palm Court Hotel
(Scotsman Hospitality)

WHEN WAS YOUR BUSINESS ESTABLISHED?

1990

WHAT DOES YOUR BUSINESS DO?

We are a 4 Star Boutique Hotel in Westend Aberdeen with a range of dedicated meeting and event spaces for all occasions, a local's bar and

our ever-popular Scottish Bothy Restaurant.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Local, national, and international clients from numerous market segments including corporate clients, leisure agents, event planners, leisure guests and guests celebrating all occasions.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

As the world recovers from the pandemic and consumer habits change, with the working from home and virtual cultures, ensuring we continue to offer confidence that there is no better way than to meet people in person.

AND THE BIGGEST OPPORTUNITY?

Building continued relationships with the above market segments as so much has changed during the pandemic including personnel, business requirements and to ensure we have

adapted to suit. In addition, ensuring the marketplace is familiar with our refurbishments during the lockdown period.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

The level of service that we constantly deliver with smiles on our faces achieving No.1 position on Trip Advisor for Aberdeen during the summer months. Our repeat business levels remain very high.

WHAT HAS BEEN MOST VALUABLE TO YOU AS MEMBERS OF ABERDEEN + GRAMPIAN CHAMBER OF COMMERCE?

The level of service that we constantly deliver with smiles on our faces achieving No.1 position on Trip Advisor for Aberdeen during the summer months. Our repeat business levels remain very high.

Strong headwinds forecast for international trade

William Bain,
Head of Trade Policy,
British Chambers of Commerce



THE outlook for global trade in the coming year is a difficult one. Recent forecasts by the World Trade Organisation put global trade growth in 2023 at only 1%, with a slowdown beginning in the second half of this year.

Prominent underlying factors include the squeeze on consumer spending power through monetary policy tightening and surging inflation in the US and elsewhere in the Northern hemisphere. The Kiel Institute for the World Economy modelled stagnant global trade last month. There are some upsides however, shipping container costs are at last falling – in some cases as much as 50% of their peak in 2021. Supply chain issues and port congestion could also be expected to ease somewhat.

Confidence is in short supply though here in the UK judging by the British Chambers of Commerce recent Trade Survey. Over 1,100 firms participated, with around 55% being exporters. 92% were SMEs. The key findings were that inflation continues to be the main issue affecting business performance and growth with an expectation of prices to rise even further. On exports,

performance continues to be weak as a result of higher prices, transport, supply chain problems, and trade barriers (particularly in terms of those exporting into the EU).

Looking more closely at the key barriers to exporting which firms identified in the survey – transportation costs and disruption were cited by 48% of respondents, with tariffs and customs duties joint top on 48% too. Customs procedures and processing times were a close second on 47%, while regulatory barriers such as product certifications were mentioned by 41% of respondents. Rounding out the top six were political, social, environmental or economic uncertainty (37%) and exchange rate volatility (36%). Others factors scoring relatively highly were rules of origin requirements (27%), travel or mobility rules (21%), indirect tax issues (including VAT) (20%), and skilled labour shortages (18%).

In terms of priorities for current and future UK trade deals and policies, survey respondents picked a clear winner – with smoother customs procedures being picked by 54%, followed by tariff reductions (42%), reducing technical barriers to trade (35%), focused support for

SMEs (29%), easier labour mobility (28%), and mutual recognition of professional qualifications (21%).

This is where recent agreements such as the Singapore-UK Digital Economy Agreement, now in force, and the UK free trade agreements with Australia and New Zealand (still being ratified) may point the way to future improvements, with port processing times being reduced to a maximum of 48 hours to clear customs. Single Trade Window initiatives being pursued in the UK, the EU and beyond should also make the process of exporting goods more efficient and speedier. New legislation introduced in the UK Parliament this week – the Electronic Trade Documents Bill will provide a legal basis for holding electronic versions of trade documents such as bills of lading and bills of exchange, and their inclusion in supply and logistics chains, and should provide a welcome boost on lowering costs and times for exporting goods.

Exporters will likely face growing headwinds over the next 15 months, but the global trading system is responding to the structural challenges, and better times may be ahead.



**SCAN HERE
TO FIND
OUT MORE**



A global leader in research and development



The
National
Decommissioning
Centre



- **Transforming** the decommissioning of energy assets
- **Supporting** the energy industry's transition to net zero
- **Focused** on creating a low carbon energy future

1. Tell us a little bit about your research centre, why it exists and what you do?

Launched in 2019 and located in the Energetica corridor, the National Decommissioning Centre (NDC) is a multi-million pound partnership between the Net Zero Technology Centre (NZTC) and the University of Aberdeen. It has support from the UK and Scottish governments through the Aberdeen City Regional Deal.

With world class facilities, the NDC is delivering research and development projects and evidence-based insights to target key decommissioning challenges.

The NDC is focused on developing the knowledge and skills for current, and future generations of individuals and organisations working to decommission current and emerging energy assets and accelerate the energy transition. This helps to reduce costs, protect the environment, extend field and asset life and support the energy transition to net zero, and create a low carbon energy future.

Simultaneously, the NDC is engaged with different industries, such as oil and gas, nuclear and offshore wind, sharing lessons learned and helping to build and maintain the UK as a centre of global excellence in decommissioning and the energy transition

2. How are you achieving your goals?

Working directly with leading academics and subject matter experts across a range of disciplines, the NDC provides access to the latest world-class research, and insights across key areas that impact decommissioning.

The broad span of the NDC's projects encompasses legal, economic, regulatory, environmental and ecological aspects as well as specific engineering challenges. Our research is delivering new knowledge and impact in areas such as the longevity and fate of structures left in place, financial security relating to decommissioning liability and the optimisation of floating offshore wind mooring systems.

Technology innovation is at the heart of the NDC. Its industry partnership to develop a subsea laser, capable of precision cutting at depth will deliver significant cost and environmental benefits with applications across several industrial sectors.

The NDC works with innovation and research centres, universities and industry globally, to share and gain knowledge as widely as possible. This facilitates the ongoing development of its MSc and CPD course in Offshore Decommissioning and important outreach activities.

To support the work of the centre and its partners, the NDC has continued to invest in its facilities. These include a supercomputer cluster, high power laser, indoor tanks, hyperbaric testing vessel, environmental testing chambers and a large hanger space.

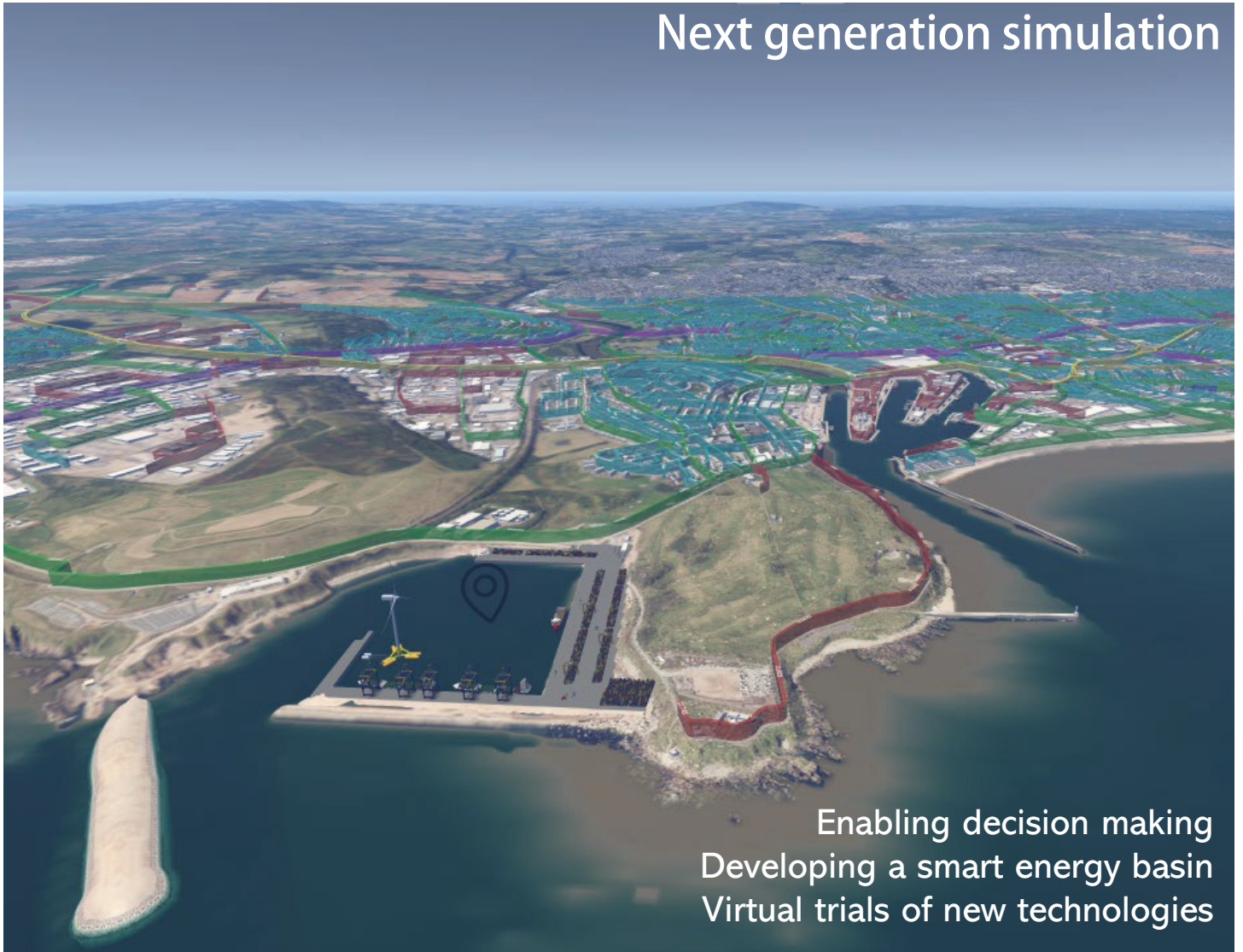
3. What's next?

Currently, the NDC is undertaking several significant initiatives, some utilising the centre's £1.6m marine simulator. The simulator has the capability to model specific technologies, processes or data driven scenarios in a virtual environment. For example, the NDC's Smart Energy Basin project will create a virtual model of the entire North Sea basin. This will enhance knowledge led decision making based on modelling of all the energy assets and their influence. Ultimately, the project should prove to be a key tool to improve the efficiency of decommissioning, support the energy transition, advance our understanding of the impact and need to decarbonise decommissioning and support decision-making across the whole emerging energy sector.

The centre is building on its successful partnership with the Nuclear Decommissioning Authority, identifying shared cross sectoral problems and solutions. For example, economic impacts and skills development, risk and security, decarbonisation alongside specific technology focused opportunities.

In response to the need to develop, test and qualify barrier materials for well plugging and abandonment, the NDC is building a large scale, high pressure, high temperature test chamber. The facility will provide a unique capability to emulate well conditions and the effectiveness of barrier materials and concepts.

See the solution
Next generation simulation



Enabling decision making
Developing a smart energy basin
Virtual trials of new technologies

Innovation through Partnership

Work with us to accelerate and shape the future.

www.ukndc.com | enquiries@ukndc.com | +44 (0) 1224 274403

 The National Decommissioning Centre

 @decomcentre





Housing association secures £96million fund to meet demand for sustainable homes

GRAMPIAN Housing Association has secured a £96million loan facility from the Royal Bank of Scotland to help address the continued demand for good quality, sustainable homes in the North-east.

The funding will allow the Aberdeen-based housing association to continue to sustainably invest in its current properties to help meet its decarbonisation strategy, while also financing the development of 1,000 new green homes across Aberdeen, Aberdeenshire and Moray, beyond the ambition in the current five-year business plan.

Along with providing quality affordable properties for social rent and related services to over 4,000 households, Grampian Housing Association also boasts a sizeable shared ownership offering, which has helped over 500 families and individuals to become homeowners.

Formed in 1975, the organisation has over 120 employees and works in partnership with various charities and local authorities across the North East of Scotland to support its tenants and the wider communities it serves.

Royal Bank of Scotland's funding package is made up of £25million of new funding along with a £71million refinancing restructure, providing Grampian Housing Association with the necessary flexibility to continue supporting its communities and tenants. The new facility

includes an option for discounting based around ESG criteria and Grampian's new ESG Strategy

The announcement confirms the Bank's commitment to the development of affordable homes, having previously committed £3billion to support the advancement of the UK's housing sector.

Malcolm McNeil, Depute CEO of Grampian Housing Association, said: "The lack of affordable housing to meet demand across the North East combined with the current cost of living crisis is placing significant pressures on households.

"This funding will allow us to invest in meeting that need as well as support investment in existing stock, ensuring they all meet the energy efficiency requirements laid out by the Scottish Government.

"Our mission is to create and develop sustainable communities and it's only through funding such as this that we're able to make that a reality."

MAXIMISE — YOUR — MEMBERSHIP

What support does your business need right now? Are you clear on how to get the most out of the Chamber resources at your fingertips?

Becoming an Aberdeen & Grampian Chamber member is one of the best investments you can make for your business. Join 1,100+ other local companies already seeing value in membership with us and access a whole host of support services to help you cut costs, raise your profile and grow your business.

Get to know us and your potential new business partners of the future at this interactive discussion in which you tell us what's important to your company – or pitch to other Chamber members – we provide a forum for knowledge-sharing, idea-generation and networking while connecting you with the experts across the Chamber team to help you take the next steps.

Free to attend, come ready to join in.

Make sure to secure your place at the next event

NOV 18, 2022
08:30 - 10:00

www.agcc.co.uk/events/upcoming-events



We offer luxury coach hire across Scotland, available to suit your coach hire needs by providing a premium transport solution for any event.

Enquire today
Visit **KingCoaches.co.uk**
or call **01224 219225**

KING COACHES

Aberdeen's Premium Coach Hire Operator

New employers support package rolled out

A NEW package of support for employers is being rolled out by Aberdeen City Council.

The authority's employability and skills team is launching the ABZWorks Employer Recruitment Incentive (ERI) scheme which will provide up to £6,000 worth of funding to help offset the costs of taking on a new member of staff.

The scheme, primarily aimed at small to medium-sized enterprises, including third sector organisations, provides a premium to those organisations which commit to paying new employees at least the real Living Wage (£9.90 per hour) although a lower level of grant funding is available to employers paying a lesser wage rate.

Councillor Christian Allard, anti-poverty spokesperson for Aberdeen City Council, said: "This ABZWorks incentive will not only support local businesses, but also help some of the city's most vulnerable people into employment they may otherwise struggle to secure.

"The scheme will give employers flexibility and encourages them to consider the level of hourly pay, the number of hours worked, or enable parents and people with other caring responsibilities to take on jobs to suit the needs of their families."

Employers can apply for funding to help with the costs of recruiting and employing someone who fits the eligibility criteria for the fund. It can provide up to £6,000 for newly created jobs or vacancies.

Employees taken on through the scheme must meet eligibility criteria, including being a city resident and unemployed to qualify for the funding.

For more information email eri@aberdeencity.gov.uk.

Maersk supports Nagasaki training centre

MAERSK Training and Nagasaki Marine Industry Cluster Promotion Association (NaMICPA) have signed a consultancy agreement in which Maersk Training provides support to NaMICPA, establishing a new state-of-the-art training centre in Nagasaki, Japan.

NaMICPA is a non-profit organisation setup in 2014 to promote offshore renewable energy industry including offshore wind in Nagasaki.

The preparations for the training centre are funded by The Nippon Foundation. The collaboration is the next step in securing NaMICPA as the region's leader in Basic Safety Training and Basic Technical Training programmes certified by the Global Wind Organisation (GWO). The aim is for the training centre to be operational by August 2024 and deliver industry relevant training supporting Japan's ambitious targets for offshore wind. Japan aims to increase its capacity of renewable energy production, therefore reducing unsustainable carbon emissions.



Sarah Moore

Peterson reports positive 2021 financial performance

PETERSON Energy Logistics (Peterson) has announced its consolidated results for the 12 months ending December 31, 2021.

Peterson reported revenue of £249.3million for the year, and £1.8million operating profit, compared to a breakeven result in 2020. The company announced it is positioned to deliver improved financial performance again in 2022 as demand for its energy logistics services continues to increase.

At the start of 2022, Peterson appointed Sarah Moore as CEO and established a new leadership team responsible for daily operations and the strategic direction of the business.

Commenting on the group's performance Sarah Moore, CEO of Peterson, said: "We're pleased to report a significantly improved financial result in 2021, as we reflect on our collective achievements throughout the year.

"Our focus remains on delivering industry-leading logistics solutions to support our clients' operations with safety, innovation, and efficiency at the core of our service offering.

"The leadership team is driving substantial improvements across all aspects of our business, in particular our safety culture and ambitious environmental targets as we strive to meet the expectations of our 'Goal Zero' programme. We also work collaboratively with our existing customers to embrace the challenges of energy transition. We continue to make strategic investments, secure opportunities in the renewables sector and target diversification as we grow the business and strengthen the Peterson brand.

"We are proud of the efforts of all our people and thank them for their collective efforts in safely delivering our services and helping us achieve a positive result in 2021."



Danielle Kelly

STV launches two business support initiatives

STV has launched two new initiatives aimed at helping businesses in Scotland grow.

Market Voices is a free-market research monitor which will provide key insights into consumer trends; and STV Business Spot is an on-air segment which will shine a spotlight on innovative and inspiring Scottish businesses.

Market Voices will help inform businesses about what Scottish consumers are thinking. STV Commercial will commission Scotland's biggest research panel, ScotPulse, and the service will bring businesses up-to-date research and insights, sharing the real voices of consumers from across the country, including what purchasing decisions they are prioritising and what is resonating with them - enabling businesses to maximise the effectiveness of their marketing.

STV Business Spot will showcase Scottish businesses across the channel in key airtime slots, making it easier for consumers to find out more about the businesses operating in Scotland. This spotlight will encourage businesses to raise their profile by telling their own unique and powerful stories to a mass audience.

The STV Business Spot will also be available as an extended fireside chat with business leaders in the STV Growth Academy hub, to help share insights and learnings across the Scottish business community.

\$1million contract for ADC

ADC Energy has secured a contract worth more than \$1million to deliver baseline condition assessments for five vessels for a North American company.

The drilling vessel owner's business model has the rigs bareboat chartered to external contractors to manage as part of their respective drilling contracts for international operators.

As part of the scope of work, ADC Energy will conduct baseline condition assessments of all five rigs, using historical data gathered from ADC's prior experience related to rig design, original equipment manufacturer equipment and non-conformance trends to identify areas of potential risk to safety and performance. As each rig is bareboat chartered to various rig managers, ADC will conduct periodic performance assessments to ensure each unit is handed back to the owner in an operational condition.

The five assets which will be supported as part of this contract include a sixth generation ultra-deepwater semi-submersible capable of operations in both harsh and benign environments, as well as four sixth generation ultra-deepwater drill ships. The assets, which are at different operational stages, are supporting drilling operations across the world.



Dorothy Burke

People's Champion 2022 winner announced

COMMUNITY Development Worker, Dorothy Burke, who helped Ukrainians fleeing their war-torn country has been voted this year's People's Champion in Aberdeen City Council's Star Awards.

Dorothy was recognised for her passion and commitment at work, and in particular for supporting Ukrainians arriving in Aberdeen.



James Walbrin

Dynamix becomes Pier

GLOBAL modular design and fabrication company, Dynamix Modular, has announced a new name, Pier Solutions, ahead of a major growth drive.

The firm has set its sights on a 20% expansion in the next 12 months which will create 10 new positions in Aberdeen and Houston, launch two new product lines and open new international offices.

BP gives Wood multi-region engineering contract

WOOD has been awarded a multi-region engineering services contract by bp to support efficient and safe energy production through the provision of asset repairs, modifications and enhancements.

The five-year reimbursable contract, valued at around \$350million, will be delivered via agile working methods to optimise cost and delivery performance, enabling operational efficiencies to be realised across bp's offshore installations.

This agreement renews Wood's existing contracts in the regions to support bp to produce energy safely, efficiently and reliably, as the world contends with the dual challenges of energy security and transition.

Craig Shanaghey, Executive President of Operations at Wood, said: "This opportunity is exciting for Wood because it has allowed us to think big, knowing that with bp's own bold ambitions, we can help meet the world's energy needs as efficiently as possible. Being able to truly leverage the breadth of experience and capability from right across our business will allow us to provide a solution that delivers transformational results."

You do the business, we'll do the books.

Our no fuss, fixed fee tax and accountancy services allow you to focus on what you do best - running your business. Book a **free consultation** today. <

Call **0800 0523 555**

Visit our stores in Aberdeen, Banchory and Inverurie
www.taxassist.co.uk





Joe Oberlé

Aberdeen headquartered Nucore Group, is to open two new offices to service rapid business growth across England and Wales. It has appointed industry veteran Joe Oberlé to the key role of Sales Director, with responsibility for building the company's business across the UK and leading its diversification into new sectors.



Fiona Kindness

Fiona Kindness has joined the corporate and energy team of international law firm Addleshaw Goddard in Aberdeen as a Partner from Pinsent Masons. Fiona is an experienced corporate lawyer who specialises in advising on M&A and private equity transactions in the energy sector in the UK and internationally, with particular experience in Africa and the Middle East.



Michelle St Leger and Stephanie Gillespie

Aberdeenshire-based customs firm, Bethan Customs Consultancy, has appointed a new Accounts Assistant and promoted another member of its growing team. Michelle St Leger joins Bethan in this newly created role, while Stephanie Gillespie has been promoted to Compliance Executive less than 10 months after joining the team. Michelle worked as an insurance broker before taking a career break to raise her family. Stephanie joined Bethan 10 months ago as a customs administrator. Her new role sees her supporting clients' requirements, ensuring that they are confident and compliant with their customs obligations.



Amy Liptrott

Aberdeen Arts Centre has appointed Amy Liptrott to the newly created role of Director. The appointment follows a nationwide search to find the person to guide the future of the popular city arts venue. In her new role, Amy will play a key part in Aberdeen Arts Centre's ambitious plans to rejuvenate the iconic venue, while maintaining its heritage and keeping community at its heart.



Pete Abernethy

Pete Abernethy has joined the Katoni Engineering leadership team as its Head of Projects. Pete previously acted as Project Director at Lloyds Register and has had various senior roles at MOL and BG Group. This is one of several strategic appointments Katoni will be making in response to recent growth.



Iain Rodger and Kairvee Tyagi

J+S Subsea are excited to welcome two new members to their growing team. Iain Rodger joins the team as Operations Manager. Iain brings a wealth of experience gained across a number of senior engineering and management roles in the energy sector, specialising primarily in subsea control systems but also asset integrity, operational support and delivering EPC projects. Kairvee Tyagi is an Environmental Law specialist with experience across development sector, corporate, start-ups. She has a proven track record of delivering sustainability focussed projects, reporting for financial services. She has worked on strategy development and implementation projects covering UN objectives, Net Zero targets, fossil fuel phase out, decarbonisation of transportation sector.



David Fisher

Oilenco Ltd has appointed David Fisher as Business Development Director. Dave will be responsible for leading the business development function, establishing Oilenco as the provider of choice for well intervention and abandonment downhole tool solutions.



Mark Reynolds, Craig Barbour and Romanus Eze

Following a sustained period of growth and with further recruitment continuing Katoni has announced the arrival of three new staff members - Mark Reynolds (Mechanical Engineer), Craig Barbour (Functional Safety Engineer) and Romanus Eze (Technical Safety Engineer).



Jemima Seinuah

Jemima Seinuah has joined global real estate advisor CBRE after completing a master's degree in international real estate at the University of Aberdeen and an internship with Ryden. Based in the Aberdeen office, she joins the rating team led by Brian Rogan and Moira Gordon.



Wilson Chettiar

Fulkrum has appointed Wilson Chettiar as Country Manager for India, strengthening the group's strategic expansion into key global markets. With over a decade of experience working in the oil and gas industry, Wilson brings a wealth of business development, strategic recruitment and market intelligence expertise to Fulkrum.



Sally Wallis and Cara O'Brien

Aberdeenshire-based marketing and PR firm, Instinct, has appointed two new staff following a re-branding exercise earlier this year. Joining the team are established Copywriter, Sally Wallis, and Tourism and Marketing graduate from RGU, Cara O'Brien. The appointments reflect a busy period of growth for the company, which relocated from Aberdeen's Little Belmont Street to Banchory Business Centre in 2020 and has since secured work with several new clients across multiple sectors.



Virginie Delcroix

Virginie Delcroix has joined GEODIS as Executive Vice President, Sustainable Development, reporting to Marie-Christine Lombard, CEO. This appointment confirms Madame Lombard's determination to place CSR performance at the heart of the group's strategy.





Ryan Wilson, Annah Cargill and Libby Stainer

Cancer support charity Maggie's Aberdeen has boosted its team with a series of new appointments. Annah Cargill has joined as Cancer Support Specialist. Formerly a therapeutic radiographer at Aberdeen Royal Infirmary, Annah brings valuable experience to the team. Ryan Wilson has been appointed Centre Fundraiser and Libby Stainer has joined the team as Centre Fundraising Organiser.



Patrycja Golda

Patrycja Golda has joined Body & Face St. Cyrus Ltd as a Trainee Product Development Technician. Patrycja was originally appointed under the Kickstart Scheme providing opportunities for those aged 16-24. She is now undertaking the Society of Cosmetics Scientists Diploma in Cosmetic Science.



Dietmar Wand

Fibre 1 has achieved 80% growth over the past year and opened a new office in St Andrews Square, Edinburgh. It will be led by Dietmar Wand, Head of Channel and Business Development Manager, who joined Fibre 1 after a 10-year career in channel with other major IT providers.



Ross Wallace

STATS Group has strengthened its management board with the appointment of Ross Wallace as Director. Ross joined the Aberdeenshire pipeline technology specialist in 2011 and has worked in several finance roles, including group financial controller ahead of his promotion to finance director.



Scott Constantine

Scott Constantine has been appointed Business Development Manager of EODEX. Scott spent most of his career in the oil and gas industry before transitioning to the renewables market, working in both onshore and offshore wind projects.



Clare Bone and Malcolm Gunnyeon

Brodies LLP has strengthened its partnership with the appointment of leading Litigators Clare Bone and Malcolm Gunnyeon. Clare is a top-ranked health and safety and corporate crime lawyer with more than 20 years' specialist experience. Clare is frequently called upon by businesses across all sectors, facing investigation by the Health and Safety Executive, other regulatory bodies and the Police. Malcolm Gunnyeon joins Brodies from Dentons and brings with him a combination of commercial litigation and contentious health and safety expertise. With more than 20 years' experience, Malcolm is sought after by clients across a range of sectors including energy and transport, to advise on commercial disputes and incidents that might lead to reputational, criminal, or civil liability.



**ON THE
MOVE**

Have you changed role recently?

Send your good news to bulletin@agcc.co.uk to feature in our new weekly mailer.



Aberdeen &
Grampian
Chamber of
Commerce

**ULTIMATE
MARKETING
FESTIVAL**

UMF
COMING SOON

UMF.EVENTS



PATEK PHILIPPE

GENEVE

BEGIN YOUR OWN TRADITION



YOU NEVER ACTUALLY OWN A PATEK PHILIPPE.
YOU MERELY LOOK AFTER IT FOR THE NEXT GENERATION.

CALATRAVA REF. 6119

Jamieson & Carry

142 Union Street, Aberdeen
Tel: 01224 641219