

Case Study: Polyglot Group & Infrastructure Projects

PROJECT DEVELOPMENT

FRV as the project developer, Green Light Contractors (Elecnor) as main contractor.

SCOPE

Moree Solar Farm will be one of the largest in Australia, powering nearly 15,000 NSW homes.

DURATION

13 months for the construction phase.



"Polyglot was very quick in understanding the needs, the response was efficient, they presented great people, with the right technical skills and culture fit.

The Employment Outsourcing made us save a lot of time and money!"

- Pedro Fernandez
Project Manager Moree Solar



Service Agreement between Polyglot & FRV:



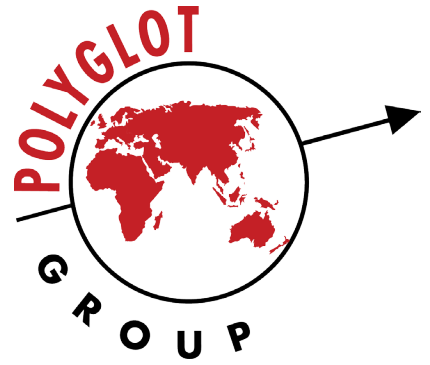
HR Due Diligence: Polyglot checked on the HR obligations Elecnor would face under Australian law; especially given that this is a FIFO situation.



Recruitment: Polyglot recruited the entire local management team for the project.



Employment contract Outsourcing: Polyglot negotiated and drafted all employment contracts, organised the FIFO and local accommodation, rostering of employees and organising annual leave, payment of wages, taxes, super annuation, insurance etc.



Jan Rieche is Polyglot's Energy & Infrastructure Expert

With **15 years** of recruitment **experience**, including the last 6 years in **renewable energy** and **energy efficiency** he has **collaborated** with some of the **world's best** known renewable energy and infrastructure manufacturers, power generators and project developers from **Europe** and **Australia**.

In this interview Jan speaks about the added value that Polyglot offers to Project Developers.

Why does the service agreement work well for this particular project, how can it work for other projects?

Polyglot's solution of finding, employing and managing top talent to run these projects enables local and overseas companies to manage their employment risk, provide a monthly cost they can plan, forecast their project revenue.

What is the extra service that Polyglot offers which is hard to find elsewhere?

Attracting senior people for a set amount of time (projects can vary from just 6 months up to 3 years) can be challenging. Partnering with a well known global company with experts in several countries like Polyglot can help to put the right package for these people together and attract them to their project – and to keep them for exactly the amount of time they are required on the project.

How is this cost-efficient for a Project Developer?

This added value service is this is new and it is cheaper than setting up individual contracts, it allows them to plan their expenditure and keep cost of labour down.

What is, in your view, the outlook for the industry?

Australia has had a deficit in infrastructure spending and a challenging renewable energy policy environment for the past few years. One of the main issues facing renewable energy and infrastructure projects – particularly in Australia, but also in many other countries, is its high cost of highly qualified labour coupled with often remote project sites, which requires companies to resort to a FIFO scenario.

