

## Bullet Points- Interview A2

### Business Development Analyst: Maritime Industries, Offshore Renewables and Oil & Gas Transition

#### PART 1 (5 mins)

#### TELL ME ABOUT YOURSELF AND WHY YOU ARE APPLYING FOR THIS ROLE

- **Marina Neves-** Renewable Energy **intern** for almost 2 years, finishing my **graduation**
- **3 reasons for applying:**
  1. Experience + Knowledge
  2. Career Plans
  3. Identification with the organisation

#### 1. Experience + Technical expertise:

- **Graduation-** Junior company, Athletic Association and Academic Centre
- **Minor in SDG**
- **Wilson Sons (2021)- International Trade and Doc. intern:**
  - Largest Brazilian company in the sector of Maritime and Port logistics
  - Stakeholder
  - Vale
- **Consulate (2022)- Renewable Energy intern:**
  - Support and promote trade UK- Brazil
  - Opportunity to work with the other side of the Energy Team

#### 2. Career Plans (Future and Previous):

- Motivated to start a new role
- Upcoming events- G20 and Showcase (expertise)= leadership roles as analyst
- First 3 months- deepen knowledge in the sector

#### 3. Identification with values and community:

- Organisation values
- Feel well working here
- Great relations with coworkers
- L & D Programmes

- **Prepared to be an Analyst:**
  - Feel prepared to take a step forward
  - + 2 years experience in the areas
  - Institutional knowledge- DBT
  - Planned activities
  - Networking (inside and outside)
  - Motivated!

## **PART 2**

### **BEHAVIOUR-BASED QUESTIONS**

#### **COMPETÊNCIA 1**

#### **SEEING THE BIG PICTURE**

#### **Eccaplan**

- **Situation:**
  - Showcase meeting- Carbon Neutral event idea
  - Big picture of Neutral event:
    - UK- long term strategies: decarbonisation + Net Zero 2050
    - Energy team strategies and work
- **Task:**
  - Search companies by myself= share experience with São Paulo (QBP 2022)
- **Action:**
  - Meeting SP= Eccaplan
  - Contact Eccaplan= understand service and values
  - Line manager/ Showcase project manager= present Eccaplan
  - Debora Resistance (budget)= showed her the bigger picture and evidences (10<sup>th</sup> edition, examples from other companies, alignment with UK and Energy team strategies, etc) ->Debora accepted
  - KBP Committees- present Eccaplan and show Big picture (new monarchy era)
- **Result:**
  - 2 projects- Showcase and KBP SP
  - Discount – negotiation with eccaplan (promote the brand)
  - Showcase- neutralisation of 12000 kg of carbon + great impact on the environment + @ukinbrazil
  - Showcase best edition- senior management (Stephanie) and external stakeholders

## COMPETÊNCIA 2

### MANAGING A QUALITY SERVICE

#### Wilson Sons

- **Situation:**
  - Example from previous internship
  - International Trade and Documentation intern= BL (role)
  - BL in export= should be issued before the berthing of the vessel in the other country (otherwise- financial loss)
  - BL electronically or paper(longer time- offices to print and digitalise)
- **Task:**
  - New customer- I was in charge of his vessel
  - Customer needed the document ASAP (vessel almost berthing)
  - BL Paper = no time (should be issued in one day= big problem, because of the different time zones between Brazil and Malaysia)
  - Drama- the document would have to be issued after the deadline probably and the customer would have a financial loss
- **Action:**
  - Contact the customer- negative feedback
  - Understood his needs- I didn't want to disappoint him because he was a new customer
  - Suggestion- issue the document in the electronic format (respect the deadline= no fee) and change it for paper later after the berthing
  - Let my supervisor aware of the situation
- **Result:**
  - I issued it electronically after consulting my client and my supervisor
  - Delivery on time before berthing + no financial loss= exceed customer expectations
  - Customer thanked and praised me for helping him
  - Positive feedback from my supervisor- proactive and creative

## COMPETÊNCIA 3

### DELIVERING AT PACE

#### H2 Mission + Fiscal Year (Showcase)

- **Situation:**
  - March= busiest time for me (high level H2 mission + end of FY)
  - MA + SIN budget
  - Alone in Brazil
  - End of the fiscal year- payments and reconciliation from my team and from the Showcase
- **Task:**
  - **Mission tasks:** coach on time, update agenda, Brazilian Embassy, British Parliament
  - **FY Tasks:** organise expenses, buy flights, showcase payments (venue and event agency)
- **Action:**
  - **DAP meaning-** job on time and high standard
  - Document- organised tasks, saw upcoming events and set main priorities
  - Daily contact with coach
  - UK time zone: 2 hours earlier
  - Organise receipts: teams folder – easy Hera afterwards
  - Update my boss
- **Result:**
  - Delivered everything on time and to a high standard
  - Mission- positive feedback
  - Mission delegates- thanked me for my availability
  - Team feedback- fundamental for the mission + trust me with big responsibilities
  - Meet FY deadlines
  - Lessons learned- showcase 2022 and 2023 (more prepared and independent)

## COMPETÊNCIA 4

### WORKING TOGETHER/ COLLABORATING AND PARTNERING

#### Anjourn

- **Situation:**
  - Proactive and curious- engage in activities outside my business area (know new sector, understand better the work of the network, new teams, experiences etc)
  - QBP, KBP, Away Day...
  - PA of the CG- most important (opportunity to engage with senior management)
  - *\*Resistance Debora (só se for pergunta de resistência)- didn't want to let me do it, but I convinced her with evidence*
  - *\* Opportunity to motivate others (só se for pergunta de motivar os outros)- work with many teams at once*
- **Task:**
  - Exec + Energy tasks
  - Only representative in the Exec (no intern)
  - Great team player = working with number of different teams and individuals each day (political, comms, embassy, etc)
  - Tasks Exec: letters political, official visits, board meeting, residence, consuls trips, receptions from other teams (h2 and rugby), unexpected changes, etc
  - Drama (had to be responsible)- image of the consul and the consulate in danger (senior outside and inside + money)
- **Action:**
  - Get to know exec better (tamires and anjourn)= meetings (feedback on best practices)
  - Weekly catch ups with Anjourn and Debora – set priorities, hear feedback, manage time well
  - *\*\*Share knowledge of the energy team and experience with other teams (só se for pergunta de motivar outros)- ex.to organise events*
- **Result:**
  - Learned from other teams outside my business area and from the consul himself
  - Compliments for my great performance (Team, Tamires and Anjourn)
  - Email Anjourn for my LM- complimented me for my organisation, great pleasure to work with me, he was IMPRESSED
  - *\*Debora was proud because I could handle it all and she was happy that I could convince her to do that (só se for pergunta de resistência)*
  - *\*\* Meeting with Anjourn to give tips for the Exec (Chope + shared calendar) + tips for future interns (meetings + email + availability)*

## **Resposta Coringa- Outras Competências**

### **VALUE FOR MONEY/ CHANGING AND IMPROVING/ DEVELOPING OTHERS**

#### **Interns + Life Science**

- **Situation:**
  - Institutional knowledge (2 years)- go to intern
  - Helped colleagues- induction processes, organisation of events, and even during the planning of other teams' missions
- **Task:**
  - Help life sciences team with a mission to the UK (first time of them), due to my experience in missions
- **Action:**
  - Meeting to understand concerns= budget management (London= expensive)
  - Share lessons learned with my previous experience – always negotiate, government rate, template of spreadsheet, share old quotations, share contact of suppliers, etc
  - Importance of value for money (quality and effectiveness for the least cost)
- **Result:**
  - Better mission + save money= improved her mission, saved money for more things

## THE JOB/ THE SECTOR (English Version)

### - The vacancy:

- **3 sectors:** offshore renewable energy (OSW), Decomm, maritime
- **Role of A2:** strengthen trade and investments BR UK (similar to my current job)
- **Common stakeholder in the 2 teams**
- **Business Plan-** trade and climate pillars

### - Knowledge in the field

- Long time relations UK BR- Energy area = more and more opportunities each day, since both have strong sustainable ambitions
- Minor- clarity in both strategies
- Intern of the team: hear about the 3 sectors
- WS internship= maritime landscape + important stakeholder of the energy team

### - Opportunities for the UK in Brazil

#### 1. Favourable conditions in Brazil:

- a. Huge coast
- b. Favourable wind conditions
- c. Largest consumer markets in the world
- d. Growing demand for energy

#### 2. O&G- UK 2nd largest OSW + H2 Azul infrastructure

- a. O&G infrastructure- opportunity (blue H2 + OSW)
- b. OSW- 2<sup>nd</sup> strongest country in OSW (ambition of 50 GW by 2030)
- c. Blue H2- clusters and projects

#### 3. OSW projects at IBAMA + Petrobras (BEP + Jean Paul):

- a. Around 80 OWS projects to be licenced in IBAMA – big commercial opportunity (eg: consulting for early stage projects)
- b. **Petrobras-** leader of projects submitted in IBAMA (announced several OSW last week)- big opportunity due to the relations with Jean Paul
- c. Jean Paul- leading OSW regulatory framework at the Senate, which was influenced by BEP

#### 4. OSW Legislation + market barrier +auction news:

- a. OSW- priority market barrier for the UK
- b. OSW barrier in Brazil – overcoming, since the congress might approve the legislation by the end of the year = great opportunity
- c. I understand the market barrier- will be able to contribute to eliminate
- d. Bad news from the HW regarding Cfds- but still think we have many opportunities

#### 5. Opportunity to decarbonise the maritime sector + Anjoum:

- a. Anjoum's readout: HQ interested in eliminating all greenhouse gases from the maritime sector by 2050 – Brazil is important

- b. **UK Offer:** hydrogen or nuclear powered vessels, sell low-carbon navigation services and expand decarbonization activities in ports. (subjects discussed in Navalshore- interest from BR companies)

- In short:

So, from these things I said, we realize how Brazil is an important market for the UK in these 3 areas and that the UK has a lot to offer for Brazil.

**PART 4 (?)**

**CLOSING- English**

- **Thanks** for the opportunity

- **2 points that were not covered (only if they were not really addressed):** value for money and managing the intern

• **Value for money:** important because the A2 will be the budget holder (I have experience, Debora trusts me, 1000 pounds savings, etc)

• **Manage and train an Intern:** I feel **fully prepared for it**, due to my 2 years experience (go to intern, inductions, etc)

**PART 5**

**QUESTIONS**

1. **OSW Congresso?** Queria saber se o time já tem algum action plan planejado para quando a regulação de OSW passar no Congresso. / I wanted to know if the team already has an action plan planned for when the OSW regulation passes Congress.
2. **Petrobras?** Queria entender se o time pensa em se aproximar mais ainda da Petrobras agora que os planos de OSW foram anunciados. / wanted to understand if the team is thinking about getting even closer to Petrobras now that OSW's plans have been announced.