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# PHILLIP RILEY

## NEWSLETTER



## FEBRUARY NEWSLETTER

*welcome*

Our first Phillip Riley newsletter for 2020 is here. We've taken on board your comments and suggestions and hope to bring you an informative and relevant snapshot each month. We'd love to hear your feedback. Happy reading!

## THE DECADE OF UTILITY SCALE BATTERIES

By Matt Hayes

"As we begin a new decade, a hot topic in the Australian renewable market is the potential of energy storage. It is predicted by many that grid scale storage will significantly evolve over the next decade. While there have been some notable grid scale storage projects to date, it's clear that the grid scale storage market is still in its infancy in Australia. Developing stand-alone wind and solar projects will enable Australia to continue to improve its renewable energy resources but it will not be enough to support the grid in the long term. Renewable Energy projects combined with storage will improve long-term financial feasibility and will also improve grid strength and reliability.

The most common and easiest method of providing storage to a solar or wind project is by adding a battery energy storage system (BESS). Put simply, Batteries can store energy during times of low demand and release at times of a peak demand. Moreover, batteries can also act as a power back up if there are issues with the grid or a power outage. It was recently reported that South Australia's big batteries earned over \$1million across a two-day period in December. This highlighted not only how financial lucrative a BESS can be but also how well storage can support the grid. With the recent success of the big batteries it begged the question what battery technologies will we see dominate, what new technologies will emerge and how will this affect the job market?

Lithium-Ion Battery - Arguably the most known form of battery storage is the Lithium-ion battery which is typically used in electric vehicles (EV), households and grid-scale batteries. Australia is home to the world's largest lithium-ion battery, located at The Hornsdale Power Reserve in South Australia, built by Tesla and managed by Neoen. It was announced last year that battery will have its storage and output extended by 50 percent which will improve the grid stability for the state. So why is Lithium-ion so well-known and what are the benefits? Batteries are typically rated against 4 main performance factors – Energy Density, Power Density, Calendar Life and Cycle Life. Lithium-ion scores well in all 4 areas and is also currently considered cheaper than its counterparts.

It is also currently seen to have a lower risk profile than other technologies both financially and from a health & safety perspective. Some attribute the affordability and development down to the growing EV market where lithium-ion is used. Another factor that makes the lithium-ion battery popular is its ability to release a high amount of energy in a short period of time which is typically 1-4 hours. It is predicted by many across the sector that the majority of grid scale storage projects delivered over the next 1-4 years will be lithium-ion however we will start to see other technologies emerge and compete.

(continue reading

<https://energystoragealliance.com.au/the-decade-of-utility-scale-batteries/>



**"Solar power is not about fashion, it's about survival" -Sir Norman Foster**

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# How to write a resume

Your resume is likely to be the very first point of contact you have with your next employer. It is your chance to impress and ultimately, show off your education, skills and experience. By following these tips, your resume will help you to stand out when applying for roles.

## **Be Brief**

An ideal resume is between two to three pages. Get rid of the clutter, and include more detail about current or recent jobs and less about your past. Include specific skills relevant to the job you're applying for, even if this means tailoring your resume for each application. A good idea is to update your resume at the end of each year or when completing a contract or role. Too often people forget what they have done and leave out key information.

## **Take out the unnecessary**

There is no need to include age, marital status, religion or nationality - it's actually illegal for an employer to ask this information from you.

## **Be concise and straightforward**

Make your resume easy to read, with a standard font. Don't write about yourself in the first or third person, instead of "I managed a team of five", or "David managed a team of five" write "responsible for a team of five" in clear bullet points under headlines.

## **Be professional**

Ensure your email address is professional and consider setting up a new one if need be for your job applications. Always run a spell check and read over to make sure grammar is correct. Consider having others read your resume and critique it.

When thinking about your resume format, the following is a good guide:

Contact Details

Professional/Skills summary - List the systems, skills and competencies most relevant to the job you're applying for

Key achievements - Supported by facts, statistics or links

Work Experience - Listed in reverse order, include employer names, positions and primary responsibilities.

Don't leave gaps and if time was taken out of employment, say so.

Education/Qualifications - Keep it concise - qualification obtained, year of completion, institution's name.



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## SCOTT ROBINSON, MD - PHILLIP RILEY

Each month we will conduct a Q&A session with an industry figure. This month we sat down with Scott Robinson, MD of Phillip Riley.



### 1. What prompted you to start Phillip Riley?

Having worked in the recruitment industry for over ten years, and internationally for the previous five years, I returned to Australia with the drive to start my own business. My Renewable Energy journey then began by co-founding a Waste to Energy Project Development company, looking at gasification technology. This journey led back into the world of recruitment, something I was passionate about and Phillip Riley was born.

### 2. What is the best thing about working in the Renewables space?

I believe there are so many interesting and inherently good people in this industry who genuinely want to make the world a better place. Being a parent myself, I feel it is good to know that we're a part of an industry that collectively aims at making our environment better for our children. Additionally, we are still in the early days of renewables in Australia so there is lots more that we can all do, there are lots of new entrants to drive growth and there are new innovations in Australia which can be applied globally which is exciting for us all.

### 3. What do you see as the key challenges, and conversely, opportunities, for the industry as we head into 2020 and a new decade?

There are undoubtedly challenges including grid stability and sufficient, reliable transmission infrastructure, which poses a risk to investor confidence. Federally, not having a renewables policy means the industry doesn't have the vision and direction that we can all work towards. The opportunities for this industry are cumulative. Australia has met its 2020 renewable energy target of 20%, now we have the opportunity to further advance renewable energy in our country via mature and emerging technologies and forms of generation. For example, the first Offshore Wind farm reached a critical milestone in 2019 and we have our first Offshore Wind Conference taking place on April 2 in Melbourne. We are also seeing battery storage projects and technology coming to the fore and expect this to become more prominent as costs come down further. In addition, new transmission interconnectors will enable more renewable energy generation to be developed, financed, built and operated.

### 4. How can candidates stand out in this industry?

Candidates should always ensure they have a CV that reads well. A clean, crisp CV is critical in getting that first touch point, be it from a recruiter or a hiring manager. People should always strive to show continuity in terms of their education through to their career progression. In person, candidates should know their strengths and be able to articulate why they are a good candidate.

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## Referrals - what you need to know...

Employee referrals can be described as a recruiting method in which people recommend suitable contacts for a specific career opportunity from their network - professional, family or social. Phillip Riley has conducted several studies on the origin of the candidates that we place and have discovered that referred candidates are overwhelmingly top of the list.

At Phillip Riley, we feel we have to earn the right to ask for (and be provided with) referrals from our industry contacts and are hugely grateful for all the recommendations we receive. To show our ongoing appreciation we have decided to partner with a service provider (referrer.io) who began with a vision for smart technology that improves and enhances the recruitment referral experience.

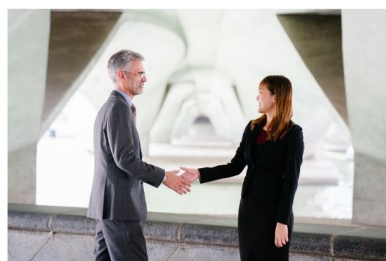
Their recruitment statistics reinforced some of our own studies:

40% more placements are made via referrals

A referred candidate is more than 7% likely to be placed than their peers

A referred candidate completes the hire process 40% faster than a traditional candidate.

Phillip Riley has a dedicated refer a friend platform in our jobs section on our website. Referrals are welcomed either directly via an advertised job or in the general refer a friend link on our website. If successful, a \$500 referral fee will be paid for the placement of a candidate for up to six months from the point of referral.



To view our jobs and sign up for our Phillip Riley job alerts go to

<https://www.phillipriley.com.au/jobs>

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Phillip Riley · Level 15, 470 Collins Street · Melbourne, Victoria 3000 · Australia