<sup>by</sup>The Energy Managers Association

# The Coolest Job in the World....we think so!



As the professional body for energy management professionals, it goes without saying that the EMA highly values those in the industry today and their importance in delivering crucial savings in energy and carbon which are enabling organisations to operate efficiently and deliver on set targets which represent commitments to public and local communities. These professionals, their skills and knowledge play, and will continue to do so for years to come, a vital part in the delivery of organisational and national energy efficiency and net zero targets.

managers association

The words 'job' and 'career' are interchangeable and whilst both mean working and receiving a wage, a career goes far beyond working hours and a payslip. A career represents hard work, commitment, passion, and above all an opportunity for personal and professional development. The roles in energy management are constantly evolving and are some of the least defined across various sectors. Whilst energy management professionals are required to 'wear many hats' and possess multi-disciplined skills, they are driven by their desire and ability to make a difference.

The EMA reflects on the constantly evolving role of energy management professionals and, with the aim of assisting in their professional development, we offer a range of courses that focus on every aspect of the energy management roles. Drawing on the expertise of practising professionals, our comprehensive Energy Management in Practice training programme has been developed to deliver learning outcomes and skills needed for a successful career, as well as to deliver the knowledge and understanding required for progression within an already established energy management career. Quality and applicability of the delivered learning content is our focus, and we make parts of the courses more relevant to learners by giving them the opportunity to discuss their own sites and challenges that their organisations face. Our courses are suitable for anyone seeking the opportunity for advancement in their career, considering to enhance their knowledge and skills of key areas or gaining an insight into a topic to be better equipped in dealing with service and product suppliers.

The EMA Recognised Energy Manager status provides an industry recognition for those who wish to formalise their professional development for their employment needs. Many energy management practitioners have the skills and knowledge but very few are professionally recognised as Energy Managers. Our three routes offer a pathway for anyone at any stage of their career.



## RECOGNISED ENERGY MANAGER



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#### 0 – 6 MONTHS OF INDUSTRY SKILLS AND **EXPERIENCE**

**ROUTE 1** 

Become a Recognised Energy Manager by undertaking our comprehensive energy and carbon management training courses. We have selected the most vital and essential areas of energy managers' competencies and offer to accelerate your or your team's learning to become competent and balanced energy managers able to tackle the carbon footprint of any organisation.

The Energy Management in Practice training programme (compulsory courses):

- Fundamentals of Energy Management
- Monitoring, Targeting and Validation
- **Energy Auditing Techniques**
- **Energy Management in Building Services**
- Understanding and Delivering Behavioural Change
- Waste Management
- **Energy Procurement**
- Net Zero Fundamentals and Strategies
- **Reaching Net Zero**
- Water Management
- Lighting Basic Understanding •
- Essential HVAC Control and Optimisation
- **On-site Electricity Generation**

The training concludes with an assessment consisting of a comprehensive knowledge test, on-site audit report and an interview. The participants that pass the assessment will be awarded the EMA Recognised Energy Manager professional status.

With this training we also offer an optional on-site practical training that includes an expert's visit to your plant room and walk around the site identifying possible measures for energy efficiency.

#### 6 - 24 MONTHS OF INDUSTRY SKILLS AND **EXPERIENCE**

**ROUTE 2** 

Become a Recognised Energy Manager through this route by choosing one of the below options. To upskill, any of the EMA training courses mentioned on pages 18 to 25 can be taken individually, not only as part of the entire Energy Management in Practice training programme.



Self-assess against the energy management core competencies and aspects, and establish what energy management areas / training courses to focus on in order to upskill and achieve balanced knowledge.

TRAIN IN THE

Undertake the

**Knowledge and Skills** 

**Option B** 

Undertake the **Knowledge and Skills** Gap Analysis Interview where your skills and knowledge will be assessed for you and a training plan proposed in order to upskill and achieve balanced knowledge.

**TRAIN IN THE IDENTIFIED AREAS IDENTIFIED AREAS** Submit evidence that

the training plan for upskilling purposes has been completed



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### **ROUTE 3**



# 2+ YEARS OF INDUSTRY SKILLS AND EXPERIENCE

Candidates confident in demonstrating and discussing their energy management experience and knowledge can achieve the EMA Recognised Energy Manager status by undertaking the Knowledge and Skills Gap Analysis Interview.

The interview will assess the candidates' knowledge and skillsets at any point in their career through an informal conversation based on their experience achieved to date.

As a result of the interview, the candidates, if successful, will be awarded the professional status.

Those candidates whose interview will not establish their overall energy management knowledge will receive a verbal and written feedback on how to develop their professional career further, and if necessary, they will be given advice and guidance on which areas of energy management to focus on in order to up-skill.

#### MORE INFORMATION ON THE EMA KNOWLEDGE AND SKILLLS GAP ANALYSIS INTERVIEW



#### ENERGY MANAGEMENT IN PRACTICE TRAINING PROGRAMME

#### Fundamentals of Energy Management Course (2-day course)



This introductory course has been designed to provide a comprehensive and practical overview of the key energy management tasks with an emphasis on the energy management knowledge

and skills that are required from an energy management professional.

To understand energy management, it is important to recognise that it can differ across organisations. As the course unfolds the overview of regular energy management practices applied to manage and save energy, as well as to decrease energy related costs and emissions will be presented and discussed.

The goal of the course is to leave a lasting impression about what energy management practices can be applied within businesses, what can be done to increase energy efficiency and what skills and knowledge are required to deliver these.

The course will help you to understand:

- What energy management means for its practitioners and their organisations and/or clients
- Global and UK energy use
- Fundamental energy management practices
- Prime energy legislation and UK energy industry structure
- Energy use in buildings
- Basic monitoring and targeting principles
- Basics of energy auditing
- Basics of lighting
- Basics of heating ventilation and air conditioning
- Basics of renewable and low carbon on-site generation
- Relationship between all courses in LEC 3 Energy
  Management in Practice Training Programme

#### https://www.theema.org.uk/product/fundamentals-ofenergy-management/

#### Monitoring, Targeting and Validation Course (1-day course)



This course introduces principles of monitoring, targeting and validating energy consumption. It is aimed at those needing an understanding of methods of gathering,

using and interpreting data, as well as a range of available measurement technologies.

The course is designed to give guidance on creating value and setting energy baselines and benchmarking, validating energy savings and ultimately using M&T to sustain energy savings.

The course will help you to:

- Define what monitoring, targeting and validating energy consumption mean
- Identify methods of gathering, using and interpreting data
- Understand a range of measurement technologies available
- Interpret data and create value
- Develop energy baselines and benchmarking
- Validate energy savings
- Use M&T to sustain energy savings

#### https://www.theema.org.uk/product/energymonitoring-targeting-and-validation/

# Energy Auditing Techniques Course (1-day course)



Energy auditing is a relatively specialist skill but one that can identify and produce major savings in energy use and cost. While energy audits will always be specific to each building, this course provides

the basic techniques and the key elements to look out for during an audit.

The course describes the basic techniques of energy auditing, from initial data analysis through to the on-site

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process or equipment identification and operational review. It explains the main types of opportunities that are likely to be identified, the types of equipment that can be replaced or upgraded and will discuss the control of energy consuming process and equipment where much of the savings can be made. The course also covers the basic outcomes of an audit in relation to reporting and calculation of savings and return on investments.

The course will help you to:

- Understand the basic process for energy auditing
- Prepare and conduct an energy audit
- Scope and interpret site data before an audit commences
- Grasp auditing techniques that will be addressed for the systems below, but they can be applied to most energy consuming items:
  - »» Heating systems
  - »» Cooling systems
  - »» Pumping systems
  - »» Air handling systems
  - »» Lighting
  - »» Compressed air
- Identify appropriate control systems
- Gain understanding of basic reporting techniques
- Undertake basic calculation of savings and return on investment

https://www.theema.org.uk/product/energy-auditingtechniques/

#### Energy Management in Building Services Course (2-day course)



Energy in buildings is consumed in a large variety of ways and on many different processes and types of equipment. This course is designed to introduce many of the most common energy

consuming systems found in existing buildings and their operations. Some of the basic legislation that may apply in buildings such as Minimum Energy Efficiency Standard (MEES) is also covered during the course. The course begins with describing the types of energy used in buildings and the basics of how they may be conditioned, including explaining power factor, how power factor correction works, 3 phase load balancing and voltage optimisation. It then continues with how electricity and gas is consumed in various types of equipment, discussing the main areas of energy consumption and the possible opportunities to change and reduce how energy may be consumed.

The following areas are also covered during the course delivery: heating and cooling systems (including recovery of both), hot water systems, air handling and conditioning systems, lighting and their associated control systems as well as renewable and low carbon generation systems producing heat and power.

The course will help you to:

- Identify the types of energy used in buildings and how electricity may be conditioned
- Understand heating systems
- Understand cooling systems
- Understand domestic hot water
- Understand air handling and conditioning systems
- Understand lighting
- Review control systems for building equipment incl. BMS
- Understand renewable and low carbon generation systems producing heat and power such as solar and CHP
- Relate to how maintenance can impact energy management
- Identify and understand main applicable legislation such as MEES

https://www.theema.org.uk/product/energymanagement-in-building-services-london/

#### Understanding and Delivering Behavioural Change Programme Course (1 day course)



This course not only provides participants with the knowledge of how to prepare and deliver a behavioural change programme, but more importantly with an insight into the psychology of people and the way they behave which is essential in ensuring that any behavioural change programme is correctly structured and targeted in order to achieve a successful outcome.

The course will help you to:

- Understand why people behave the way they do, why people behave differently
- Grasp the psychology of persuasion, just how are we going to change people's behaviours?
- Identify the potential audience for change, who's going to make the biggest impact? Who will be your key allies?
- Identify your different options for a behavioural change programme
- Prepare a business case using tangible and intangible elements
- Gain approval to your proposal
- Plan how to make it happen, the key elements of delivering the programme
- Make sure that you are able to measure the success and report effectively on this
- Identify what next steps you should always take to ensure a successful completion to the current programme and setting the foundations for future programmes

#### https://www.theema.org.uk/product/understandingand-delivering-behavioural-change-programmelondon/

Perfect for teams and job roles that need to start engaging on energy change programmes. Helpful to those that need reminding how best to interact with teams and getting the best out of them and perfect if you're genuinely interested in the human psyche.

> - Energy Communications and Compliance Manager, Marks and Spencer

#### Waste Management Course (1-day course)



This course has been designed to offer a comprehensive overview of waste management. It focuses on waste legislation in the UK, waste disposal and recycling options. The course

provides participants with all the essential knowledge of mapping waste streams, undertaking waste auditing, identify improvement opportunities and setting SMART waste targets and KPIs, as well as measurement, monitoring and reporting techniques relevant to waste data. The course programme draws on established practices of organisational waste management and helps participants to develop more waste efficient practices.

The course will help you to:

- Understand the benefits of managing waste effectively
- Identify the key components of current waste legislation in the UK
- Understand what happens to waste when sent for disposal
- Formulate how to carry out a waste audit to help identify improvement opportunities
- Recognise how to set suitable waste targets that are SMART
- Measure, monitor and report waste data

#### https://www.theema.org.uk/interest-form-lec-3energy-management-courses/

#### Energy Procurement Course (1-day course)



This course guides participants through the essential procurement processes for electricity and gas in the UK. It describes how the electricity and gas industries are structured,

and how this impacts the prices customers pay. It explains the main drivers of energy pricing in the UK and how electricity and gas tariffs are structured. It also explains the types of energy contracts that are available and the simple procurement processes that can be used by energy buyers. The course also includes information about how third party

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intermediaries (TPI) work, how to get the best out of them, reveals how they get paid and how to minimise their cost.

The course will help you to:

- Understand the UK electricity and gas industry structures
- Understand what makes up delivered energy tariffs
- Identify what are the basic drivers of energy prices in the UK
- Understand the basic contract types available in the UK
- Formulate how to run a basic procurement exercise
- Understand what third party intermediaries do and how they get paid

https://www.theema.org.uk/product/energyprocurement-london/

# **66** A great opportunity to:

- check certain doubts someone might have;
- realise that you are not alone in trying to achieve the net-zero target and same questions/ worries are shared by the other participants;
- build up your confidence that you're on the right track.

- Assistant Product Manager, Certas Energy UK Limited

#### Reaching Net Zero (half-day course)



With climate action gaining momentum and Net Zero targets being set by many, reducing emissions to achieve Net Zero will require wide ranging changes to the way organisations use energy and

invest into decarbonisation technologies and processes.

This course offers a step-by-step guide on how to prepare for and reach your Net Zero targets. It will outline a typical road map to achieving the desired targets and practical measures to achieve them. It will highlight where the carbon impact can come from, how to create a strategy for reduction of emissions, identification of the practical measures needed as well as auditing and verifying progress.

The course will help you to:

- Identify where the impact contributing to achieving Net Zero targets can come from within your organisation
- Scope relevant practical measures necessary for meeting the targets (incl. offsetting and insetting)
- Understand how to prepare a carbon reduction strategy and calculate the path for achieving it
- Audit and verify progress

https://www.theema.org.uk/product/reaching-netzero-course-online/

#### Net Zero Fundamentals and Strategies (half-day course)



Many organisations have adopted Net Zero as a target to achieve carbon neutrality. But what does Net Zero mean exactly and how can it be achieved? This

course will explain what Net Zero can mean, how different interpretations can be applied and the possible routes to achieving it. It will also explain the basics of what would be included in an organisation's carbon footprint, and how it can be measured using standard emission factors.

The course will help you to:

- Understand what Net Zero can mean for your organisation / client
- Measure and calculate carbon footprint, incl. data sources and collection
- Understand greenhouse gas and emission scopes 1, 2 & 3 with examples
- Create baselines and targets
- Set a strategy
- Understand formal and informal reporting

https://www.theema.org.uk/product/net-zerofundamentals-and-strategies-course-online/

#### Water Management Course (1-day course)



This course presents information about how the water industry is structured, how it works, how it prices its product and what businesses may be able to do to reduce cost. It also informs

participants about the opening of the competitive retail market in England from 2017 and any developments since the opening. The course describes how water is metered and monitored and how to analyse consumption. It gives participants advice on carrying out a basic water audit, identifying likely areas of consumption and techniques that may allow reductions in water consumed. It also explains the link between water and energy use and identifies some techniques for raising staff awareness to help behaviour change towards water consumption.

The course will help you to:

- Understand the UK water industry structures
- Understand what makes up a water bill
- Understand the opening of the English water market to retail competition
- Review water metering and monitoring systems
- Identify basic techniques on how to undertake a water audit and what can be done to reduce water consumption
- Relate water to energy consumption
- Identify techniques to change behaviour to reduce water consumption

https://www.theema.org.uk/product/watermanagement/ The course is also aimed at helping people to engage at a higher level with lighting suppliers who may be presenting them with information. This can quite often be complicated and misleading, and this course helps participants to understand what may be presented to them.

The course will help you to:

- Understand basic measurements for lighting output and efficacy to help participants gain knowledge and be able to engage with lighting companies/suppliers
- Identify and understand the common types of lighting currently found in the UK, their general uses and basic, pros and cons
- Understand the basic process for new lighting installations and upgrades with pictorial examples
- Understand basics of lighting design using free software to help participants be able to understand what information lighting companies may present them with
- Identify basic lighting control systems that can increase energy efficiency while maintaining required light levels and safe environments

#### https://www.theema.org.uk/product/lighting-basicunderstanding/

**66** The course was informative, useful and gave me confidence to challenge quotes and suppliers.

> - Energy Efficiency Manager, Parkwood Leisure

# Lighting – Basic Understanding Course (1-day course)



This course provides an understanding of the lighting systems commonly found in the UK, their general uses and guidance on how organisations can become generally more energy

efficient with respect to lighting.

#### Essential HVAC Control and Optimisation Course (1-day course)



Heating, ventilation and air conditioning (HVAC) systems are an essential part of most modern buildings and can consume a large part of any energy used. This course aims to inform participants about

the most widely used form of HVAC, their basic control and potential methods for optimising their operation for the least energy use while maintaining the comfort within buildings. The course also covers:

- Basic operation and control of systems such as boilers, air handlers, fan coil units, chillers, pumping systems and air conditioning and relate them to energy consumption
- Potential control methodologies that can be used for optimisation such as speed, flow and differential temperature which can be used to optimise their use for lowest energy consumption while maintaining adequate temperatures and comfort levels. This will also include how many of these systems can be controlled via a BMS
- Implementation and correct use of variable speed drives across the range of HVAC systems
- The renewable versions of some of the HVAC equipment such as biomass boilers and heat pumps

The course will help you to:

- Understand the operation and energy use of the main types of HVAC
- Identify the standard control philosophies which tend to be used for the equipment
- Understand potential optimisation methods to reduce energy cost of HVAC and improve its performance
- Identify where to install variable speed drives on HVAC and optimise their use
- Control HVAC through systems such as a BMS
- Gain a basic understanding of biomass boiler use and heat pumps

https://www.theema.org.uk/product/essential-hvaccontrol-and-optimisation-technical-operationallondon/

# On-site Electricity Generation Course (1-day course)



On-site generation of electricity can be a good way of reducing grid consumption but the varying technologies, their suitability for implementation, income streams, ongoing costs and

grid connection requirements can be complex and are different for every site.

This course aims to inform participants about the main types of on-site generation and provide information on how to effectively deploy it and gain commercial benefit. It describes how the most common forms of on-site generation such as solar, wind and CHP can be specified, installed and operated, how to effectively size the generation, how they would connect within an existing site and the financial incentives and mechanisms available to each technology.

The course also includes the process for applying for and obtaining permission from the local Distribution Network Operator (DNO) to connect any type of generation and to understand how to find out whether export provision may be available.

The course will help you to:

- Define the main technologies used for on-site electricity generation
- Identify the correct technology for deployment in a building
- Understand how to size the generation technology required
- Assess how and where to connect the generation technology
- Evaluate the financial incentives and returns available for each technology
- Recognise what may prevent on-site generation from being deployed
- Understand the process of dealing with DNOs to gain permission for generation and the possibility of exporting to the grid

https://www.theema.org.uk/product/on-site-electricitygeneration-technical-and-operational-london/

# Battery Storage for Business Course (1-day course)



Battery storage has been the subject of a substantial amount of publicity and market interest recently. This course provides a fundamental understanding of battery storage systems, the various

battery technologies and their general use, how they can be deployed within buildings, charging and discharging methodologies, as well as looking at their limitations. The course also looks at the financial incentives and electricity charge savings available, the energy contract type required to achieve savings and guide on how to evaluate the benefits of battery systems in businesses. The course equips participants with the basic knowledge, skills and tools to consider integrating battery storage systems into their organisations.

The course will help you to:

- Understand how battery storage systems work and can be integrated into buildings
- Be able to identify whether battery storage is suitable for your use and would be allowed
- Be able to perform a risk and mitigation analysis
- Be able to review your electrical system, usage, charging and discharging cycles, current energy contract and define your objectives and targets
- Be able to use tools to review the cost modelling for battery storage and establish what variables may affect viability at your sites

#### https://www.theema.org.uk/product/battery-storagefor-business/

# Turning Data into Energy Savings Course (1-day course)



This course gives participants an opportunity to learn how to maximise the savings that can be achieved from the effective use of energy data. Using real examples this course helps participants to

establish their data requirements and the different ways to deliver real measurable savings.

The course will help you to understand:

- Sources of data
- What is data commonly used for, what else could it be used for?
- How will you use your data within your business
- What do you really need:
  - »» Displays?
  - »» Dashboards?
  - »» Reports?

#### »» Alerts?

- Scoping data requirements
- The types & uses of metering devices
- Types of data analysis and performance indicators
- Identifying the opportunity
- Delivering the opportunity
- Real life examples

https://www.theema.org.uk/interest-form-lec-3energy-management-courses/

#### SECR Compliance Course (1-day course)



Streamlined Energy & Carbon Reporting (SECR) extends reporting requirements to all large UK companies. This course aims to inform participants about the background and requirements

of SECR regulation, and give guidance on how to complete the process effectively within organisations.

The course examines the basis of the regulation, which companies need to comply, and the legal requirements. Material covered after the introduction helps participants to understand the processes needed to collect and report appropriate data, methodology, and the measures needed to be undertaken. Finally, the course guides participants on how to present the information to company decisionmakers, auditors, and the Companies House.

The course will help you to:

- Understand basic concepts contained within SECR
- Examine the scope of the regulations
- Identify data collection methods for energy, gas, and transport
- Understand the creation and use of intensity metrics
- Describe the stated methodology used
- Define and scope energy efficiency principal measures
- Compile the report for auditors, Board of Directors, and the Companies House

https://www.theema.org.uk/product/secr-compliancelondon/

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# Energy Management Skills and Competencies

The current period of a heightened focus on steep energy prices, climate change, organisational and national Net Zero targets and governmental strategies give energy management and associated practices a far greater urgency and exposure on nearly daily basis.

The job market for energy management professionals is following this trend, and there are many exciting roles being advertised for the professionals with the right skills and expertise. Whilst the role descriptions continue to vary, the skills required to deliver on the aims of the organisations advertising the vacancies remain similar across key energy management competencies.

Whether your role sits under sustainability, environment, engineering, facilities, maintenance or operational management, chances are that you are already competent in navigating these areas for the benefit of your employer.

How many areas of key energy management competencies are you already regularly involved in? This questionnaire will help you answer this question and identify areas for up-skilling that could be relevant to your current or future roles.

# 1) Technical and operational competencies

- Do you know where energy is generally consumed in different types of buildings within your remit?
- Do you know what type of major energy using equipment and systems (incl. control systems) are used in your business?
- Do you understand how energy consumption plays a role in the design, installation and commissioning of equipment, systems and buildings?
- Do you understand how good control systems and effective maintenance can be used to make equipment and systems efficient?

2) Energy audit and assessments (finding energy savings opportunities), measurements and verification  Do you understand energy auditing process?

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- Do you know how to prepare and carry out an energy audit?
- Do you know how to write an energy report?
- Are you able to calculate energy savings and return on investment?
- Do you understand basic metering types and the data they collect?
- Do you know how to carry out basic checks on bills and other recorded data to verify accuracy and repeatability?
- Do you know how to set targets in line with guidelines or trends?
- Are you able to explain reports against targets to a range of stakeholders?
- Are you able to compare energy assessment methods?

# 3) Behavioural change and motivation

Are you able to identify

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behavioural changes required to improve energy performance?

- Are you able to develop structures and strategies for change of stakeholders' behaviour to improve energy performance?
- Are you able to monitor and report on progress towards defined goals?

# 4) Regulatory & legal compliance and carbon management

- Do you understand key UK legislation relevant to energy and climate change?
- Do you understand economic incentives that may encourage energy generation or efficiency?
- Are you able to anticipate broad changes that might affect longterm organisational plans?
- Do you understand carbon emission scopes?
- Do you know how to assess simple carbon footprint?
- Are you able to factor the cost of carbon into business cases?

#### 5) Energy management strategy/ plan

- Do you understand global energy trends and their impact on business operations?
- Are you able to determine suitable objectives and targets for improvement?
- Do you know how to develop a basic action plan around energy, carbon and water?
- Do you understand how success can be measured and verified?

#### 6) Waste management

 Do you understand key challenges in dealing with waste streams?

- Do you understand financial advantages and opportunities of an organisation's waste stream?
- Do you understand possible use of waste as a renewable resource via recycling?
- Do you know how to undertake a basic waste audit?

#### 7) Procurement

- Do you understand what may drive energy prices in the UK?
- Do you understand what makes up energy tariffs?
- Are you able to carry out simple procurement actions?
- Do you have a basic understanding of basic energy contracts?

#### 8) Transport

- Do you understand the overall use of transport and fuel efficiency within an organisation?
- Do you understand what impact transport has on organisations, and potential ways to reduce its impact?

#### 9) Water management

- Do you know how to undertake a basic water audit in your organisation, identify water using fixtures and fittings and suggest water efficient replacements?
- Are you able to identify water efficiency within processes?
- Do you understand the links between water and energy in your workplace?
- Are you able to develop behaviour change programmes and communications for water efficiency?

#### 10) Information technology

Do you understand the impact of ICT on energy consumption?

- Do you understand where energy and water are used by ICT in a workplace?
- Are you able to estimate the carbon footprint of an organisation's ICT infrastructure including offsite services?



If you have answered 'yes' to most of the above questions, then you may be eligible for the EMA

Recognised Energy Manager status.



If you have identified competencies where you may need upskilling, then check out the next feature

for an overview of the courses in these areas.

Whichever answer you will end up with, or if still unsure where your current skills and expertise rank, you may consider the EMA Knowledge and Skills Gap Analysis Interview which is intended to help professionals to pinpoint areas that may need development.

The Interview is a professional discussion with other energy management professionals touching upon current areas of professional knowledge, whilst (at the same time) identifying any potential gaps, and suggesting ways to fill those gaps either through learning or mentoring.

If interviewees demonstrate all the necessary knowledge and expertise during the interview, they will be awarded the EMA endorsement of the Recognised Energy Manager. If not, they will receive a verbal and written feedback on how to develop their professional career further with advice and guidance on which areas of energy management to focus on in order to up-skill.



What prompted you to undertake the EMA Knowledge and Skills' Gap Analysis Interview?

I actually didn't think I was ready and was planning to wait another year. I was



about halfway through a two-year plan working my way through the core competencies via a variety of training courses and workplace learning. I had already completed many of the training courses and had been heavily involved in almost all aspects of energy management at QinetiQ, and my manager at the time had a lot of belief in me and convinced me that I was ready to go for it.

Dewi Day, Energy and Sustainability Advisor, Aberystwyth University



My degree is in Manufacturing Engineering, so much of my energy

management knowledge has been picked up from experience, as well as from magazines, exhibitions and the internet. This left a nagging doubt in my mind, that there may be aspects of energy management that I know nothing about because I have just never come across them in my current role. The interview process was a great opportunity to review what I have picked up over the years, and it was reassuring to know that I have got all of the bases covered.

Charlie Cox, Energy Manager, University Hospitals of North Midlands NHS Trust

More information on the EMA Knowledge and Skills' Gap Analysis Interview



I have been working in this field for 10 years and achieved a number of academic

and professional qualifications within this period. I wanted to find out the areas of skills and knowledge for my continuous professional development. EMA's gap analysis interview really gave me good insights.

Mohammad Rafique, Energy & Environment Officer, Surrey Police

I had attended some of the training sessions run by EMA and thought the next step would be to



undertake the interview to become a Recognised Energy Manager. I found it useful to identify strengths and weaknesses to help plan my training needs.

Kirsty Rice, Environmental Manager, JTI UK



I have been in energy management for a few years, however apart from my experience I

had nothing to demonstrate the skills I had learnt and the level of my competency. The EMA Knowledge and Skills' **Gap Analysis Interview not only** allowed me to gain some also recognition but highlighted areas where I needed improvement. In turn, this can only help to improve my ability to make a impact on bigger the industry in my career.

Joel Kirby, Energy and Environmental Manager, Celtic Manor Collection



# What prompted you to increase your knowledge through training courses?

Paul Graham, Utilities, Waste and Sustainability Manager, Kingston Hospital NHS Foundation Trust

I started from a very low base knowledge, my previous seven and a half years were spent in administration and analysis for soft FM functions like telecoms, cleaning, post and catering etc. Also, expectations varied within the organisation. Some thought I was going to be an 'engineer, some an administrator, some a green champion. I needed to know what the job actually was from other professionals and how to do it well. Having initially completed the EMA's two-day foundations course, I thought that their approach was about right. Specifically, it helped to understand the need for energy managers who know what questions to ask of suppliers to signal good quality and to know how to explain technical benefits simply to management.



You achieved the professional status by combining the on-job practical experience with completing the entire training programme across all energy management topics. Could you suggest instances where you already applied the training to your organisation?

> I found the practical focus of the courses very helpful. Whenever possible, I took at least one thing away from each which I could apply straight away.

- Following the procurement course, we've taken the bold move to move away from the main public sector buying framework for energy so we can explore other options which might deliver better value.
- The technical and operational modules equipped me for what to expect in plant rooms and what signals to look for that may indicate poor performance. I've also been able to advise management regarding what they can expect from electric vehicles and battery storage.
- The measurement, assessment and verification modules helped me to evaluate current performance and recommend specific high-use areas for the organisation to focus on.

www.theema.org.uk

# Do you think that the EMA Recognised Energy Manager status will allow you to highlight your credentials as an energy

### manager?



Joel Kirby Energy and Environmental Manager Celtic Manor Collection

Absolutely, and this is one of the main reasons I wanted to become a Recognised Energy Manager. I would like to think that this also helps me to demonstrate competency to key members of staff within my workplace. It has not been long since I got the status, but it has helped from a confidence point of view if nothing else, knowing that your knowledge has been validated and that you do know what you are talking about.

I have been looking for some form of accreditation in energy management for some time now. Colleagues in more established disciplines have the option of chartered status, but there didn't seem to be an appropriate equivalent for energy managers. It is nice to have the official endorsement of the EMA, and I am sure that it will increase my profile both inside and outside of UHNM. My natural position is to think that it shouldn't matter what qualifications or recognition someone has, as long as they do a good job. However, in reality it is essential for an energy manager to be seen as credible by a broad spectrum of colleagues, in order to garner support for the important work that they do.



Charlie Cox Energy Manager University Hospitals of North Midlands NHS Trust

Kirsty Rice, Environmental Manager JTI UK

I think Energy Managers now are expected to also manage transport, waste and water – pretty much acting in some ways as an Environmental Manager. Having the EMA accreditation on my CV certainly allows me to demonstrate my professional aptitude in this area and a desire for continuing development which I think employers expect to see.

Paul Graham, Utilities, Waste & Sustainability Manager Kingston Hospital NHS Foundation Trust

Yes. It demonstrates a level of competency and knowledge which I have used to assure my organisation of my abilities.





Mohammad Rafique Energy and Environment Officer Surrey Police

I believe this credential had given me a strong recognition of my skills and knowledge in this field. This is evidence of my continuous development journey that I am connected to current good practice and being up to date with knowledge.



#### **MORE INFORMATION**



Dewi Day Energy and Sustainability Advisor Aberystwyth University

I believe that an energy management training programme like this is an important aspect of mv career development and has helped broaden my skillset. I have learnt a great deal from the modules that I completed as part of this programme as well as other professional training courses. Shortly after gaining the EMA Recognised Energy Manager status, I was recognised as a star performer in my department at QinetiQ. I also believe that having a recognised energy management qualification can strengthen a CV and help future career progression.