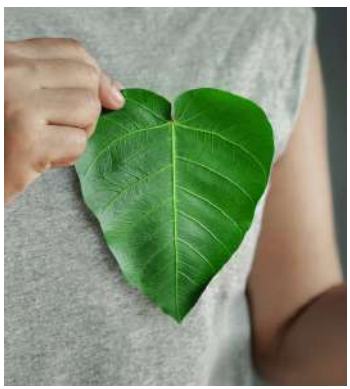
borea
L'énergie au cœur de l'humain

Let's work together

for your recruitments in green energies











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KEY FIGURES

2006 : start of recruitment in energy
2016 : creation of the brand

collaborators
15

17 200
candidates referenced

candidates places
525

+16 000
LinkedIn followers

Average duration of a mission : ***8 weeks***



JEAN-PHILIPPE BURTIN

FOUNDER & CEO OF BOREA
FARMING FROM FATHER TO SON
PRESIDENT OF BIOGAZ VALLÉE®

With 15 years of experience in the energy sector, Jean-Philippe knows the world of the green energy industry in depth, which makes him quick and operational in the search for talent. Often present in his native Lorraine, his job as a farmer brings him back to the realities of the Territories related to new energy issues.

borea TEAM



Jean-Philippe BURTIN
Fondateur & CEO



Michel-Henri VALETTE
Associate



Fanny FONTAINE
Associate



Agathe LEVIONNOIS
Account manager



Morgane ARNOLD
Account manager



Audrey LEONARD
Office manager



Melisa AMARA
Talent acquisition



Yanis OUAHLIMA
Sourcing manager

FIELDS OF EXCELLENCE

JOB TYPOLOGY

01 WIND ENERGY



- Wind studies **manager** (W/M)
- Renewable Energy **development Director** (W/M)
- Construction **project manager** (W/M)



02 HYDROGEN

- Senior hydrogen **project manager (W/M)**
- Hydrogen **sales engineer** (W/M)
- Technical **manager** (W/M)

03 METHANISATION / BIOGAS



- Biogas development **manager** (W/M)
- ICPE **engineer** (W/M)
- Methanisation **business manager** (W/M)



04 PHOTOVOLTAIC

- Territorial **agrivoltaic developer** (W/M)
- Development **project manager** (W/M)
- Solar **General Manager** (W/M)





05 ENVIRONMENT / ENERGY EFFICIENCY

- Air/Water heat pump **technical manager** (W/M)
- Energy **project Director** (W/M)
- Managing **Director Storage** (W/M)

06 WATER AND WASTE TREATMENT

- Wastewater treatment **business engineer** (W/M)
- Hydrogeologist **project manager** (W/M)
- **Operations Manager** (W/M)



OUR EXPERTISE
IN A FEW WORDS

borea : **a team that recruits your talents in the service of renewable energies**



> *Jean-Philippe and his team listen to the real needs of their clients. They know how to detect the potential of candidates and do not hesitate to put forward skills rather than diplomas, which results in a real match between the selected candidate and the company that calls upon their services. Much more than talent hunters, they are the link between the company and the candidate and a career gas pedal.*

VINCENT VESELY
BIOGAS MARKET MANAGER

OUR VALUES

Simplicity

Authenticity

Transparency

At borea, the warmth of the relationship is a shared energy

RESEARCH PROCESS

5 key steps



AUDIT OF YOUR RECRUITMENT NEEDS

IDENTIFICATION AND APPROACH OF THE BEST PROFILES



PRESENTATION OF THE BOREA CANDIDATES

ADVICE AND FOLLOW-UP OF YOUR INTERVIEW PROCEDURES

POST-RECRUITMENT SUPPORT

A UNIQUE PHILOSOPHY

Knowledge

Proximity

Reactivity

Flexibility

THE 5 - LEGGED SHEEP

- Meeting of the candidates by a member of the team.
- Evaluation of each candidate's skills, profile and experience related to your business sector.
- Evaluation of the motivation of each candidate.

MULTI CHANNEL SOURCING

- Definition of the sourcing plan.
- Job posting on www.borea-group.com and on partners website.
- Hunting and direct approach.



OBJECTIVE : 100 % SATISFACTION

Support during the trial period.

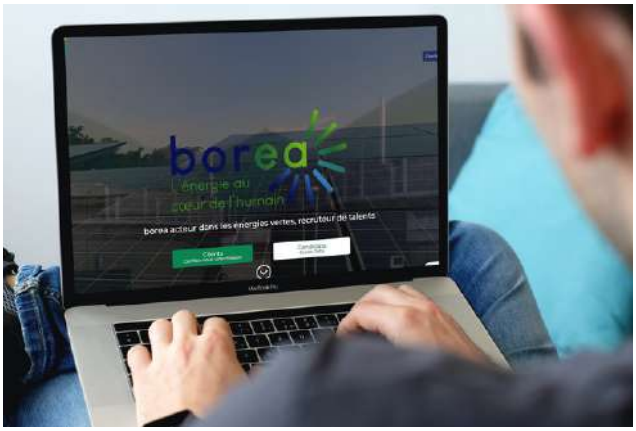
Assessment of the service at the end of this period.

Annual report on all the recruitments made.

FROM SOURCING TO CONSULTING







borea **strengthens its support and professional transition offer** for the employees of its customers and in particular its own candidates who take up a new position in RE.

borea **supports the candidates** who enter into evolutionary processes to become "pro-active" **in the management of their progression and their complementary training** to manage their individual development to their advantage.

The idea is to offer a support that allows to concretize a professional project as soon as possible for a successful mobility dynamic.

OUR PARTNERS

BIOGAZ/ALLÉE®
Le cluster de la méthanisation

Club Vision Hydrogène

atee
ASSOCIATION TECHNIQUE ENERGIE ENVIRONNEMENT

idf
ÉCO-ENTREPRISES

La Plateforme Verte
Un contre-la-montre planétaire

France Hydrogène
Engagée pour la transition écologique

TRANSITION FORUM

PRESENCE AT EXHIBITIONS

OF THE ENERGY TRANSITION

BePOSITIVE
le salon de la transition énergétique

expo biogaz
LE SALON DU GAZ RENOUVELABLE

7-8 DÉCEMBRE 2022
enerGaia
Forum des énergies renouvelables

pollutec
ACTIVATEUR DE LA TRANSITION ÉCOLOGIQUE

HyVolution

bio360 expo

Journées Hydrogène
DANS LES TERRITOIRES
10ème édition
PAU 2023



PRESS ARTICLES



L'HYDROGÈNE : UNE VRAIE FILIÈRE DE COMPÉTENCES VECTEUR D'INNOVATIONS !

Fondé en 2016 par Jean-Philippe BURTIN, borea est un cabinet de recrutement spécialisé dans les EnR. Expert dans son domaine, borea se positionne comme acteur de premier plan au cœur de la transition énergétique et écologique et en particulier sur la filière Hydrogène.

L'HYDROGÈNE : UN RÉSERVOIR D'INNOVATIONS

FORMATIONS À L'HYDROGÈNE : UN ENJEU





Les recrutements dans l'hydrogène deviennent réalité... au profit des ingénieurs

Travailler dans l'énergie et donner du sens à sa carrière ? C'est possible avec la filière hydrogène qui vise le bas carbone et la transition énergétique. Les premiers recrutements concernent les ingénieurs. Décryptage avec borea, cabinet de recrutement.

Trois questions à...
Jean-Philippe BURTIN,
CEO borea group

La dynamique des recrutements dans l'hydrogène est-elle enclenchée ?

Oui. À l'échelle du cabinet borea, spécialisé dans le sourcing RH pour la transition énergétique, les recrutements dédiés à la filière hydrogène représentaient 5% des missions en 2020 et 10% en 2021. Nous tablons sur 20% des missions du cabinet en 2022, avec un minimum de 20 recrutements de prévus.

Actuellement, la filière recrute quasi exclusivement des ingénieurs qui auront pour mission de lancer les premiers projets en hydrogène décarboné. borea s'intéresse particulièrement aux profils qui ont une expérience dans les énergies vertes ou gazières. Nous commençons à placer des profils expérimentés de l'hydrogène conventionnel sur le marché de l'hydrogène vert, bien plus porteur de sens.

Les métiers de l'exploitation de site ou de la maintenance industrielle seront à la

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borea

BOREA Recrutement

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