



JOIN OUR QUEST FOR

# A WORLD WITHOUT LANDFILLS



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# A BETTER AND MORE SUSTAINABLE FUTURE FOR ALL

Innovation has been at the heart of Babcock & Wilcox since its beginning in 1867 when childhood friends George Babcock and Stephen Wilcox patented the first inherently safe water tube boiler. Since that time, B&W has grown to become a leader in energy and environmental technologies and services for power and industrial markets worldwide. B&W companies employ nearly 3,500 people around the world.

Our core values of safety, integrity, quality, respect, and agility guide our everyday behavior and serve as a reminder of the rich heritage of our company and the employees whose talents build its reputation for quality and strength. For over 150 years, our spirit of innovation and the creativity within our

employees have driven our company's success. This is the real energy at B&W.

We have grown across industries and continents. We have diversified in the tools we use and the technologies we supply. One thing that has not and will never change is our commitment to engineering a better way. This is how we are "Transforming Our World".

#### **Nine decades of experience in renewable energy**

When B&W Renewable developed its first waste-to-energy plant in 1930, it revolutionized waste-disposal techniques. Since then we have grown to become one of the world's leading suppliers of technology for converting household waste and biomass into heat and power. We are protecting the climate and

the environment while producing results for our clients. In today's climate and environmentally conscious society, high-quality products alone are not enough to achieve success. It is also necessary to have broad, multi-disciplinary experience, strong project management skills, and good empirical designs. By bringing these elements together, we are able to gain the insights needed to ensure the successful completion of today's sophisticated waste-to-energy and biomass projects.

We are now expanding our business to benefit countries all over the world, and the global market is developing fast. This is a complex task since we must understand and adapt to a global market with local needs and geographical conditions.

*This is where you come in.*



# B&W RENEWABLE – A PLACE TO GROW

At B&W, we believe in recruiting, retaining, and rewarding the best minds in the business. Simply put: We know our employees are the key to our success. That's why at B&W you'll find interesting and challenging work, outstanding career growth opportunities, a competitive benefits package, and a great work environment.

As a global company, we have a diverse workforce from a variety of disciplines, including engineering, accounting, project management, information technology, and more. At B&W, we're committed to learning from each other, to working together to serve our customers, and to making a difference.

**We are passionate about a world without landfills – are you?**

## B&W RENEWABLE'S KEY TECHNOLOGIES:

- Waste-to-energy
- Biomass-to-energy
- Multi-fuel technology
- DynaGrate® combustion grates
- Vølund combustion grates
- Vibrating combustion grates
- NextBAT® crane-to-stack solutions
- Process recovery boilers

## VISION

Advancing energy and environmental solutions that bring power and progress to our world.

## MISSION

B&W delivers environmentally conscious, technology-driven solutions and services to energy and industrial customers worldwide – safely, ethically, and as promised.

## CORE VALUES

Safety  
Integrity  
Quality  
Respect  
Agility

# WE SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS

Sustainability is at the heart of B&W's products and technologies, and we are committed to doing our part for today, tomorrow, and future generations. We are actively committed to realizing the following goals.



## GOAL 6 – CLEAN WATER & SANITATION

### What's the goal?

Ensure availability and sustainable management of water and sanitation for all.

### How do we make it happen?

Our waste-to-energy plants generate clean water from waste, and the technology is a clean and sustainable alternative to waste landfills, where toxic leachate can cause ground water pollution. Additionally, our SPIG™ dry cooling systems are designed with water preservation in mind.



## GOAL 7 – AFFORDABLE & CLEAN ENERGY

### What's the goal?

Ensure access to affordable, reliable, sustainable, and modern energy for all.

### How do we make it happen?

By recovering almost 100% of the energy contained in the processed waste, our waste-to-energy technology effectively converts waste into electricity and heat. Furthermore, our battery storage technology allows power utilities, industrial, and commercial users to take advantage of storing and dispatching cleaner, more affordable power from renewable sources.



## GOAL 8 – DECENT WORK & ECONOMIC GROWTH

### What's the goal?

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

### How do we make it happen?

At B&W, we have a zero-tolerance approach toward work-related injuries. This approach is ingrained in our daily work culture, and we have implemented a comprehensive Target Zero safety program with a focus on proactive actions and tracking leading performance indicators.



## GOAL 11 – SUSTAINABLE CITIES & COMMUNITIES

### What's the goal?

Make cities and human settlements inclusive, safe, resilient, and sustainable.

### How do we make it happen?

Emissions from our facilities are healthier to breathe than the air in many cities, and waste-to-energy plants can serve as a cornerstone in the local community. In India, for example, our biomass-to-energy plants help lessen the effects of air pollution by controlling harmful emissions while at the same time allowing local farmers to generate income by selling produce as biomass fuel.



## GOAL 13 – CLIMATE ACTION

### What's the goal?

Take urgent action to combat climate change and its impacts.

### How do we make it happen?

Waste-to-energy is one of the most robust and effective alternative energy options for reduction of CO2 emissions and other greenhouse gases. Furthermore, processing waste at waste-to-energy plants rather than depositing it at landfills prevents the production of methane, a much more potent greenhouse gas than CO2.



## GOAL 17 – PARTNERSHIPS FOR THE GOALS

### What's the goal?

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

### How do we make it happen?

B&W maintains long-term partnerships with customers, suppliers, partners, and other stakeholders to develop and deliver more efficient and cleaner solutions. We also license our waste-to-energy technology to partners in Asia, allowing B&W plants to be economically viable in middle- and low-income countries.



# CIRCULAR ECONOMY – TURNING TRASH INTO TREASURE

Thriving industries are important for today's economy. Preserving our planet is important for tomorrow's.

Our renewable solutions provide efficient and environmentally sustainable power and heat generation in support of a circular economy, diverting waste from landfills while recovering energy sources and reducing emissions. Our specialized offerings cut no corners in using (and reusing) waste and include

waste-to-energy and biomass energy technologies, as well as process recovery systems for the pulp and paper industry.

Now, through our partnership with Eos Energy Storage for its next-generation zinc battery solution, B&W Renewable can support the transformation to sustainable, clean energy operations. Together we can turn trash into treasure for communities around the planet.

*Smart generation for generations.*

WE BRING OUR  
**TECHNOLOGY AND  
EXPERTISE** INTO  
BUILDING NEW  
ENERGY PLANTS,  
AFTERMARKET  
AND UPGRADES,  
LICENSING, AND  
OPERATION &  
MANAGEMENT  
OF PLANTS.



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in water, chemistry,  
service & sales



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**The safe choice**





# THE CLEAN TRUTH

Most waste ends in landfills. Rather than future generations facing the impacts of a traditional, linear economy, B&W is helping our planet transition to a circular economy where energy is recycled in a loop and waste becomes a resource in and of itself.

Waste-to-energy power plants are an integrated part of this model. Waste is burned at high temperatures to destroy chemicals, heat is transformed into energy, and steam drives a turbine that creates clean electricity. Most importantly, the waste is diverted from the landfill and enters “the loop”, while we recover clean water, metals, and other materials.

As you can see, waste-to-energy isn’t just trash disposal. It’s a way to recover valuable resources from waste. At customers’ plants, almost 100% of the energy contained in the processed waste is recov-

ered. A waste-to-energy plant converts municipal and industrial solid waste into electricity and heat for district heating systems – an ecologically sound, cost-effective means of energy recovery.

### The clean facts

- For every ton of municipal solid waste processed at waste-to-energy (WtE) facilities, greenhouse gas emissions are reduced by approximately one ton.
- WtE plants provide a safe waste-disposal option that complements (not replaces) recycling. Recycling rates have actually increased in municipalities that have WtE plants.
- WtE technology supports business and industry “zero-waste-to-landfill” initiatives.



TWO TONS OF WASTE EQUALS ONE TON OF COAL. FOUR TONS OF WASTE EQUALS ONE TON OF OIL. THAT’S A LOT OF ENERGY TO THROW AWAY IN A LANDFILL.





## Your complete partner for a flawless design of energy systems!

Ingenjörfirman Rörkraft offers the highest standards of service level based on more than 20 years of experience and excellent competence within advanced plant design. We also perform laser scanning of existing facilities in connection with brownfield projects.

We are located in Lund, Karlshamn and Stockholm – Sweden.

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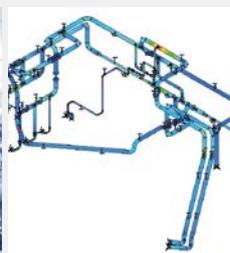
Project management



Process design



Plant design



Stress calculation



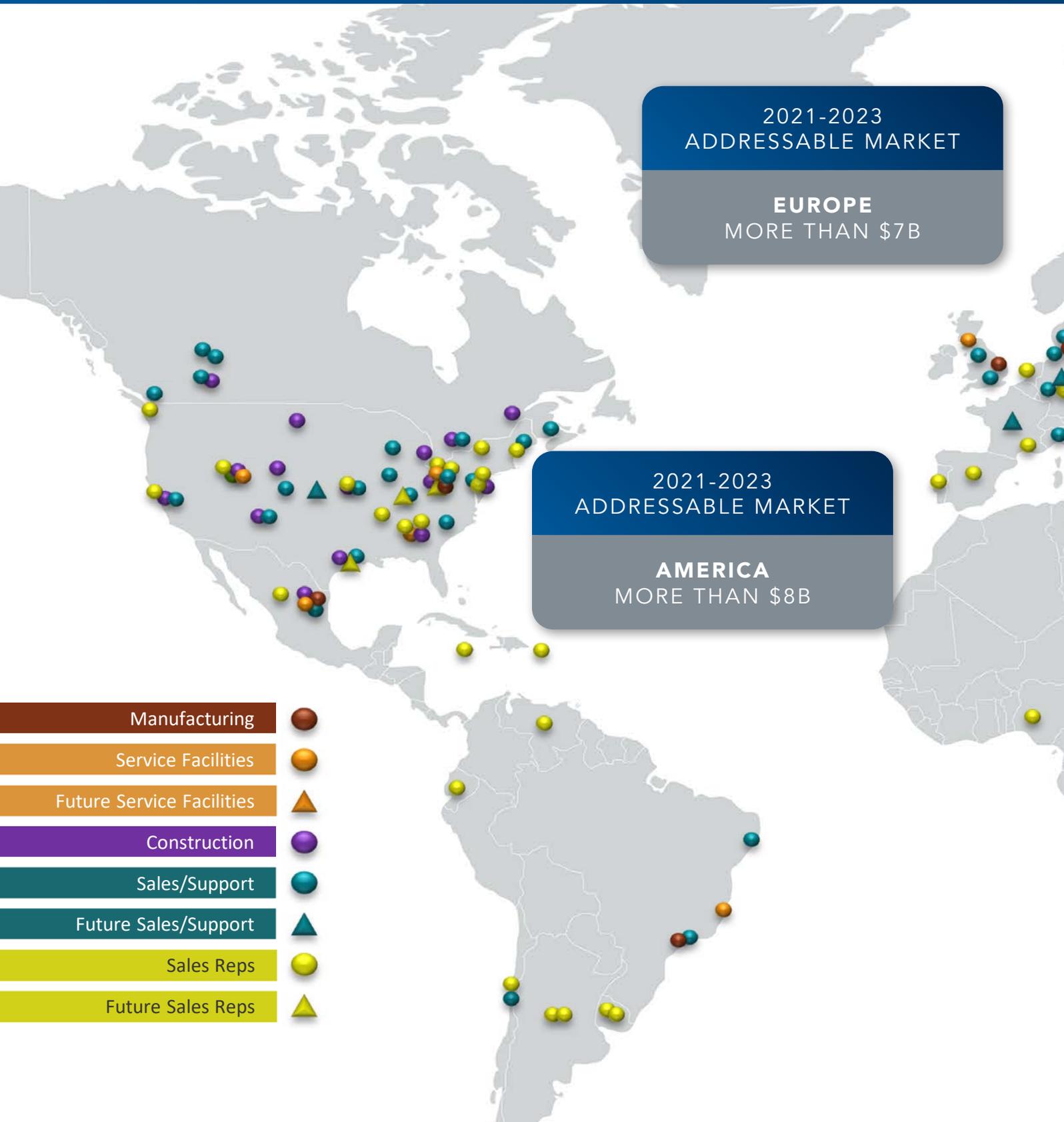
Civil design



E & IC

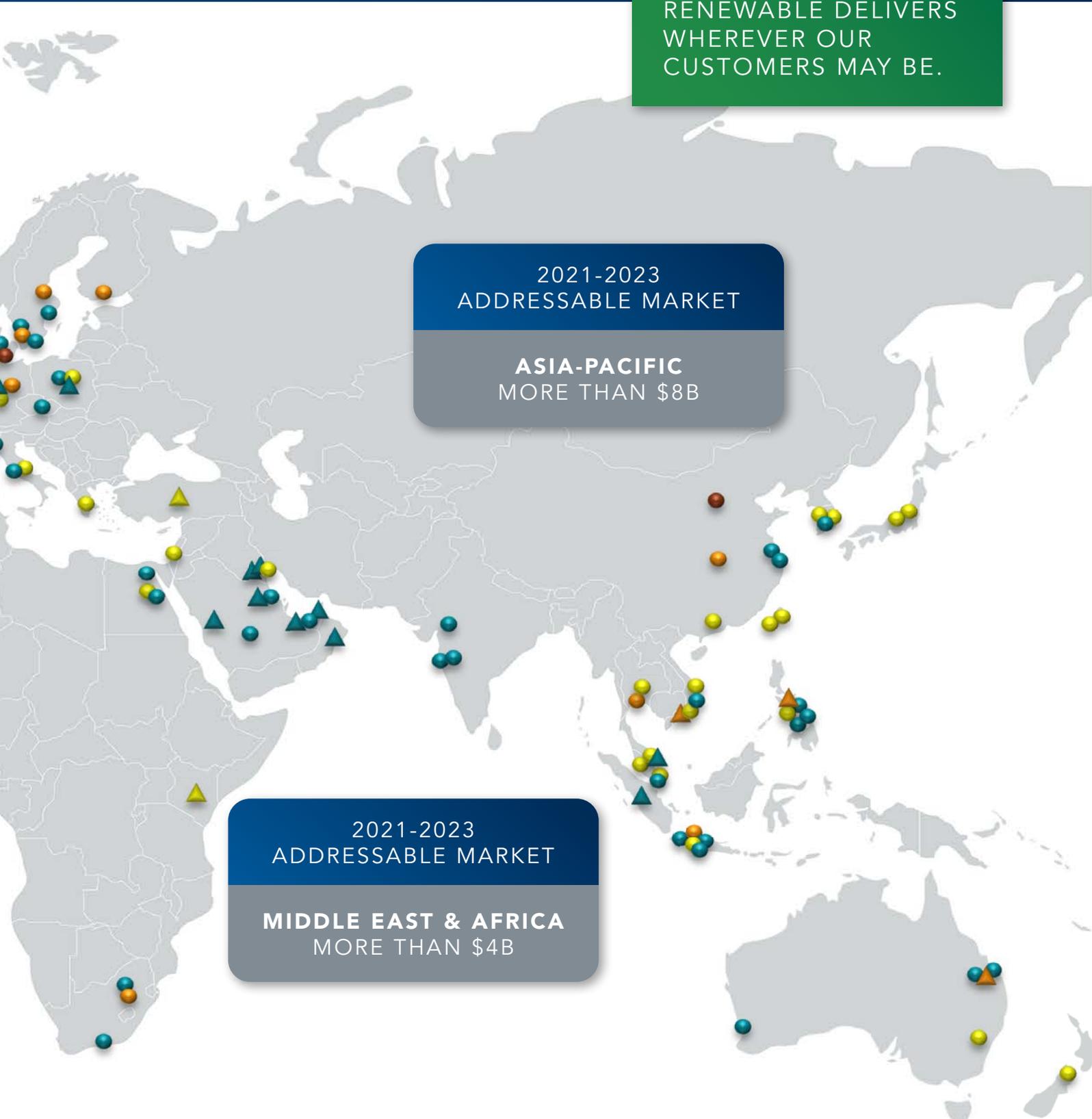


# B&W AROUND THE GLOBE



3500 EMPLOYEES  
5 CONTINENTS

FROM BUENOS  
AIRES TO JAKARTA,  
FROM AUSTRALIA TO  
GREENLAND – B&W  
RENEWABLE DELIVERS  
WHEREVER OUR  
CUSTOMERS MAY BE.



2021-2023  
ADDRESSABLE MARKET

**ASIA-PACIFIC**  
MORE THAN \$8B

2021-2023  
ADDRESSABLE MARKET

**MIDDLE EAST & AFRICA**  
MORE THAN \$4B

## COMPANY

# DYNAGRATE® – STATE-OF-THE-ART COMBUSTION TECHNOLOGY

In a renewable energy plant, the grate is where solid fuel is converted into energy. It's the heart of the system. The DynaGrate® combustion grate is the state-of-the-art technology in the Vølund™ product line of high-quality products.

It is one of the world's most advanced combustion grates for waste-to-energy applications.

The DynaGrate® provides excellent performance with low maintenance costs due to a design technology that causes little wear. With the DynaGrate® technology we can meet tomorrow's demands for waste-fired plants, which require a high level of accessibility, fuel flexibility, and energy recovery under environmentally sound conditions.

### **Our DynaGrate® is renowned for its unique:**

- **Movement:** Strong agitation of the fuel bed results in an excellent burnout of the waste fuel.
- **Design:** There is no contact between the moving parts. This design allows minimum impact of mechanical forces and minimizes the need for spare parts.
- **Cooling system:** A fully integrated water-cooling system ensures stable operation and high availability of the combustion system.

## FLORIDA BOASTS THE WORLD'S LARGEST DYNAGRATE®

The grate in the West Palm Beach renewable energy plant in Florida is the largest DynaGrate® in the world, measuring 130 square meters. The plant is also one of the largest waste-to-energy plants in the world, processing 2,700 tons of municipal solid waste per day – corresponding to 907,000 tons of municipal solid waste per year. The waste-to-energy plant consists of three single-pass mass burn boilers, which are capable of generating enough electricity to power 56,000 homes. The boilers are specially designed to handle the massive input volume and have very high efficiency.

Furthermore, the plant is equipped with advanced control technology to reduce emissions. In fact, the emissions permit limits are among the lowest of any renewable energy facility burning municipal solid waste in the United States.

Renewable waste-to-energy and biomass-to-energy combustion grates and boilers installed: More than 500 production lines at more than 300 facilities in more than 30 countries, serving a wide range of utility, waste management, municipality, and investment firm customers.

Renewable waste-to-energy and biomass-to-energy environmental installed base: Key patented ADIOX® and MERCOX™ flue gas technology installed in more than 120 plants.

Pulp and paper recovery boilers: ~90 units in North America; at nearly 50%, the largest installed base among OEMs.

## COPENHAGEN'S WASTE-TO-ENERGY PLANT GENERATES CLEAN WATER FROM WASTE

For another example of the DynaGrate® in action, look no further than Copenhagen's state-of-the-art Amager Bakke (also known as Copenhill), which sets new standards for environmental performance, energy efficiency, and waste treatment capacity. Just across the bay from the queen's palace, it includes a roof-top ski slope and a hiking trail, with trees growing on landscaped sections.

Amager Bakke is equipped with two furnace lines and a joint turbine and generator system. Each line burns 35 tons of waste per hour and is designed to:

- Treat approximately 400,000 tons of waste annually produced by 600,000 inhabitants and at least 46,000 companies.
- Supply a minimum of 50,000 households with electricity and 120,000 households with district heating.
- Supply 440 °C steam at 70 bar, which doubles the electrical efficiency compared to the former plant.

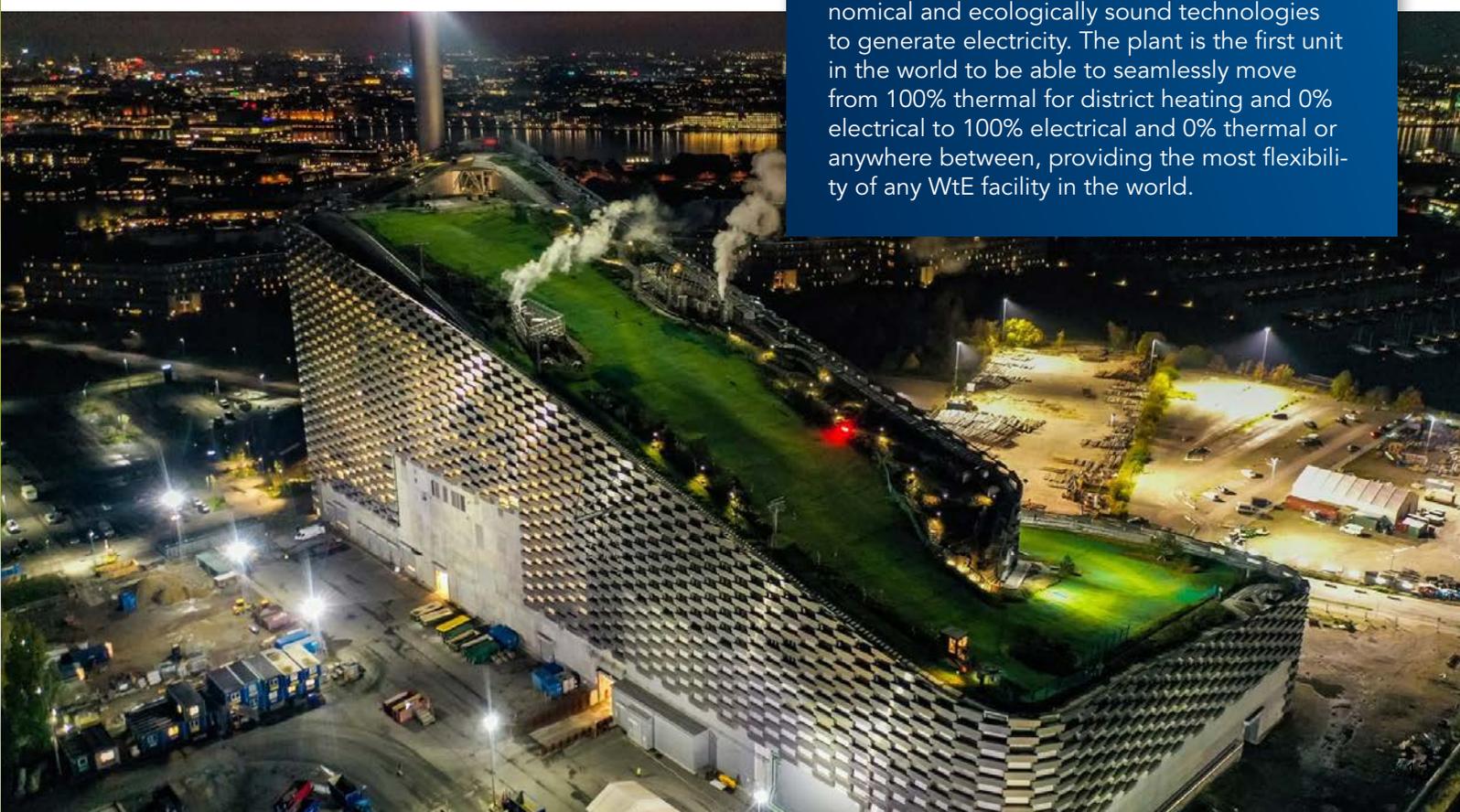
- Emit much lower emissions than the EU's stringent 2019 Best Available Techniques.

At the Amager Bakke plant, 100 million litres of water is extracted from 400,000 tons of waste through flue gas condensation. The cleaned water obtained from municipal waste has lower nickel, chrome, arsenic, cadmium, copper, and zinc limit values than the city's drinking water.

Also, B&W's waste-to-energy technology is a clean and sustainable alternative to waste landfills, where toxic leachate can cause ground water pollution.

Additionally, our SPIG™ dry cooling systems are designed with water preservation in mind. This environmentally sound technology features no hot water discharge, using only the ambient air for cooling without the need for water.

Grab your skis and hit the slopes on this iconic waste incinerator. Copenhill's combined heat and power waste-to-energy plant uses economical and ecologically sound technologies to generate electricity. The plant is the first unit in the world to be able to seamlessly move from 100% thermal for district heating and 0% electrical to 100% electrical and 0% thermal or anywhere between, providing the most flexibility of any WtE facility in the world.





## CENTER OF EXCELLENCE

In Esbjerg and Glostrup, we have the Center of Excellence for Waste-to-Energy. This Center of Excellence is instrumental as we execute the new building projects in our near-term forecast, as we grow the service business in Europe, and as we grow our renewable energy business throughout the world.



## WASTE-TO-ENERGY

In Europe, 50 million tons of waste is converted into valuable energy through WtE technology, supplying 27 million Europeans with electricity. Still, 50% of municipal solid waste becomes landfill. This releases greenhouse gases like methane. Our WtE technology eliminates these emissions.



99%

of the energy entering our plants is utilized



560

We have designed and built more than 560 waste-to-energy lines around the world



8,000

Each plant produces energy for more than 8,000 hours each year



## Biofuels sales and consulting

Søndergade 8 - DK-7673 Harboøre  
T: +45 96 90 88 88 - W: cilaj-energi.dk



## HIGH EFFICIENCY AND LOW EMISSIONS

Our goals are two-fold: to maximize production and efficiency to meet energy needs, and to reduce our environmental footprint.



## SOLVING WASTE PROBLEMS THROUGHOUT EUROPE

Exporting municipal waste to other regions doesn't solve a problem – it simply passes it off to someone else. According to ESWET - European Suppliers of Waste-to-Energy Technology, since 2004, EU exports of waste to non-EU countries have increased by 75%, creating a host of environmental and social challenges. But B&W Renewable's waste-to-energy technology can help countries throughout Europe manage the municipal waste they produce, boost recycling efforts, and sustainably treat non-recyclable waste.

# THANKS FOR A SUCCESSFUL PARTNERSHIP

187 years of company history make us one of the most experienced German lubricant manufacturers. At the same time, we are also one of the most modern providers worldwide. Babcock & Wilcox Vølund trusts in high temperature greases and roller and plain bearing greases from BECHEM. We are looking forward to a continued good cooperation.

BECHEM – Lubrication solutions for industry.



Distributor in Denmark:  
[www.tribo-logic.dk](http://www.tribo-logic.dk)

ENGINEERING CENTER OF EXCELLENCE

## A LIFE IN TECHNOLOGY

We supply the core technology and develop the control concept to power plants that use waste and biomass as fuel. These are extremely complicated products with many technical challenges – process equipment, components, firing, regulation, etc. – and our employees are therefore also technical specialists. To be a good engineer in B&W, you must have your technical skills in order – and at the same time have 3-5 years of experience with the product or a similar product within, for example, the power plant industry. However, our work area is also incredibly interesting for younger engineers who will get expert peer training. And the work itself is interesting as we're simply making the world a better place and making a huge difference in two of the world's biggest challenges – the circular economy and global warming.

Another characteristic thing in Engineering is that we are involved

throughout the project's lifetime. From development of the project to bidding, from construction to service, and beyond. We are typically in competition with 4-5 other companies on a project, often from Switzerland, Germany, and Italy, and the competition is very much on price in the end. This requires close dialogue with the customer, close collaboration with Sales, and the skills to combine professional knowledge with being in a team that helps customers get the right solution.

When the plant is ready to be built, we use all the resources we have available as part of a global organization. When the plant is finished and ready to start, our experience and expertise is needed again. When the plant has been handed over and the customer is satisfied, they often want a service agreement with us. Here, we work closely with the Renewable Service Department. So we really are part of the plant's entire life cycle.

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Assistance

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“

We are involved in projects worldwide. Right now, for example, I am working on bids for several projects in Dubai and Egypt. We have long been active in China and India, and there is still great potential in Eastern Europe, in Southeast Asia, and most recently in Australia. I travel about every other week and that is very characteristic of the department.

It is a versatile job with extremely challenging tasks – tasks that help you make a difference in the world. There are also a huge number of opportunities. Some would rather be involved in the beginning of developing a solution for the customer – the very outgoing people. Then we have the more nerdy types who would rather be involved in building the plant. Then again another type who would rather be involved in servicing the product. The professional role can thus be combined with our roles in relation to who you are as a person. You may also find that you would rather be a key account manager in Renewable Service. So having a good technical background can be a springboard to all sorts of other places in the organization – allowing you to go from engineering to other functions, either horizontally or vertically.

I am especially proud of our work with Copenhill. It's a childhood dream come true. From lines on a piece of paper and calculations on a computer to a huge plant that is suddenly ready. It really is an indescribable experience.”

*Ole Hedegaard,  
Director of WtE Engineering CoE*



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## WHAT ARE WE LOOKING FOR?

- We are seeking constructive and outgoing team players who are good at communicating, sharing knowledge, and working across a large organization. It comes naturally to you to take responsibility, and you are passionate about leading our projects in the right direction.
- In specialist roles, we need you to be dedicated to quality and structure. Thus, you are able to get a result, retain focus, and keep your composure when deliveries stack up.
- Quality is paramount to us, so an important part of your area of responsibility is to ensure that our products comply with standards and directives, as well as our contract with the customer.
- You enjoy your responsibility and drive our projects in the right direction. Finally, your finishing touch ensures that you keep an eye on the goal while being thorough in your work.



### UV Water Treatment

With our UV solution, we can help reduce biological growth in your:

- Boiler water
- Flue gas condensate
- Technical water
- Recycled water
- Scrubbing water
- Cooling water
- Protect your RO and Ultrafilter



INSATech

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ronny.rahbek@insatech.com · www.insatech.com

# WHAT CAN YOU EXPECT?

- You can look forward to a position that will challenge you and add to your capabilities.
- You will work in a close-knit team with a free and informal tone, and you will feel the pride we take in contributing to green energy through our unique energy and biomass technologies. We also offer a flexible working day with great focus on social events and excellent health insurance.
- You will experience the results of your work and make a difference by helping to reduce waste.
- You will become part of a growing company with lots of international and engaged colleagues.
- We are a project-oriented company with a changeable workday, where structure and prioritization are keynotes. We are in a period of change, which creates opportunities to make a difference and influence the business.



## Umicore catalysts improve air quality

Umicore is specialized in catalytic air emissions control. Umicore's catalysts are widely used in passenger cars, trucks and other vehicles. And in more than 2,500 stationary plants worldwide.



Anders Rooma Nielsen, Global Market Manager, Waste-to-Energy and Biomass Applications

Phone: +45 2275 4627  
andersrooma.nielsen@umicore.com

*Installation of SCR DeNOx catalyst modules at Amager Resource Center waste-to-energy plant.*



*Innovative technology has been wrapped nicely into an architect-drawn building designed by the Danish architects Bjarke Ingels Group.*

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# CAREER OPPORTUNITIES

Lead Engineer

Structural Engineer

*PLANT ENGINEERING*

Piping Stress Engineer

PROJECT ENGINEER

**Electrical Design & Automation**

ENGINEER FOR BOILER DESIGN

**STEELWORK**

*Insulation & Refractory*

**WtE Technology**

**DEPARTMENT MANAGER**

Process Engineer

Technology Specialist

Automation & Control Specialist

Senior Control Specialist

Technology Designer

**CFD & COMBUSTION ENGINEER**

**Business Developer**

*Technology Design Engineer*

Concept & Process Design

**Mechanical Engineer**

ENGINEERING SPECIALIST

*Boilers & Combustion Equipment*

**PDMS Specialist**

**TECHNICAL DESIGN MANAGER**

**LOCATIONS:**

- Esbjerg, Denmark
- Glostrup, Denmark

# Next Generation SNCR Technologies

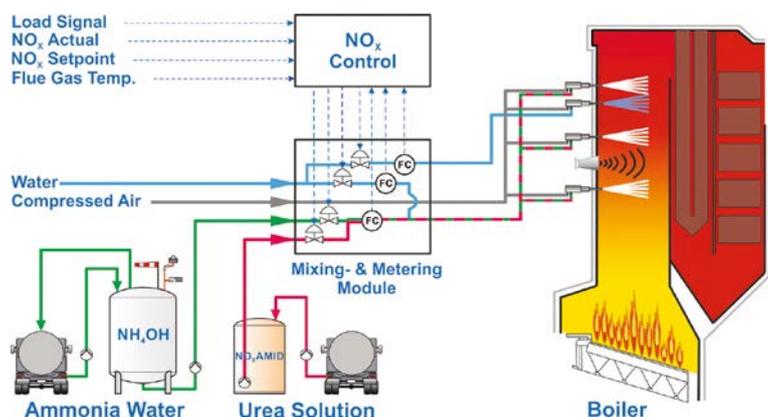
Combination of Selective Flue Gas Cooling and TWIN-NO<sub>x</sub><sup>®</sup>

**Selective Cooling** optimizes flue gas temperatures for the SNCR process at the injection positions. NO<sub>x</sub> reduction rates are improved and the consumption of reagents is reduced.



- Low investment costs
- Easy retrofitting
- High availability
- Reduced consumption of reagents
- Improved NO<sub>x</sub> reduction rates
- Low ammonia slip
- New EU standards are safely met

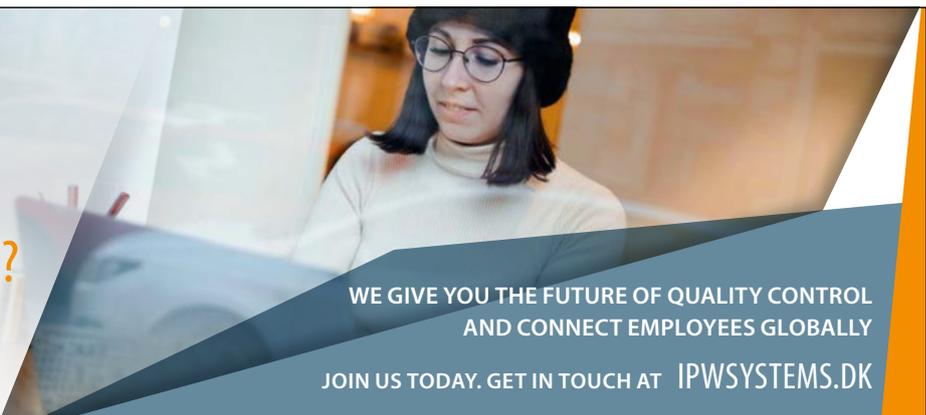
The **TWIN-NO<sub>x</sub><sup>®</sup>** process produces excellent results by combining the advantages of the reagents ammonia water and urea solution.





## CHALLENGED ON QUALITY MANAGEMENT?

- Web-based all-in-one quality management solution
- 1 system. 100% overview. 0 user licenses



WE GIVE YOU THE FUTURE OF QUALITY CONTROL  
AND CONNECT EMPLOYEES GLOBALLY

JOIN US TODAY. GET IN TOUCH AT [IPWSYSTEMS.DK](http://IPWSYSTEMS.DK)



We are a high-tech engineering and production company that makes green energy plants. In other words, we help eliminate landfills. We produce electricity and heat from residual products, such as household waste. The fuel can also be straw or coconut shells, depending on where in the world the plant is located – the most important thing is that they are residues that cannot be recycled in a better way. The plants are huge and can burn up to 100 tons per hour, while supplying electricity and heat to thousands of households and companies and complying with the very strict limit values for emissions to air and water. We are primarily a knowledge-based company that also manages to put things into practice. We both develop, produce, build, service, and operate plants, which is why I have many highly educated and specialized colleagues.”



## GUARDING YOUR INVENTIONS AND IDEAS

We strive to simplify patent and design protection for YOU

Guardian has one of Denmark's strongest teams of European Patent Attorneys and European Design Attorneys. We help you to protect your investments in R&D.



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## OPERATIONS & MAINTENANCE

# A LIFE ON A PLANT

The plants need to run 24/7. This is unnegotiable and paramount for business, and the O&M Department sees to it that they do. Upwards of 25 people operate the plants round the clock, spanning everything from specialists to managers to blue-collar workers, all focusing on optimization and uptime. At the moment we have O&M operational activities on two plants in the UK that are owned by investors, and which we operate in the entirety on their behalf. We are also actively looking for contracts abroad (often running for about 15 years), where plant owners can take advantage of our O&M expertise with all types of power generation applications, including electric power, central heating, combined cycle, or process steam.

A huge part of our operations is focused on health, safety, and the

environment. It is a hectic, demanding workplace with unforeseen outages, necessitating a great deal of flexibility from our employees. What makes O&M different from the other departments is our finite scope – as we don't own the plants – and a large focus on customer service. We have a different dynamic and are more commercially focused. What we have in common is that we want to be best in class and take our plants from great to superb. We also work closely with the rest of the organization – an organic collaboration that is very defining of B&W. You can pick up the phone and speak to the person who built the specific plant, people in Denmark can monitor the plant in the UK in real-time, and if a client approaches us with modifications, we can send them straight to the in-house engineering team and obtain the needed expertise.



Approved and certified according to EN 1090-1 & EN 3834-2

*Sdr. Højrup*  
**Beholderfabrik ApS**

Specialized in custom-built containers, dished ends and steel constructions. Development in close cooperation with our customers.

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Lensvej 24 - Sdr. Højrup - DK-5750 Ringe

“

While other departments are more focused on technical expertise, I am far more interested in how you operate as a leader. You may not know all the technicalities, but you know how to ask the provocative questions. Our work requires a strong moral compass and a drive for success. In return, you join a fantastic team of talented people in an environment that has ample room for you to grow and develop your talents. Our safety protocols are also second to none; we want you to come home in one piece, just the way you came, but maybe just a tad swetier.”

*Simon Lark, Director of O&M*

**B&W**  
vølund



**DAH** PLANNING  
& ANALYSIS

At DAH, we do more than just deliver plans. We can be a part of **PROJECT CONTROL** with for example a planner, or we can take control of your **PROJECT CONTROL**. ‘Working together’ is not only our motto – it is the path to successful project execution.

Our company was established in 2006 and has since then had many tasks within project planning, project management, company / department management, claim management, software and report development, as well as product maturation / development. We can help customers with development from concept to reality.



Chr. M. Østergaards Vej 4A  
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Tel: +45 51 900 484  
info@dah-planning.com  
www.dah-planning.com

## WHAT ARE WE LOOKING FOR?

- You are a keen team player with excellent communication and interpersonal skills to interact with different disciplines and departments, providing support to the team. It is required that you work under a minimum of supervision, and you will be highly self-motivated, having a can-do attitude with an eye for continuous improvement.
- You thrive in a busy environment where you are a key player in ensuring we continuously develop our performance and processes.
- A flexible approach to hours of work, particularly during plant outages, is required when weekends, nights, and bank holidays will have to be worked.



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- Just like the rest of the organization, we are proud of our contribution to green energy through unique biomass technologies. In your position, you help us deliver this – and for this, we offer a flexible working day with a great focus on health, safety, and the environment.
- You will work for a company dedicated to making a difference in terms of sustainability as well as defining the future of energy and biomass plants.
- You will develop your professional skills in an international environment among skilled and experienced colleagues.



## Consultants for client, design office and contractors

### Piping, steel and mechanicals

- Project Manager + calculation of offers / budget
- Installation manager/site manager
- Supervisor
- Coordination between design office / client and contractors
- QC piping and steel construction
- Coordinate design changes and make variation orders
- Inspections at suppliers on site / workshop
- Orders by suppliers
- Schedules for the project
- Work in engineering groups
- Prepare shutdown / maintenance



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# CAREER OPPORTUNITIES

DCS/C&I Engineer

Finance Manager

## HSEQ Advisor

Ash & Fuel Operator

Maintenance Manager

Plant Manager

## C&I Technician

Shift Operations & Maintenance Technician

Operations Technician

Shift Team Leader



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Electrical Engineer

Plant Operator

Operations Manager

# Site Administrator

O&M Manager

*Electrical Technician*

O&M Assistant

Financial Controller

Mech. Maintenance Technician

Operator & Maintenance Assistant

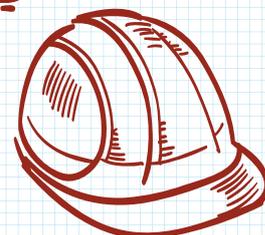
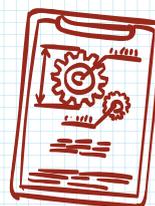
## LOCATIONS:

- Margam, Wales, United Kingdom
- Rotherham, England, United Kingdom
- London, England, United Kingdom

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Did you hear about Copenhill? It's a waste-to-energy plant that we have helped build on Amager near Copenhagen and one of the tallest buildings in the country. It even has a ski slope on the roof! Inside is some of the most advanced technology imaginable; designed by the very company I work for. This technology allows you to ski on the roof in the fresh air. It also means that 50,000 houses are able to get environmentally friendly electricity – and that even more get district heating. We are building similar plants all over the world, including in the USA, UK, and China. I work with many talented people, and we have a lot of fun figuring out how to get the most energy out of waste and into electrical outlets and radiators. Would that interest you, too?"



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## HIGH QUALITY AND ROBUST VACUUM SYSTEMS

*With development and production in Sweden, for more than 30 years we have been improving the work environment and cutting production costs for thousands of companies globally.*

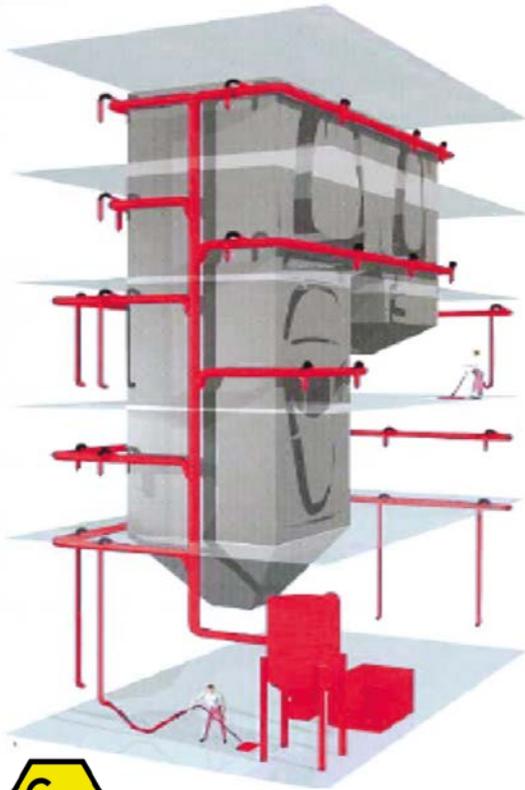
DISAB has provided more than 300 installations of DISAB Stationary Vacuum System Solutions to Energy & Power Plants around the world.



*“The stationary vacuum system from DISAB has played a very important role in helping us to reduce the duration of our maintenance outages, saving us 1 million SEK per day.*

*Mälarenergi, Sweden.*

# IMPROVED WORK ENVIRONMENT AND LOWER PRODUCTION COSTS WITH A VACUUM SYSTEM



## Stationary vacuum system

For continuous requirements

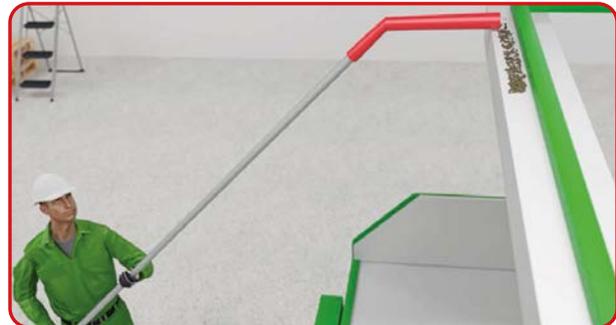
Fixed installations with a powerful vacuum unit are more cost-effective for large production plants. These are then connected to main ducts with multiple connection points for collection of material and cleaning throughout the plant.

We have units from 5.5 kW up to 160 kW that can cover all requirements, from the smallest local problem to an entire factory, for example a complete foundry with 5-10 simultaneous users. All these systems are customised by our engineers, who are specialists in system solutions with a vacuum unit and associated pipe systems.



## Accessories

A wide range to facilitate the work and make it more efficient



The right accessories enable you to obtain maximum benefit from the vacuum unit and its system. We have specific accessories for everything from bulk suction of material to fine cleaning of dust. We also have specially designed accessories for suction in cramped and hard to access environments, such as beneath conveyor belts and high above pipes or machine components.

Our systems and cleaning accessories are electrically conductive for elimination of static charge.

All accessories supplied by DISAB are tested and verified for tough environments.

## RENEWABLE SERVICE

# A LIFE IN SERVICE

The Renewable Service Department is the last link in a plant's lifetime. Our plants run for up to 30 years, so there are many things that need to be maintained and serviced. We are also the ones who are hands-on with the facility for the longest time. We service and maintain boilers, we do inspections, come with condition assessments, suggestions for improvements, a whole palette of subcontractors, etc. And then we make sure that the plant gets off to a good start with the next heating season. Another aspect of our work is to help customers improve their facilities to meet increasingly stringent emissions requirements. This includes both product development and political work.

We cover the Nordics and the UK. We are also expanding throughout Europe and are aiming at Germany and France in particular. It is defining of our department that our workers are "multidisciplinary artists" with a broad understanding of the product, challenges, people, languages, trends – and are capable of executing a plan. The work is ever-changing; demands change, problems arise, and you never quite know what tomorrow brings. This unpredictability creates a dynamic environment, keeps us on our toes, and makes every day exhilarating.

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“

We develop generalists, and there are some who can go that route and become super-skilled generalists, but there are also people who need to step up and take leadership positions. We are looking for people that know a little bit of everything (a knowledge we make sure to help foster), so that they understand the product but also know how to sell it. Seeing as we want to grow, we are also looking for people who know the relevant languages we work with – so Swedish, German, French, and English are always in high demand. Some of those who have been building the plants later come to Renewable Service, while others use Renewable Service as a springboard for larger projects in e.g. the Engineering Department.

We are always on the lookout for service account managers who both have a good technical knowledge of the products and who are also willing to get in the car and drive around Sweden for four days to visit customers, listen to their challenges, and translate it into something we can do something about. Find a solution to their challenges, come up with suggestions that are optimizing – help them with a business case. Now THAT is service.”

*Niels Højberg Nielsen,  
Director of Service Business*



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## WHAT ARE WE LOOKING FOR?

- Our work is project-oriented, and you will have to collaborate closely with colleagues across Renewable Service and Engineering to complete projects. We strive to be best in class and offer both professional and personal development. We are always looking for qualified and skilled people who can help us get even better at what we do best.
- We are a strong team, and we are looking for someone who is serious about the job but at the same time is a breath of fresh air in the department. Your working day may consist of handling larger and smaller tenders and providing technical consultation on operations and maintenance.
- As to your personal qualities, it is important that you have a structured approach to all project phases and an eye for improvement opportunities – always focusing on the customer. In addition, you have the overview of the projects, you thrive on customer relations, and you have winning manners and a can-do spirit. You ensure that we reach our goals – always respecting our agreements with the customers and their needs, and you are frank, forthcoming, and independent.



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**HOUSE OF COMPETENCES**  
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# WHAT CAN YOU EXPECT?

- A problem-solving environment and growing team that seeks to enter new markets.
- You will be part of the Renewable Service team, visiting and inspecting waste-to-energy and biomass grates across the Nordic countries. Your job may consist of collecting inspection data, analyzing, and discussing with customers and various other teams. You might also be the point of contact with our customers and responsible for creating leads – or you could visit plants during planned outages.
- Your workday will be characterized by many different tasks, which require ability and will to acquire knowledge and draw qualified conclusions by studying literature, experience reports, etc. You will participate in meetings, professional discussions, and not least visit customers to perform inspections mainly in the Nordic countries.
- We are ready to offer both theoretical and practical training to help you develop.
- As a member of our Renewable Service team, you could also be part of the back office, exploring potential sales leads, submitting tenders, and executing orders. Our Renewable Service business typically handles modification, upgrade, and maintenance projects.
- An exciting and challenging job with flexible working hours; you will have plenty of opportunity to leave your own mark on it. Our Renewable Service Department consists of professional and dedicated employees with an informal tone. We like to work as a team. We have a company lunch program, an employee healthcare program, and an active staff social club.



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|--|---|---|

# CAREER OPPORTUNITIES

**Grate Inspector**

*UPGRADE PROJECTS*

**SITE MANAGER**

**SERVICE ACCOUNT MANAGERS**

# TEAM LEADER

Service Account Director

*Aftermarket Services*

**COORDINATOR**

**PRODUCTION & WAREHOUSE**

**Welder**

Service Account Manager

*Production Management*

*Department Manager*

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SERVICE ENGINEER

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### LOCATIONS:

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- Sollentuna, Sweden
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Many jobs offer you the option of either working from one of our offices or from your home office.

## Warehouse Coordinator

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Task Supervisor & Planner

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## PROJECTS & PROPOSALS

# A LIFE IN PROJECTS

We are in charge of project governance, including everything from project management to planning and proposals. We operate worldwide but with a focus on Europe and Asia. When we encounter a possible offer, we participate from the early proposal phase. We guarantee that the proposal can be executed, and we ensure a smooth transition. Our project managers are responsible for running the project to the finish line – not only commissioning and handing over the plant, but also throughout the warranty period. And these are long timelines we are talking about. 30-35 months to get a project up and running and to delivery – plus a warranty period of typically 2 years. If, on the other hand, you are a proposal project manager, you must be able to challenge the organization on best practice, as well as be able to nudge the engineers who may be used to doing things a certain way.

In other words, the ideal candidates for Projects & Proposals are Swiss Army

knives. You must have technical flair, classic project manager competencies (scope, time, budget, etc.), but you must also have commercial flair – have insight into your contract and be able to act on it vis-à-vis both internal and external parties. You need to be ready to get in front, create team spirit, and motivate people. You get to work with a lot of different areas where you need to be able to make decisions and have the full overview both financially, contractually, technically, and in terms of stakeholder management.

Generally in the company there is a career track from Engineering or Sales and over to Project Management. In Project Management, you also have a career track to get bigger and more complicated projects. There may also be opportunities globally – especially if you are mobile. We strive to have project managers close to where the projects take place, so there are opportunities across the board – especially if you are interested in relocating.



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“

We are a company in constant motion – and we are busy! We are extremely focused on delivering a solid end result, and our employees are really passionate about delivering the goods and making things work. We do not cut corners; instead, we deliver the superb. In return, you as an employee will encounter great freedom under responsibility. We are not a very political organization, and there is not much of a tradition for structure, giving you plenty opportunities to make your own mark on the processes. And that innovation is most welcome, as we are forced to do things differently because the competition globally is so fierce. We need to get sharper to keep up, we need to be able to compete on prices, and we still need to deliver the best possible product. The good news is that there is a huge market – it just gets bigger and bigger, while competition is also intensifying. The even better news is that our starting point as a technology leader is cemented. Now the company just needs to take the next step. This is where you can make a difference.”

*Jan Sahl, Director of Projects EMEA*



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# WHAT ARE WE LOOKING FOR?

- We are looking for talented project managers who can transform the wording of a contract into a fully functional renewable energy plant, who are driven planners, comfortable in complex environments, and motivated by the requirement of new ways of thinking and working internationally.
- Based on the contract we have with the customer, you lead and steer your team of 8-10 leads towards delivering the project within specification and on time, budget, and quality. You will also be overall responsible for all interface management with both the customer, partners, and subcontractors to meet the project objectives.
- Can you lead technical proposal projects with a commercial drive, and are you capable of executing complex engineering and construction proposal projects? Are you eager to take your expert knowledge to the next level and drive an optimization agenda? Then we just might be looking for you.



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## WHAT CAN YOU EXPECT?

- You have the perfect opportunity to work with leaders of other B&W businesses across the EU and globally to drive consistency of our project management and control processes. As most of our projects are abroad, you travel regularly to site and/or are based on site for longer periods.
- As project manager, you are involved from proposal and lead through engineering, procurement, construction, and commissioning, until the finished power plant is handed over to the customer. This is typically a cycle of 2.5-3 years, so you need to stay focused on lengthy projects. You will manage the scope of integrated solutions such as boiler, grates, pusher, slag handling, combustion air system, and, for some projects, balance of plant.
- You can look forward to a versatile working day in contact with many internal and external stakeholders.
- In addition to driving a project, we also provide the opportunity to have a substantial role in reshaping our proposal processes. As a company, we are changing the way we deliver projects, and we welcome someone with additional insight to use across our proposal process. The right candidate has the potential to take the lead to drive and coordinate global improvement projects.



## One of Scandinavia's largest companies, with over 50 years of experience

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# CAREER OPPORTUNITIES

**PROJECT PLANNER**

**PLANNING**

*Sales Manager*

Management Assistant

**Project Manager**

PROPOSAL PROJECT MANAGER

**COORDINATION**

**NEW PROJECTS**

Estimating/Proposals

Upgrades

**Department Manager**

Documentation

**LOCATIONS:**

- Esbjerg, Denmark
- Glostrup, Denmark
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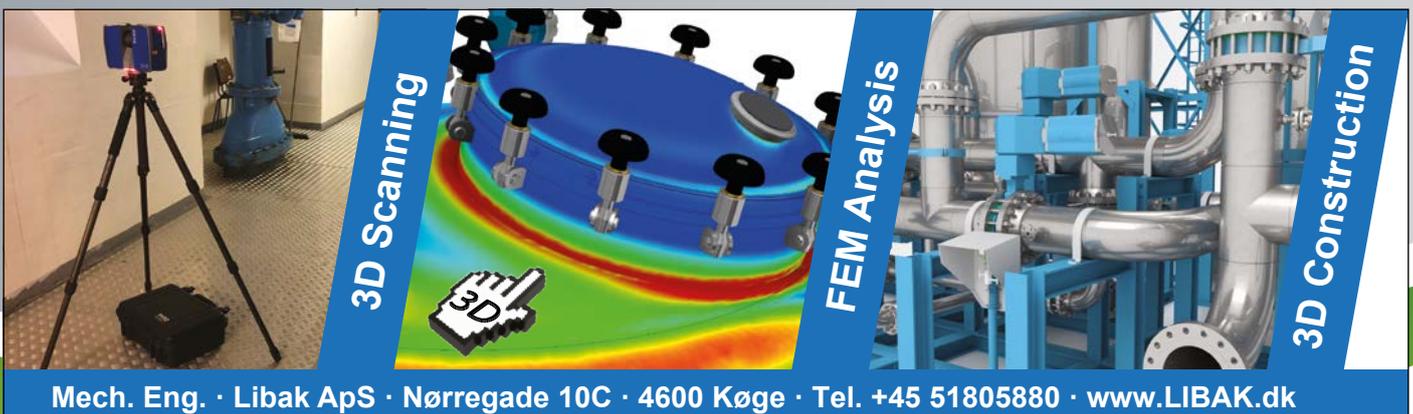
Contact us to get our full reference list, and let us know if we can help you solve your NOx challenges.



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# THE SOCIAL ENVIRONMENT

At B&W Renewable, we strive to create a workplace that is both vibrant and exciting. We believe that a positive and nurturing social environment begets positive changes within the workplace, and we believe that by being open to a wealth of personalities, ways of working, and cultural backgrounds, we create a stronger togetherness. Ultimately, by fostering better cooperation and teamwork, and by having all parties committed to developing positive working relationships, we seek to heighten employee satisfaction and creating a workplace worthy of emulation.



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**THE SOCIAL CLUBS HAVE BEEN AN INTEGRAL PART OF THE B&W SOCIAL IDENTITY FOR DECADES.**



**MBB GROUP**  
SECURITY – CONSULT – IT-LEADERSHIP



## **MBB Group's collaboration with B&W Renewable started back in 2016**

IT plays a crucial role in the everyday life at B&W Renewable. Therefore, we have assisted in handling everything from the daily internal IT operations to implementing new IT, on both construction sites and the finished waste facilities.

B&W Renewable chose to outsource parts of their IT to focus more efficiently on value creation.

### **The collaboration with B&W Renewable has shown great results**

In our collaboration with B&W Renewable, we have focused on acting as a knowledge and advisory partner around IT solutions (Network, Server, IT security), based on our philosophy that "we are a team of specialists, and our knowledge creates solutions and heightens quality".

B&W Renewable has had an urgent need for consultants who possess the necessary specialist knowledge within IT projects. This has meant that several of MBB Group's competent IT experts today work full time to complete B&W Renewable's internal IT projects.

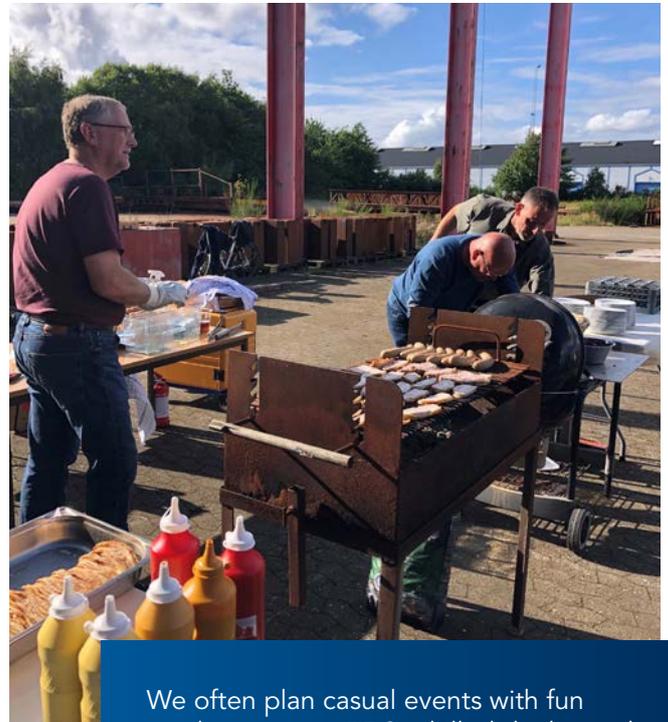
## SOCIAL ENVIRONMENT

# SOCIAL CLUBS

As part of boosting the social environment throughout the organization, each location has their own social club. Driven by volunteers, and sponsored by both employees and the company, the social clubs plan gatherings and events with a clear focus on socializing, health, and fun – sometimes even at the same time! We plan parties, watch shows in the theatre, go bowling, boating, biking. We play bingo for Christmas, have beer tastings, go to standup shows, throw big BBQs, and every year we participate in the popular DHL Relay Race in Copenhagen as a team.

As you can see, the social clubs are a way to let go of everyday life a little and meet work friends old and new, building a social cohesion across departments outside of the working relationships. Who would have guessed that the person from accounting was so good at shooting clay pigeons?

In addition, if clay pigeons are not your thing, the social clubs are completely open to ideas big and small. Everyone gets a say, and there's always room for more passionate people to plan our next outing or event. Together, we can make every day more enjoyable than the last.



We often plan casual events with fun outdoor games, BBQ, chilled drinks, and time to talk and relax.

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We participate in various races, and often the weather is less than desirable – either too hot or too wet – but that doesn't stop our running teams and walking teams in completing relay races with excellent and impressive times! When everyone has completed the run (or walk), all the participants celebrate with good food and great company. This is just as important as the impressive times.

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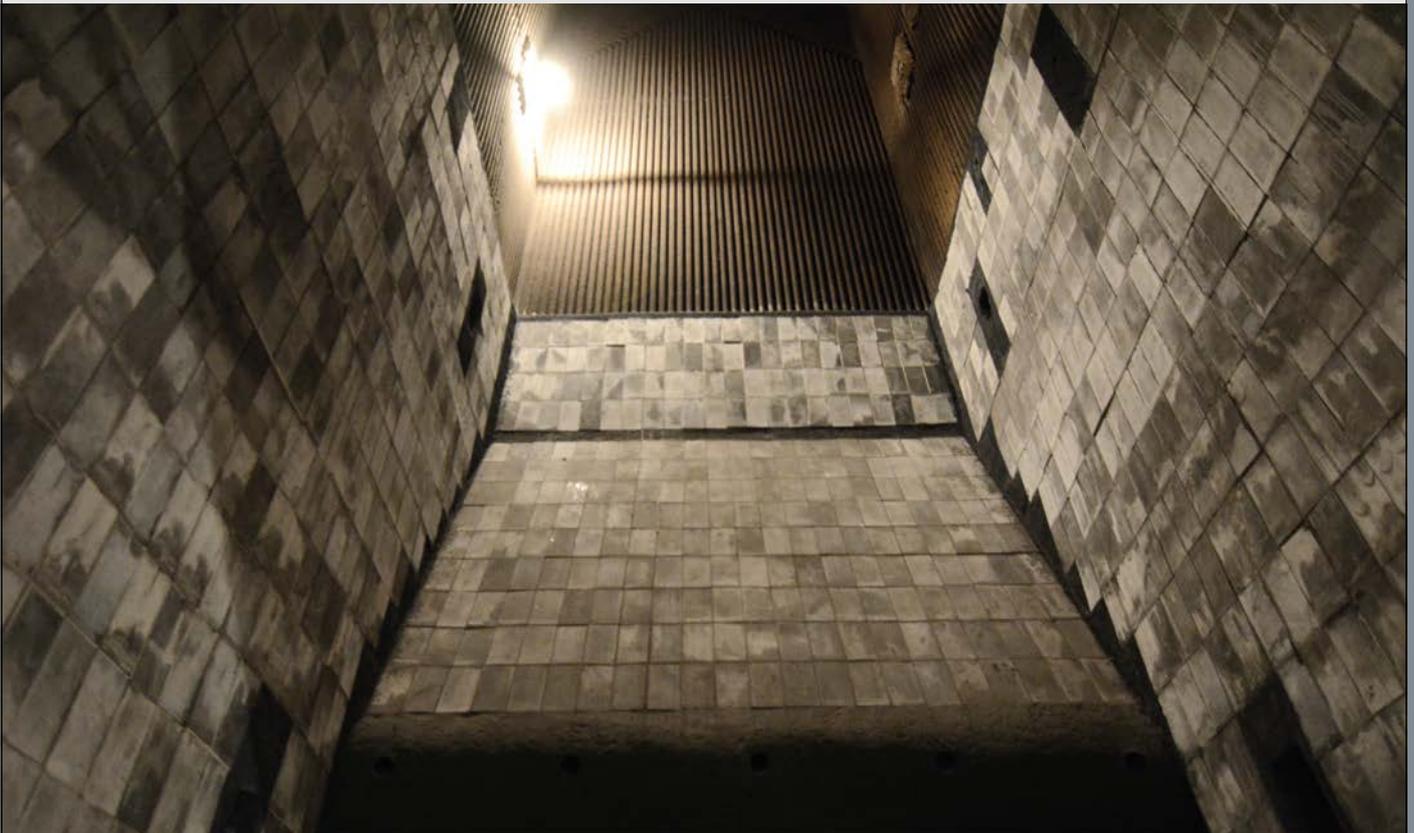
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Zampell Europe is operated from Zampell A/S in Denmark and Zampell Ltd. and Vulcan in UK. We share technical know-how between our divisions and our parent company, Zampell Inc., with offices throughout the US. Zampell was founded on Safety and Craftsmanship; and these values remain central in our collaboration with B&W Vølund.



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**Industrial cleaning**



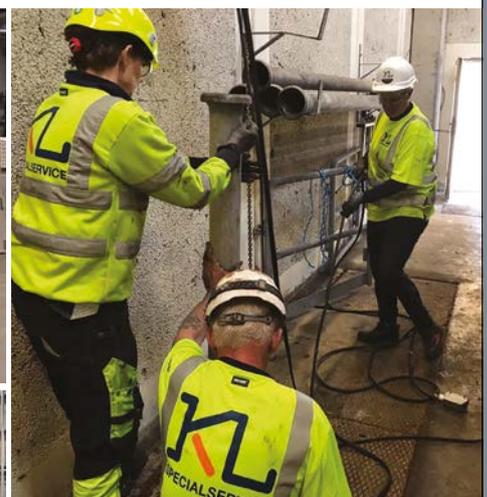
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