

# Net Zero Hydrogen Workstream Vacancy

Job Description  
Associate Director

November 2024

SCOTTISH  
FUTURES  
TRUST

## Net Zero Hydrogen - Job Description

### Associate Director

The Net Zero Hydrogen Workstream is working closely with SG's Hydrogen Programme to provide commercial support on a cross cutting basis across 4 of the 5 pillars of the Programme (all except Pillar 3), set out as follows along with the key overriding objectives of each pillar:

1. **Production** - establish a clear pipeline of priority and credible clean hydrogen projects and support them towards implementation.
2. **Regulation** – ensure the regulatory framework for production, storage and distribution is fit for purpose and supports the scale up of hydrogen production.
3. **Supply Chain and Manufacturing** – improve the visibility of future projects to maximise inward investment and domestic manufacturing
4. **Demand** – support development and delivery of hydrogen in industrial and heavy transport decarbonisation
5. **Export** – support industry in identifying the optimal short, medium and long term transportation solutions and develop customer relationships to export hydrogen to the EU.

### Background

Scotland has committed to reaching net zero carbon emissions by 2045, one of the most ambitious targets of any country in the world. As part of that target, Scottish Government has set out an ambition of 5GW of clean hydrogen by 2030 and 25GW by 2045.

This transition requires the parallel development of major production and major offtake of clean hydrogen. It also requires coordination between UKG government and Scottish Government given the respective powers that sit with each. Therefore collaboration sits at the heart of delivering a hydrogen economy in Scotland as well as targeting grant and other government support in the right places, creating investable markets to encourage private investment and promoting significant behavioural change amongst offtakers.

### The Role

SFT is seeking an experienced individual to provide part time support and shape SFT's commercial and technical backing to SG's Hydrogen Programme. They will come from an energy and commercial background with experience of advising and / or implementing of business planning and / or delivery of energy projects.

The candidate will have the ability to work collaboratively with people by developing long term relationships, therefore strong interpersonal skills are required. The role will also require someone who can produce high-quality deliverables for senior executive audiences.

### **Principal Activities**

Support the Net Zero Hydrogen team, working with the Scottish Government Hydrogen Programme ('the Programme') to :

- Form relationships with key early clean hydrogen projects to understand their business plan and technical spec and approach in order to form an independent view as to the key barriers that remain prior to FID and implementation.
- Develop an understanding of how to align the Hydrogen Programme with the development of new wind investment in Scotland including changes that could be required to the Contract for Difference for wind investment and the role that changes to electricity market arrangements could have on hydrogen investment.
- Form relationships with key early clean hydrogen offtake projects to understand their business plan and technical approach to form an independent view as to the key barriers that remain prior to FID and implementation. Consider the potential for new offtake sectors to emerge.
- Articulate views to inform the Programme on the technical aspects and business economics of the different segments of the emerging hydrogen sector in Scotland both for domestic and international offtake markets.
- Contribute towards a clear understanding of the cross pillar commercial and investment interdependencies as well as the wider energy system commercial interdependencies.

### **Knowledge, Skills & Experience**

- Degree or equivalent
- Professionally qualified with at least ten years PQE, or equivalent technical / commercial experience with a background in hydrogen and /or the wider electricity market.
- Understanding of the GB energy system in the context of the transition to net zero.
- Experience of managing key stakeholder relationships
- Emerging understanding of the policy, regulatory and economic drivers of hydrogen deployment.
- Experience of working successfully across organisations, in public and private sectors, with senior personnel and decision makers
- Self-motivated with a strong ability to prioritise tasks and actions
- Ability to filter information and assess priorities
- Strong report writing skills
- Impactful individual with excellent interpersonal and communication skills

### **Key Competencies**

- **Drive for Results**  
Puts energy into achieving results and takes action to exceed goals and expectations. This includes being courageous in striving for continuous improvement and taking calculated risks to pursue opportunities to deliver results more effectively and efficiently
- **Working with Others**  
The willingness and the ability to work positively and proactively with colleagues and others by creating open and honest working relationships in order to achieve the best possible outcomes
- **Commercial Focus**  
The ability to use sound business practices and commercial principles in all areas of responsibility, to achieve key business drivers
- **Impact and Influence**  
The ability to convince, persuade or influence others towards a point of view. It is about working collaboratively to gain commitment to a course of action, idea or vision

### **Location**

You will be based at SFT's office in Edinburgh. Everyone at SFT works flexibly, with an expectation that you need to be in the office for meetings as required. Additional travel will be required to attend external meetings.