

CASE STUDY



Client:
Scatec AS

Scatec

Sector:
Renewable Energy Solutions



About company

Scatec is a prominent Norwegian provider of renewable energy solutions, dedicated to expanding access to dependable and cost-effective clean energy in emerging markets.

The company develops, constructs, owns, and operates renewable energy facilities, with a current portfolio of 6.2 GW in operation and under construction across five continents.



The challenge

Scatec faced the challenge of rapidly expanding into new and diverse markets while maintaining high operational standards and compliance with local regulations.

The company needed to secure skilled talent across multiple geographies, establish legal entities, and build organizational structures in unfamiliar territories.

Managing payroll for employees in various countries and ensuring their teams remained well-trained and adaptable to evolving project requirements were also significant hurdles that required specialized support and on-the-ground expertise.

“ I recommend cooperation with SPERTON company with whom our organization Scatec Solar has been working since early 2018 in Ukraine. The company has provided invaluable support in setting up our organization in Eastern European region where we had to staff entire office in very short time. We found SPERTON company very dedicated to the tasks assigned. The Sperton employees are result-oriented, professional and very helpful to our Scatec Solar team. We fully recommend SPERTON company for cooperation in any region where they are present.

**Andrey Garanin, General Manager,
Scatec Solar, Ukraine**



SPERTON is represented in more than 140 countries through its legal entities and partner network, and can provide recruitment, local employment solutions and other services in all these locations.

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Services provided

With extensive experience in the renewable energy sector, we were able to identify and secure top talent with precision and efficiency. Our global team—supported by experienced senior recruiters based in Norway, India, Malaysia, Vietnam, Pakistan, Germany, and Indonesia—efficiently sourced and secured top-tier talent across all levels, from junior roles to C-suite executives.

We provided comprehensive recruitment solutions, managed payroll for Scatec employees in Vietnam, Pakistan, India, and Ukraine, and delivered on-the-ground project management support. This included assisting with the launch of new projects in unfamiliar territories and facilitating the establishment of legal entities and organizational structures. To ensure the ongoing success of Scatec's teams, we prioritized training and development initiatives, empowering staff to continuously upskill and perform at their best.

In Pakistan, we continue to provide Scatec with recruitment and payroll services, along with managing their benefits administration.

Our commitment to a key account management approach ensured that we remained closely aligned with project requirements from the initial phase through to final delivery. Additionally, we conducted regular Quarterly Business Reviews (QBRs) to assess and enhance our performance, demonstrating our dedication to delivering results and maintaining strong client relationships.

“I would like to take an opportunity to thank SPERTON as they are “THE BEST” consultants I have seen in my career so far. Sperton is very professional and guided me throughout the process from Initial contact till I joined my present Employer. Especially I want to thank Ms. Shaheen for promoting my CV to the employer and guiding throughout the process of interview.

Once again thank you so much for the professional services you offered to secure a promising job.

**Raghu Vydani, Project Engineer,
Scatec Solar, Malaysia**



Services provided include:

- ✓ **Recruitment:** Junior to C-Level Position.
- ✓ **Manpower Supply:** Payroll for Scatec projects in Vietnam, Pakistan, India and Ukraine.
- ✓ **Project Management:** On-site support on securing new projects in new countries and facilitation of establishing the legal entity and organization.
- ✓ **Training & Development:** Upskill the team.

Roles secured

Sperton has assisted Scatec globally with engineering and site competence: Project Management, Planning, Contract, Design, Civil, Mechanical, Electrical (HV/PV), Site Execution and Supervisors:

- ✓ **Scatec Malaysia:**
47 MW Redsol project,
- ✓ **Scatec Ukraine:**
47 MW Rengy project,
54 MW Boguslav project,
32 MW Kamianka project,
55 MW Chigirin solar plant,
148 MW Progressovka project,
- ✓ **Scatec Pakistan:**
150 MW Sukkur project (Engineering and Accounting roles secured).