



CLEAN
ENERGY OF
TOMORROW

Getting Employed in the Energy Sector

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4th of November 2022



AGENDA



- 1 About me & dilemma what to do after university**
- 2 Deloitte – what, why & examples from consulting
- 3 ČEZ – what, why & examples of project management
- 4 Closing remarks, interview process sneak-peak, open discussion



About me



Education:

- **Masaryk University, ESF**
major in Business Administration (2010)
- **Masaryk University, FSS**
major in International Relations (2012)
- Exchange: **La Coruña** (2007), **Groningen** (2009)

Work experience:

- **ČEZ**, Project Management Office,
Group strategy unit, 2018 - present
- **Deloitte Advisory**, Advising the public sector
(ministries, state funds, municipalities), 2012-2017
- **ECONOMY RATING**, Consultancy on obtaining
European grants for small companies; 2008-2012

Dilemma after completing Uni studies – distinct career paths



Overall imperative: doing something of value, with positive impact, fast learning and growth opportunities, good base-team chemistry, innovation at play, diverse every day.

A) International relations & diplomacy



B) Business management in private sector





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Member of BIG4 in professional services – DELOITTE



STRATEGY ADVISORY

Strategy, Analytics and M&A,
Customer and Marketing, Human
Capital, Enterprise Technology,
Performance, Core Business
Operations Change management,
Robot Process Automation



TAX & LEGAL

Transfer pricing and international tax
activities of multinational companies,
minimize tax liabilities, implement tax
computer systems

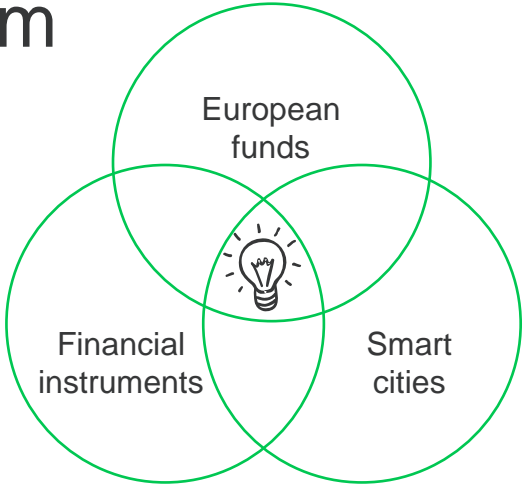
AUDIT SERVICES

Organization's traditional accounting
and audit services, as well as internal
auditing, IT control assurance and
Media & Advertising Assurance

FINANCIAL AND RISK

Dispute, personal and commercial
bankruptcy, forensics, e-discovery,
document review, capital projects
consulting and valuation services

Deloitte Advisory – Public sector innovations team



European Commission and EIB



Ministry of Industry and trade



Ministry of Environment



Ministry of Labor and Social services



Ministry of Education



Cities of Prague, Pilsen



CZSO, ELI, start-up companies ...

Deloitte – final summary



- Diverse. Fast. Challenging.
- Innovations for public good
- Smart people all around

- Usually pushing against the wall
- Difficult to attain work-life balance
- Projects rarely implemented





AGENDA



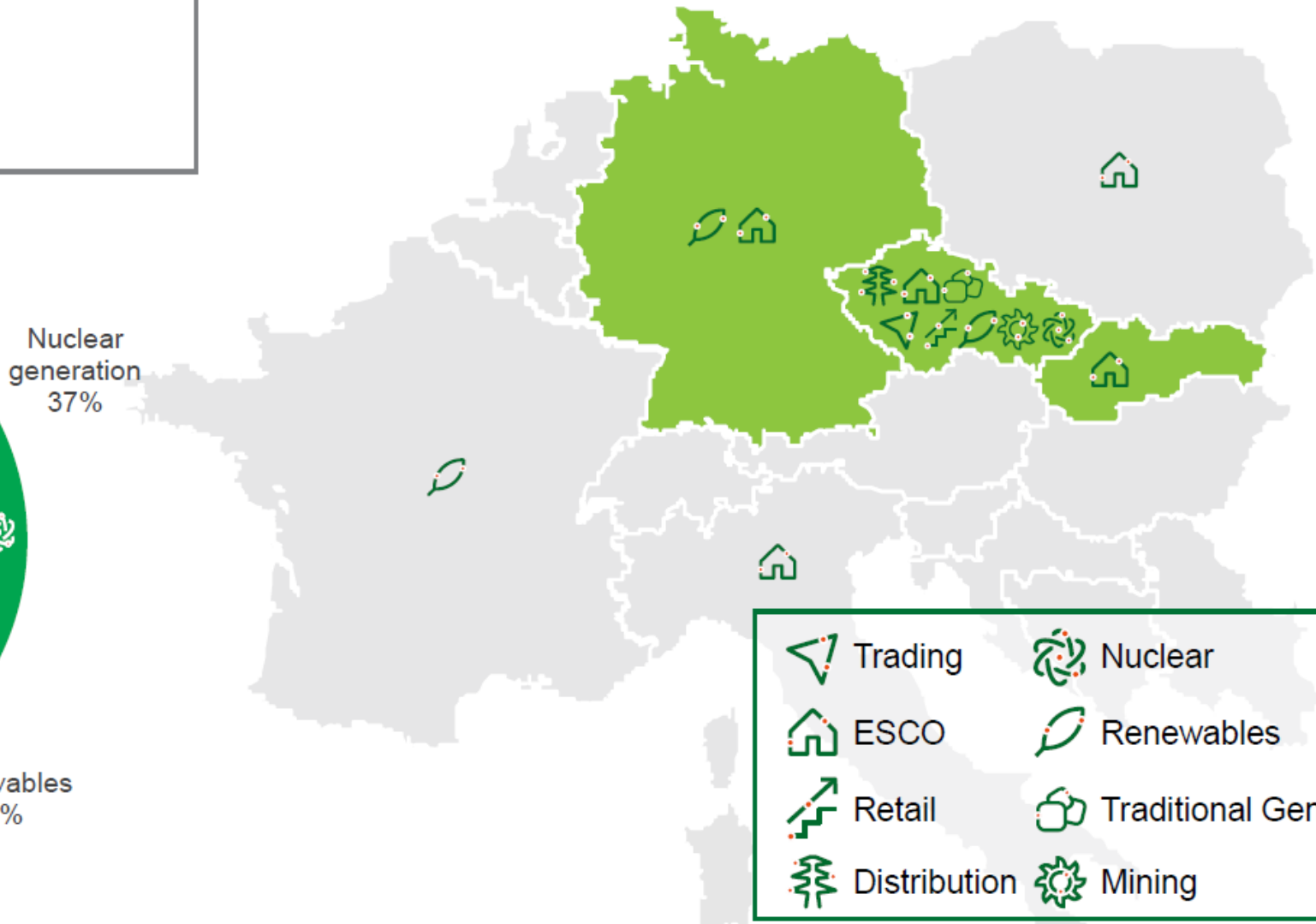
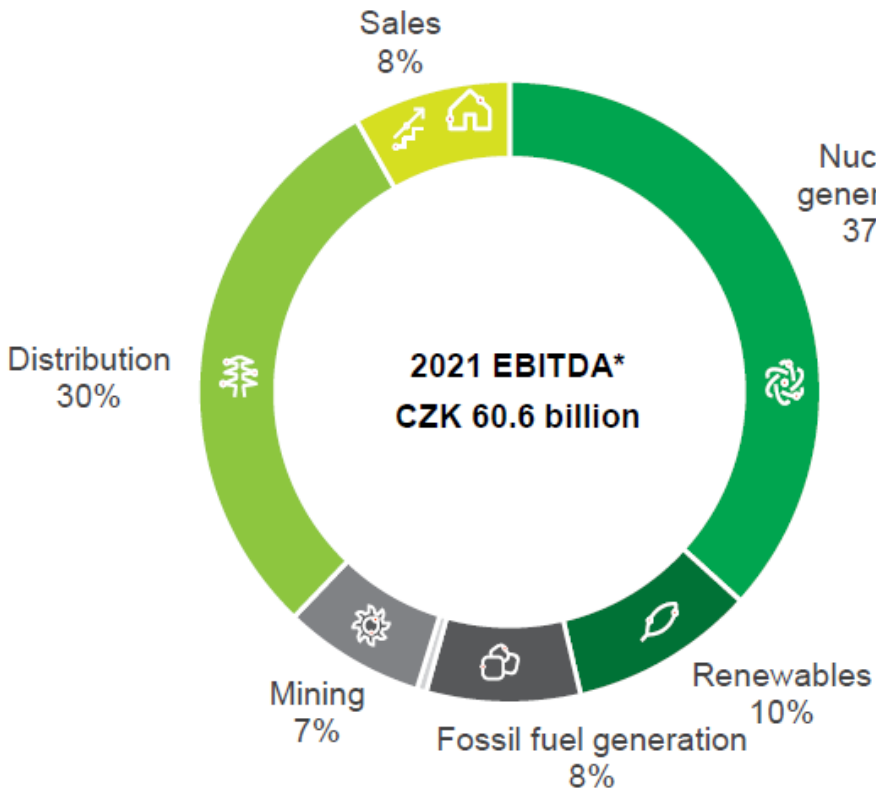
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ČEZ Group – one of the largest utilities operating in Europe



CEZ Group

11th largest in number of customers
12th largest in installed capacity
11th largest by market capitalization**



ČEZ Group – Project management office team



Area	Project description
 Design to value methodology	Set up new rules how to compare alternatives of complex investment opportunities, standardization
 Security operations center	Improve security of critical infrastructure – people, incident management process, software
 New nuclear plant PMO	Implement selected improvements in governance of separate legal entity preparing EDU II.
 New CEZ car policy	Redesign model how to handle cars (ownership to leasing, car allowance), big cost savings
 Foreign participations	Optimize segmentation control mechanisms in Poland, Romania and Turkey, divestment preparation:



ČEZ Group – final summary



- Great people open to cooperation
- Energy industry in the redesign
- PMO well positioned, big impact

- Sometimes slow movement
- No use for English



Working hard for something we don't care about is called stress. Working hard for something we love is called passion.

Author
Simon Sinek



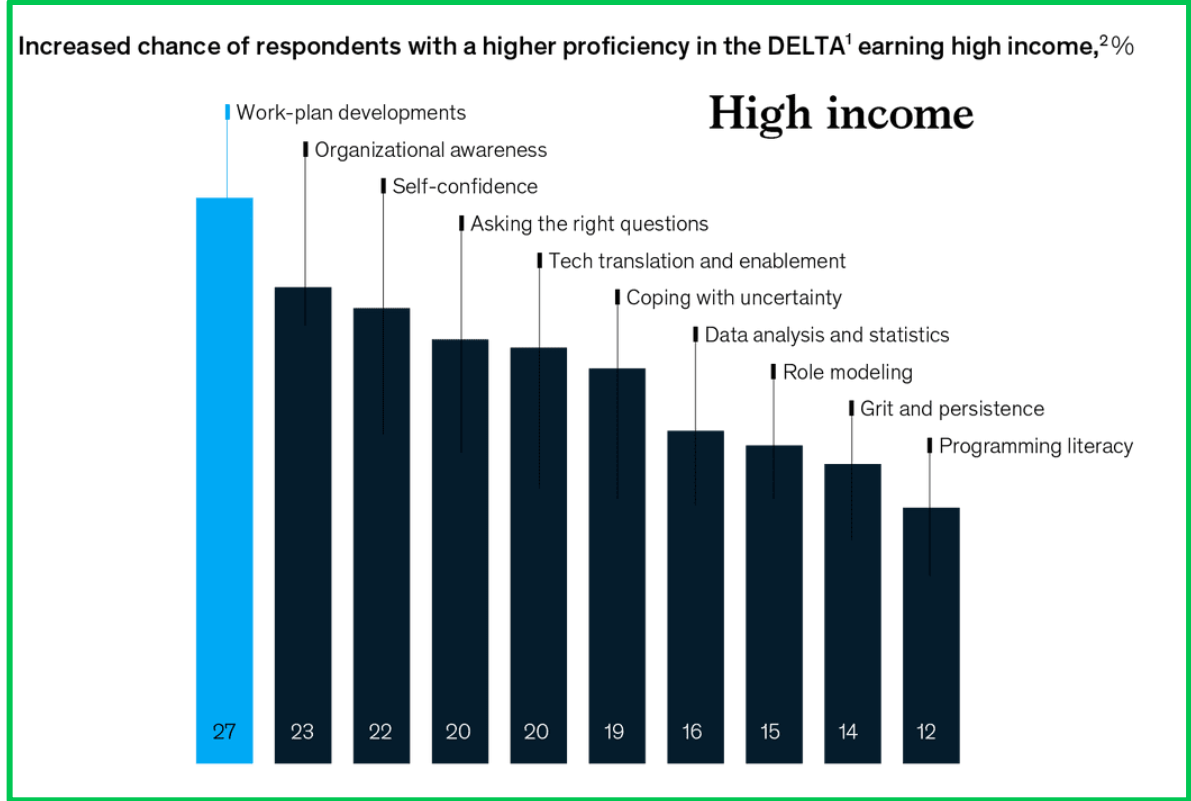
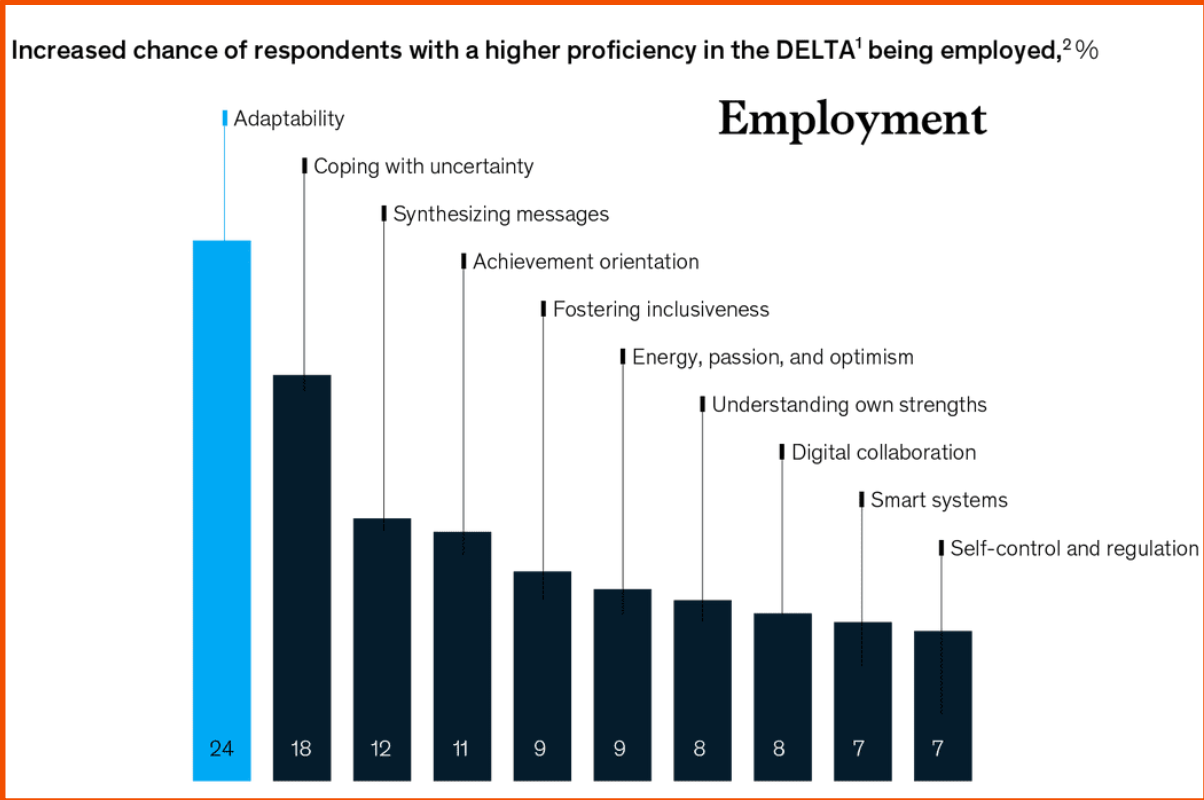


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Closing remarks #1 – watch your DELTAs (McKinsey study)



Closing remarks #2 – be resilient and persistent



Chose field based on your strengths & interests

Focus – don't play „*Waterloo*“ – many battle fields, mediocratic performance

Be prepared to face adversity, obstacles and setbacks. Be resilient

Don't forget – Instagram lies ;)



How to get IN? What to expect during hiring process?



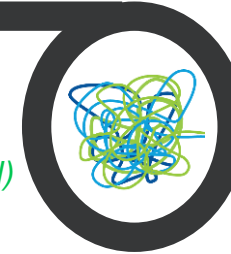
CV screening

- One pager
- Coherent & to the point
- „Objective“ self-reflection



Opening interview

- General overview „fitting-in“
- Critical review of advertised skills



Case study & stress test

- Motivation to join, past own fails
- Basic modelling on our past projects
- Ambiguity test, stress reactions



Assessment center (optional)

- Deeper dive into key PM skills
- Team chemistry and leadership skills, selling ideas, experiment-able
- Composite index score in comparison to other candidates



Closing interview

- General discussion with CEZ Strategy director („anything can happen“ format)

Everybody has a bad day, week, month, or year. But a career lasts 16,425 days, 2,340 weeks, 540 months, or 45 years. *The only way to never get rejected from a job interview is to never apply.*

Project management – stakeholder management issues



How the customer explained it



How the project leader understood it



How the analyst designed it



How the programmer wrote it



What the beta testers received



How the business consultant described it



How the project was documented



What operations installed



How the customer was billed



How it was supported

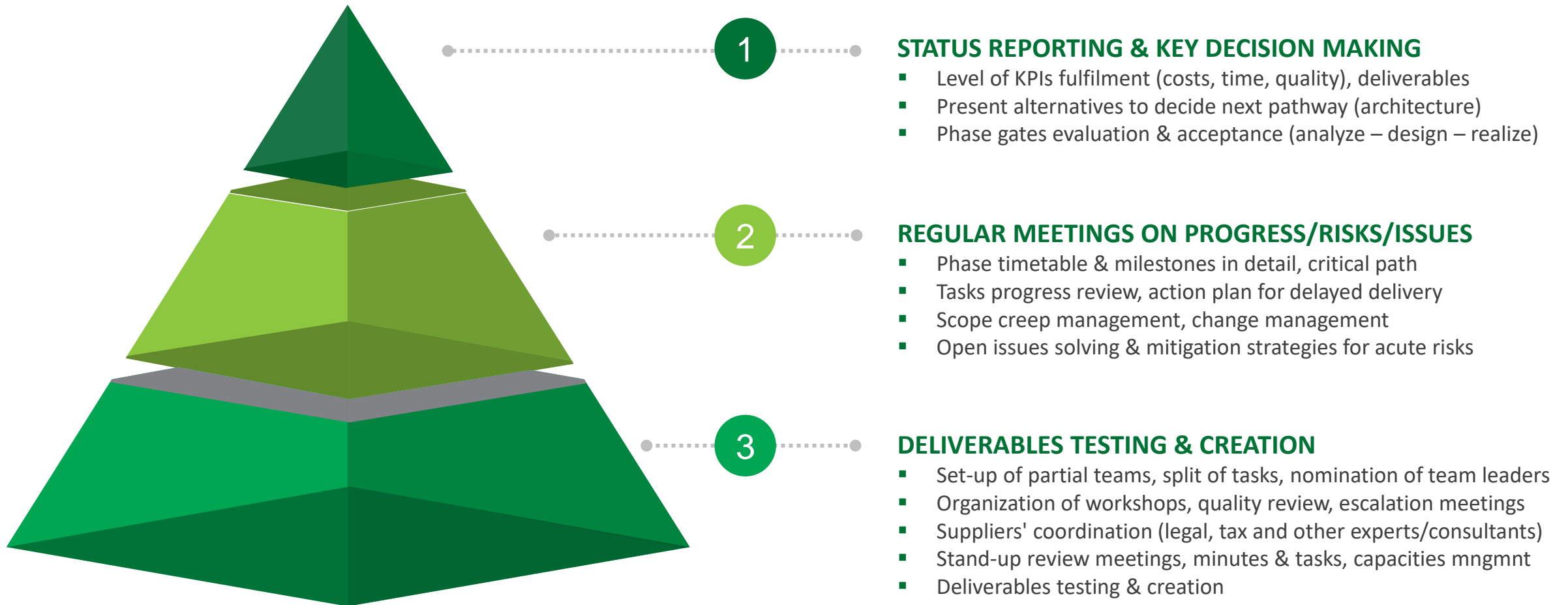


What marketing advertised



What the customer really needed

Project management typical components and tasks to steer



Project manager / business consultant profile



SUMMARY	<ul style="list-style-type: none">Responsible for the overall project progress, management and coordination of internal and external capacities. Manages primarily costs, quality and time.
PROFILE	<ul style="list-style-type: none">Must be advanced in handling well stress situations, prioritizing tasks. Good presenter and skilled negotiator with various stakeholders on all levels of hierarchy. Masters critical thinking & analysis of complex problems across domains.
JOB DESCRIPTION	<ul style="list-style-type: none">Monitors and manages project scope, schedule and resources.Communicates important information to all project parties - project "customers", sponsors, and all project team members.Lack of content expertise is well compensated for by functional cooperation with well selected and skilled team members.Advanced ability to use specialized PM software (JIRA, Confluence, Miro etc.)Monitors project status and identifies and manages risks.Identifies potential changes that may have a significant impact on the project schedule, scope and resources.

COOPERATES WITH

BOARD MEMBERS

MIDDLE MANAGEMENT
+ COMPANIES CEOs

SUPPLIERS
+ EXT. CONSULTANTS

INTERNAL EXPERTS



If the project management in general & above shown profile interest you, apply for internship in ČEZ. **Just write me an email with CV.** There is nothing better like previous direct experience, to make a right choice how to follow-up after graduation.

Open discussion



Be yourself; everyone
else is already taken.

Oscar Wilde

quotefancy



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Thank you for your time and attention!

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