



ACCORD

Candidate Brochure

www.accord-esl.com

Who are Accord?

Accord are a niche consultancy company based in Aberdeen, Scotland & Perth, Australia with a team of specialists in a variety of disciplines across the Energy Industry.



Accord are ideally positioned to provide informed support to clients across hydrocarbon measurement, allocation, system delivery, emissions and quality assurance.

Our independence allows us to deliver these services with balance and impartiality, and our Employee Owned status produces excellent staff retention. This provides clients with long-term working relationships using experienced and dedicated personnel.

Accord recruits each employee carefully. During the process we assess the employee's technical ability,



industry experience, desire for continued learning/development, and their fit with our company ethos and ownership model.

We aim to hire individuals who are committed to delivering excellence, will contribute to our culture and will continue to make Accord a great place to work.

Dedicated Partners, Together

Accord has delivered projects to over 100 clients across the world, ranging from small allocation studies and audits, to large system implementation projects.

We take pride in building long-lasting professional relationships, often providing our expertise for an asset over many years. These long-term relationships have enabled us to gain real-life experience in the industry, leading to a deep understanding of our clients' operations.

Rewarding the dedication and commitment of clients and staff, at Accord, we have built a business with stability and resilience



We offer clients sound, independent advice on their measurement applications. Our team understands how important delivery is and our motivation to deliver projects and solutions for clients never wavers.

Alan Elphinstone
PRINCIPAL CONSULTANT



Articulating the intent of a computer system, and understanding the real-world processes that it will support, lay the best foundation for long-term value. Our experience and domain knowledge position us perfectly to do both.

James Arthur
DIRECTOR & PRINCIPAL CONSULTANT



Our job is to help clients determine quantities, qualities and uncertainties through mathematical rigour, attention to detail and experience.

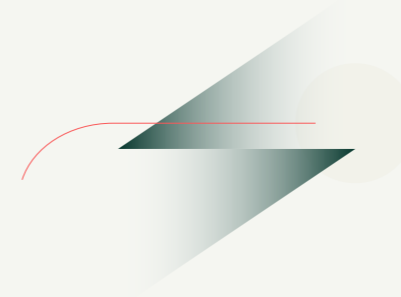
Phil Stockton
DIRECTOR & PRINCIPAL CONSULTANT

Key Services

Oil & Gas Operators must calculate ownership and track hydrocarbons from production to sale through shared infrastructure.

The measurement and calculation of quantity, quality and uncertainties must be performed accurately with reference to regulatory and commercial regimes.

Delivering robust allocation methodologies and systems requires a range of expertise including metering and measurement, process engineering, emissions management, knowledge of regulatory frameworks/commercial agreements and implementation of IT systems.



ALLOCATION

Independent and impartial hydrocarbon allocation consultancy — supporting clients across strategic, technical and advisory areas of their allocation systems.



MEASUREMENT

Delivering operational support, auditing processes, calculating uncertainty and producing technical documents from measurement philosophies through to operational procedures.



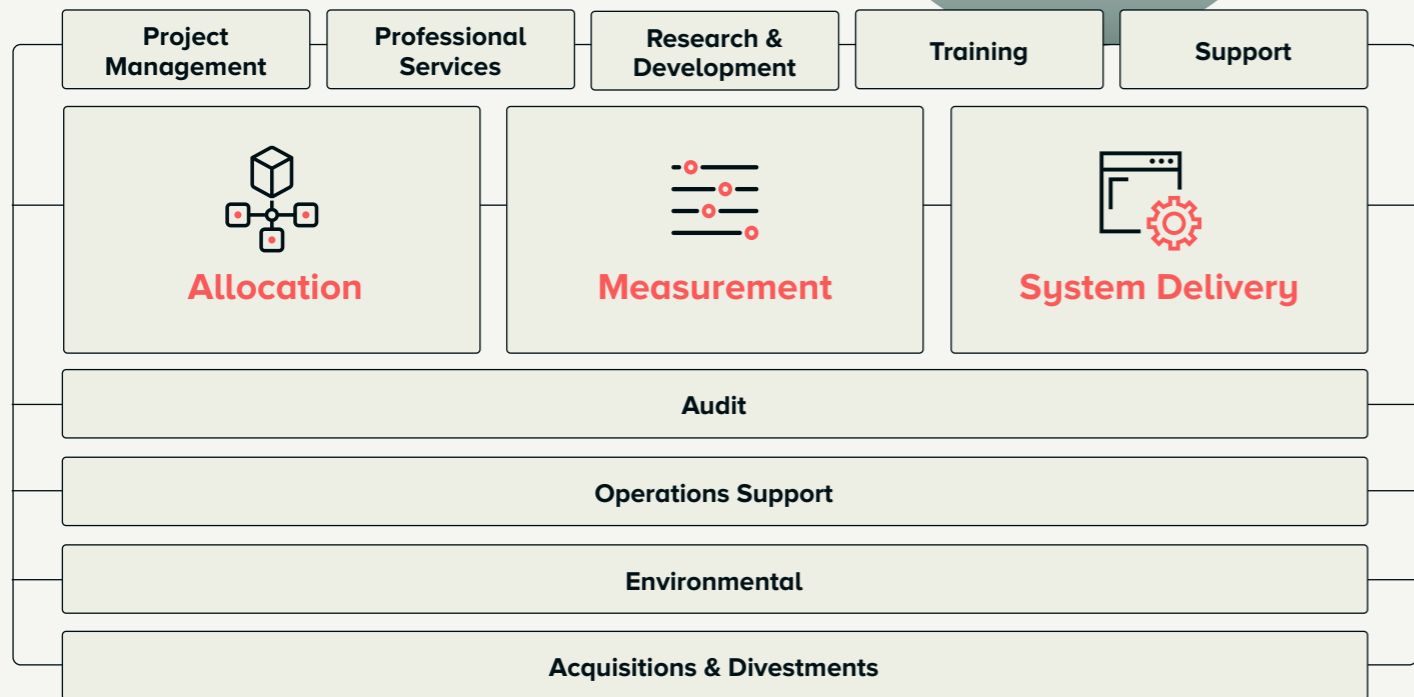
SYSTEM DELIVERY

Design, implementation and reconfiguration of systems from any vendor, understanding the key requirements and business domain objectives.

We work with clients on an individual basis, employing our key areas of expertise to help navigate their specific challenges, objectives and circumstances.

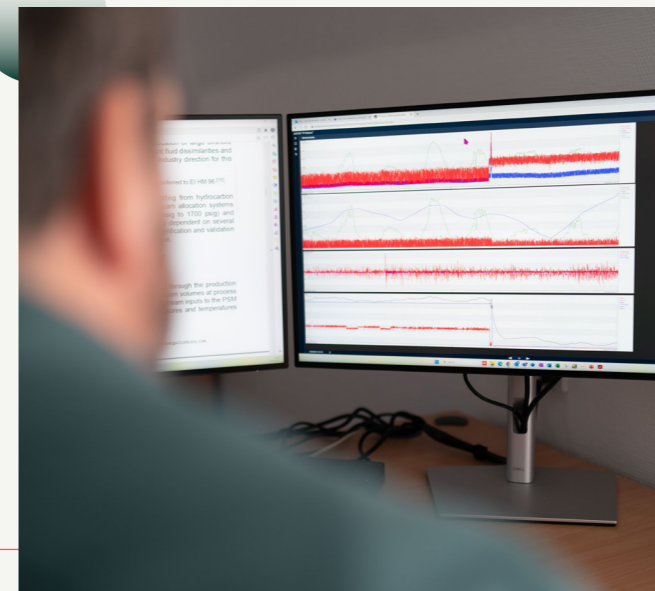
In many projects, we deliver an integrated service across these areas.

Key Services



Research and Development

Developing new ideas to improve measurement and allocation methods through innovation.



To ensure our continued success, it is crucial that we develop innovative solutions to existing and emerging issues, such as those relating to emissions reduction and reporting, particularly CO₂ and methane, and carbon capture and storage.

Fundamental to Accord is our active pursuit of new approaches and ideas through our research and development programme. Our focus is on developing innovative ideas with practical applications within the energy sector and in particular, energy transition.

As well as internal research projects, we also collaborate with local universities and other institutions e.g. Innovate UK and Net Zero Technology Centre. We regularly share our ideas at forums and conferences.

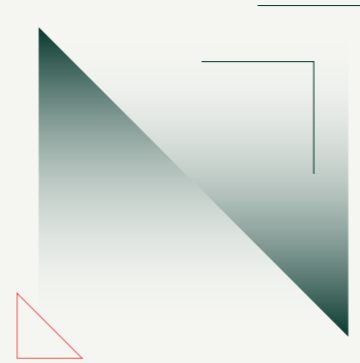
WORKING WITH US

Employee Ownership

Accord was the first Employee Owned start-up in Scotland.

A cornerstone of our development is our ongoing transition to full Employee Ownership, and since 2019 the Accord Employee Ownership Trust has held a majority stake in the business. Our hybrid model means that all staff members have the opportunity to own shares within the Share Incentive Plan (SIP).

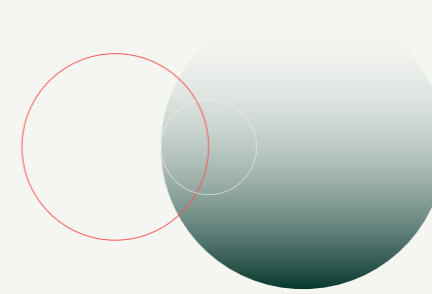
Where possible Accord maximises the distribution of free and partnership shares up to the limits set by HMRC.



INVESTED IN DELIVERING

Employee Ownership means that each member of the Accord team is invested in delivering excellent work to support our clients.

Profits are shared amongst staff through salary, shares, and up to £3600 tax free bonus per annum.



COMPANY TRANSPARENCY

Company transparency is fundamental, and all employees are encouraged to have an active role in the direction of Accord.

In addition, staff can be elected to positions on the Employee Ownership Trust and Board of Directors.



LONG TERM STABILITY

The stability and security that comes with this approach has been advantageous in retaining highly skilled staff — a benefit that is passed on to our clients, who can count on developing long-term working relationships with our team.

Culture



TEAM

Our company structure and values generate a togetherness that benefits everyone.



VALUES

We innovate and share our expertise with confidence.



COMMUNITY

A community of experts, working in a collaborative and supportive environment.



INDIVIDUALITY

A culture which encourages engagement, taking ownership and having the freedom to be ourselves.



EMPLOYEE OWNERSHIP

Transparency, influence and a fair share in the rewards.

Employee Benefits

We are an ethical company with high standards and an objective to provide the best possible workplace for our employees.



MEDICAL & DENTAL COVER



LIFE INSURANCE



INCOME PROTECTION



CONTRIBUTORY PENSION



SHARE INCENTIVE PLAN



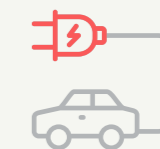
PROFIT SHARING



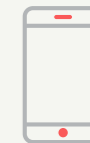
FLEXIBLE WORKING



CYCLE TO WORK



ELECTRIC CAR LEASING



MOBILE PHONES



I appreciate the variety of backgrounds among Accord team members, all united by shared goals and values. This inclusive atmosphere promotes teamwork, making the work both stimulating and productive.

Fay Kay
SENIOR CONSULTANT



Employee Ownership ensures that the value created from all of the work done by the people in Accord is retained and then, crucially, shared out to those very same people. Whether it is bonuses or control over what direction the company takes, the fact that the value stays right here amongst all of us is an excellent reason to celebrate Employee Ownership.

Eddy Coman
SENIOR CONSULTANT



Having a career with Accord is like getting paid to do what I'm most passionate about – professionally, with likeminded folks who share the same values across cultural and geographical boundaries. The people-first culture creates a perfect environment for everyone to grow and thrive in the ultra-competitive world we live in.

Zakiah Zakariah
SENIOR CONSULTANT

OUR COMMUNITY

Accord Gives Back

Accord is committed to ensuring that the business is rooted in the community with a focus on both client and community relationships.

The Accord Charity Committee manages the distribution of the charity budget to causes and charities chosen by our employees.

Accord works with the Outward Bound Trust and local schools to sponsor children to attend their residential courses. Outward Bound takes young people away from everyday life, to give them life-changing experiences they won't get from home or inside the classroom.

All employees are encouraged to nominate a charity each year to receive a donation from the company in their name. This can take the form of a cash donation or sponsorship for an event in which an employee or friend are participating.



WORKING WITH US

Life at Accord

It's not all hard work at Accord - we like to think of ourselves as a sociable bunch!



SUMMER BBQ

Our BBQ is a time for everyone to bring their families, relax and enjoy a fun day of food and activities.

CHRISTMAS PARTY

A chance for everyone to unwind and celebrate our achievements over the previous year.

SUMMER WALKS

Opportunity for everyone to get together outside the office.

CONFERENCES & EVENTS

We send employees to events so that they can stay up to speed on developments in the industry.

MONTHLY MEETINGS

We get together to discuss company performance, future work, project successes and any other business.

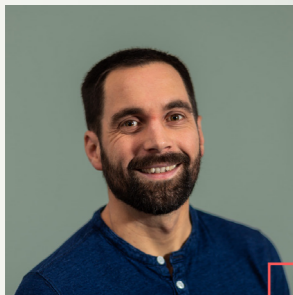
AGM

We meet to find out about company performance, strategy, future plans and have some fun as well.



The employee ownership model, flat management structure, and the presence of supportive colleagues makes Accord a desirable place to work. The opportunity for employees to affect how the company operates encourages greater accountability, and the attractive appeal is enhanced by the generous benefits package.

Dave Holland
DIRECTOR & SENIOR CONSULTANT



Accord has a great variety of projects and an expert workforce to learn from and develop your own expertise. I really appreciate Accord's employee ownership model as it allows staff to be included in the company's decision making and direction. This engagement helps everyone focus on working to continue the company's success.

Lewis Dutch
SENIOR CONSULTANT



Accord is a great place to work. I really like the flat company structure where we're all treated equally. Everyone is valued, and there is a great network of experts to go to for advice and support.

Andy Smart
PROJECT MANAGER



As someone who came to Accord after years working for a very large company, I can say that working for Accord has a much closer sense of togetherness where I feel valued. The work I'm involved in makes use of the skills I've developed in both my academic and working life, and Accord has offered me the chance to learn even more new things and new skills. Moreover, employee ownership means that I care about the company, and want it to succeed. The internal operating of the company is very transparent and influenced by us.

Andrew Jobson
SENIOR CONSULTANT



I find the Accord employee owned business model particularly attractive as I have worked for companies in the past that have been bought out by big multi-nationals and lost their sense of identity as a result. With a very varied career working for many different companies, I can fully appreciate the opportunities Accord provides and realise this is an organisation that would be very hard to beat.

Mark Lowen
TECHNICAL CONSULTANT



Like the bookmakers' adage, "*it matters more when you have money on it*", working for Accord as an employee-owned company feels like being part of a group working towards a common goal, rather than just another employee.

Iain Morrison
SENIOR CONSULTANT



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