



WELL-SAFE
SOLUTIONS

CASE STUDY

Graduate: Haley Robertson, HR Advisor

Haley was unsure about her career path after school, but carved out a road to success at Well-Safe Solutions.

She explains how she has managed to develop her career in HR, earning a Postgraduate Diploma in Human Resource Management and two promotions along the way.

Tell us about your journey to date - what did you study, for how long and where? Which qualifications did you receive?

I left school pretty uncertain about what I wanted to do, but I had an interest in events and began studying for an HND in Events Management at North East Scotland College (NESCOL). I quickly realised this wasn't for me, and left after first year with an HNC.

I pursued an HND in Administration at Glasgow City College, thinking a more generic course would better prepare me for a job. I completed my second year in Aberdeen and was offered the opportunity to progress into third year at Robert Gordon University for either BA (Hons) Management with HR, or the same qualification without the HR element.

I opted for the former and really enjoyed the course, deciding that a career in HR was definitely my goal once I graduated. I began looking for HR roles before graduation without much success.

What attracted you to apply to Well-Safe Solutions?

It was my Dad who first spotted the HR Assistant role at Well-Safe Solutions, and I was really interested in the possibilities. At the time, the company was a relatively new, small organisation. This was a big pull for me as I liked the thought of being somewhere smaller for my first full-time job, as I felt I would gain more experience in a broad range of topics - not to mention it being less scary!

I decided to apply and I had my interview the day after my graduation. I began at Well-Safe Solutions in July 2019, being promoted to HR Coordinator in October 2020.

After 14 months in the role, the company arranged for me to undertake a Postgraduate Diploma in Human Resource Management, which I completed over two years on a part-time, distance learning course delivered by Robert Gordon University.

Why Well-Safe Solutions?

- Decommissioning is a fast-growing sector with decades of international work ahead.
- We provide a direct route into the industry, giving you the chance to 'earn while you learn'.
- Accelerate your career, networking and skills development with us.



Haley has been with Well-Safe Solutions since 2019



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This course was a huge help in my career development within HR. Once I'd completed the diploma, I was awarded my Chartered Institute of Personnel and Development (CIPD) Associate Membership; a globally-recognised membership in people management. I was promoted to HR Advisor in July 2022 after this achievement.

Having followed the 'two plus two' option for college and university, study, I wasn't given the option to do a placement in my third year of university. Getting stuck into the role at Well-Safe Solutions was a great way to apply my studies in real life and gain practical experience.

Which theoretical skills from your studies have you been using in your role?

My study of employment law is probably the most important aspect of my university studies which I regularly refer to in my role. It's vital to ensure we stay up to date with employment legislation and remain compliant, so we can support our workforce as much as possible.

What would you like to see from the decommissioning industry to attract graduates into this growing sector?

We need more awareness on what decommissioning is for new entrants. Before I started at Well-Safe Solutions, I had never heard of the sector.

It's really important to promote how decommissioning is supporting the energy transition too, as with increased focus on the environment, new entrants may be discouraged from entering the energy sector if they don't know otherwise. My story shows that there's plenty of opportunity for career progression in decommissioning!



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You're the future of well decommissioning.

We partner with schools, colleges and universities to showcase the many opportunities for career and skills development at Well-Safe Solutions.

Your career can have a positive impact on everyone's future as we work to assist our clients through the energy transition. Be part of the change and challenge yourself with Well-Safe Solutions.



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