



COMPANY PROFILE

Partners in Business

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Building your Business with an eye for Training and Local Content



1. ABOUT US

Energy Works brings together over half a century of problem solving experience in world class companies and organizations in Mozambique and Southern Africa.

We focus on the Mining, Oil & Gas and Water sectors, as well as on Infrastructure projects.

Whether you are looking for personnel or training for your already established workforce; whether you are looking for reliable local contractors or international co-investors, whether you are looking for a local business associate, a program on Corporate Social Responsibility, social investment for a sustainable business, we aim to be your partner in business, by giving adequate advice and offering you tailor-made business support.

Together, we analyze the situation, identify opportunities and challenges, co-design solutions and above all, assist with implementation.

As a true Partner in Business, we do not limit ourselves to advice; we work with you on solutions.

2. OUR CORE

A. B2B MATCHMAKING, ADVANCING LOCAL CONTENT LOCAL PROCUREMENT

We know the importance of having reliable local business partners that can supply you with the quality goods and services you need in a timely manner.

We strive to bridge the gap between international and local enterprises and take an active role in the establishment of long term high quality relationships that benefit all parties involved.

For new investors, Energy Works can help you find the right local partners, to allow you to quickly establish your business in the new markets, whilst at the same time growing the opportunities for local enterprises by bringing in technology and expertise.

For established businesses, we can screen your business on capacities and reliability and help you bring them up to standard and engage with new and demanding clients.

Energy Works can assist you in every step of your joint venture setup. We establish dialogue and contacts with potential partners, help set the strategic direction, work with you on your local business development plan, and assist with the related paperwork.

We can assist with:

- B2B Matchmaking
 - Building Business Connections – B2B dialogue and linkages
 - Business brokering:
 - Business Alliances and JV's
 - Linking with main manufacturers and suppliers
 - R&D Initiatives / Technology / Industrial Parks
 - Market research

- Local Content
 - Supply and Demand Analysis
 - Local procurement Strategy:
 - Objectives, regulations, processes, methods, tools, metrics
 - Supplier Development
 - Set-asides
 - Unbundling
 - Facilitating alliances
 - Coordination of Local Content
 - Enterprise Centre / Centre of Excellence
 - Local Content training for procurement professionals
 - Value Adding – Moving up the chain

B. TALENT SOLUTIONS

HR RECRUITMENT

COMPETENCY PLANNING AND TRAINING

RECRUITMENT AND SELECTION

In the current economic boom, human resources are scarce and form the bottle neck of many businesses.

Energy Works assists in ensuring that the correct skills and competencies are allocated to your business in accordance with your requirements.

When supply or competencies threaten to fall short, we design with you tailor-made skills development plans and set up professional skills training to fill the gap.

Energy Works partners with prestigious specialist international training institutions - to guarantee maximum alignment between world-class requirements and local capacities.

Energy Works also provides full assistance in the selection and recruitment of international experts.

- Provision of local and international HR supply - planning, assessment and selection, recruitment
- Gap Analysis and Skills Development Plan
- Tailor-made Training and Mentoring
- Payroll services

We can assist with:

- HR Training and Development
 - Work force competencies assessment and Gap Analysis
 - Work force development plan – Education and Industry Skills
 - Training and Mentoring
 - Apprenticeship schemes

- HR Services
 - Management and Labour Matters
 - Payroll
 - Country related, formal obligations
 - Health Plan

- Special Courses
 - Skills centre
 - Health Safety Environment courses
 - Specialist equipment training
 - Other vocational training

C. SOCIAL INVESTMENT FOR SUSTAINABLE BUSINESS CORPORATE SOCIAL RESPONSIBILITY

Doing Business nowadays means doing business with an eye for sustainable development, particularly in emerging markets.

Investments can only be robust and profitable if well embedded in the host community.

We can assist you reducing the risk factors facing your overseas investments, as we not only have the tools and people, but also a deep understanding of what it takes to truly connect to dynamic social environments.

We can assist with:

- Sustainable Business:
 - Analysis of social risk factors
 - Planning and Development of sustainable solutions
 - Implementation and follow up in the local context

- Corporate Social Responsibility:
 - Multi-dimensional assessment
 - CSR Development Plan
 - Monitoring

D. BUSINESS PARTNERING

Energy Works partners with international companies and individuals who intend to enter the local market.

This is an efficient and effective manner to establish in new but unfamiliar environments. The Mozambican economy offers many interesting business opportunities.

Energy Works stands ready to engage in business consortia or other alliances that are endeavoring to set up in Mozambique.

We have a solid knowledge of doing business in the local market and are keen to associate with investors to provide support in moving their business projects forward.

3. OUR TEAM

Energy Works was established by Nuno Uinge and Emmy Bosten, who have a long standing experience in senior management positions in the corporate sector in Mozambique and the Southern African region.

Both have been practitioners focusing on developing local content in terms of training and development of human resources, but have also good experience from inside corporate in developing and implementing local content business development programs.

They are assisted by a team of dynamic young professionals.

Nuno Uinge – ceo

Nuno Uinge became Partner and Co-founder of CBE Southern Africa in 1994 of what has become one of the leading Human Resources consulting companies in Mozambique, CBE Southern Africa. As its CEO, he has lead this company from the start-up and successfully capitalized on the upcoming HR Consulting market. CBE Southern Africa served clients like Vale, Huawei, Statoil, ENI, Nestlé, Mozal, Kangel, Ministry of Agriculture, Ministry of Education, World Bank, GTZ, a.o.

His areas of expertise varies from strategic organisational needs assessments and planning, to workforce management, HR forecasting, crisis management and organisational restructuring. He has also proven capabilities in setting up joint ventures and the development of strategic business partnerships.

Nuno Uinge is the Chair of the Commission of Mining and Oil and Gas of CTA, the Confederation of Economic Associations in Mozambique, which is the official dialogue partner with Government. He is also a member of the Higher Council for Statistics.

Universidade Pedagógica, Mozambique – Psychology

Additional professional courses in project evaluation, performance excellence, managing people, Business Process Reengineering, training management, techniques of decision making, intermediary leadership, a.o.

Emmy Bosten – md

Emmy Bosten has a wide business management experience, and successfully coordinated reform programs in the public and private sectors related to social and economic development, as well as fiscal reform programs in Mozambique and the region.

She has a good understanding of development challenges and opportunities in emerging markets related to extractives, private sector development, inclusive business, agribusiness and infrastructure development

Emmy Bosten worked in a number of senior management positions, including Rio Tinto Coal Mozambique in the last two years, and previously IMF, Maputo Port Development Authority, Mozal (BHP Billiton), as well as the government of Mozambique (Ministry of Agriculture).

MBA Warwick University, UK - Business Administration

MA Leiden University, The Netherlands - Education Studies

4. CONTACT US

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