

F4OR

Fit For Offshore Renewables

Jointly funded by the Scottish Government and ORE Catapult, the pilot phase of the Fit 4 Offshore Renewables (F4OR) programme was aimed at Scottish companies with products and services relevant to the offshore renewable energy industry, supporting them to improve their business operations to become more competitive and win work in the sector.

Birlinn Offshore was among 20 companies selected to participate in the pilot programme. It was accepted onto the programme due to its desire to further increase its capability, competence and competitiveness, and accelerate the company's growth in the offshore renewable energy industry.

Inspect, Repair, Maintain

In order to become more competitive in the offshore renewables industry, Birlinn Offshore took part in the pilot programme of the [Fit 4 Offshore Renewables \(F4OR\) programme](#). It was assessed over two phases of the F4OR programme – the first industry agnostic Business Excellence phase focused on core business management systems. The second Sector-Specific phase focuses on key competences required for success in the offshore renewable energy industry. Birlinn Offshore received in depth and constructive feedback at both of these phases of the programme, which the company has expressed it valued greatly.

When assessed on the Business Excellence phase, Birlinn Offshore were determined to already be a highly capable and competent organisation, with effective and robust management systems in place. Nevertheless, Birlinn Offshore benefitted from the highly experienced and knowledgeable F4OR team at ORE Catapult who helped it identify areas that needed attention and support the business in creating and implementing new systems.

For example, based on feedback from the F4OR team, Birlinn Offshore streamlined its selection process for contractors used in upcoming projects. A once large and complicated database has now been simplified to a “core crew” of personnel that displays details of their credentials and qualifications, as well as previous work experience with Birlinn Offshore. This was found to be much more fit for purpose and will allow the company to identify the right candidates more efficiently.



Birlinn Offshore is an industrial services provider specialising in coatings, comprehensive access solutions, rigging and lifting, and blade repair.

Its core values of leadership, communication, impact, safety, determination, courage, passion, integrity and selflessness are at the heart of every decision and action it takes. Birlinn Offshore takes pride in creating a great workplace for its operators with teammates they can depend on. It focusses on providing competent technical personnel to carry out solutions from concept to completion.



Additionally, Birlinn Offshore now have a more robust process in place for reviewing legal documents. The company found the discussions with the industry experts on this area particularly useful, and they have encouraged Birlinn Offshore to be more assertive with contract negotiation going forwards. It will also ensure commercial risks are highlighted and mitigated where possible.

Birlinn Offshore was also assessed in the Sector-Specific phase where it was supported by the F4OR programme to further develop its Technical and Commercial Risk Management. The company found the Sector Specific part of the programme particularly beneficial, as, although it had been in the industry for six years, many of the processes and procedures in place were created internally from scratch. Therefore, Birlinn Offshore found it useful to have an industry expert analyse and then provide feedback on how to improve these. The F4OR analysis and feedback ultimately showed that the hard work in creating these processes had paid off and that the company was “on the right track” after implementing advice and improvements highlighted by the programme.

Alasdair Macdonald, Director of Birlinn Offshore said:

We hope that having this accreditation will make us stand out from the competition, as being a company with robust processes and procedures providing a quality service.

We have found F4OR to be the most professional and comprehensive accreditation process we have gone through to date. We were fully invested in the programme from that start and we believe this is because of the respect that we have for the experts who we have engaged with along the journey.

The support from the F4OR programme places Birlinn Offshore on a very strong competitive footing to win more work in the offshore renewable energy industry. It will enable the company to grow its service business and continue the ongoing development of a range of specialist marine operations/handling technologies.