

SCOTTISHPOWER SCHOLARSHIPS

Scholarships for Masters Studies in the United Kingdom 2018-19

This document sets out the general terms in relation to an application for scholarship funding.

February 2018

1. Introduction

It's an exciting time to be part of ScottishPower right now. Already at the forefront of the renewable energy industry, we're making huge investments to ensure the UK can meet its energy challenges in the future. Our mission, in short, is to play our part in creating a cleaner, more affordable and more secure energy supply.

For us, it's also a time to be bold. It's a time to innovate. The future of our industry will be driven by technological breakthroughs that have the potential to change the world around us. And those breakthroughs are in the hands of our people. This brings its own challenges as many as four out of five workers in the energy sector are set to retire over the next 15 years – just as ScottishPower is planning to deliver the most important upgrades to the electricity network in over half a century.

So it's vital that we continue to invest in attracting, nurturing and retaining the talented people who will shape our future success, and continue the ground-breaking progress we're making.

At ScottishPower, our scholarship programmes aim to help train a new generation of professionals capable of driving the transformation towards a sustainable energy model and who have a desire to develop their career in the power industry. This is why ScottishPower presents its Scholarships for Master's Studies in the UK programme to support the education of young people and providing them with experience that will give them access to their first employment in our industry.

2. Scholarships

ScottishPower will provide scholarships for the 2018-2019 academic year for postgraduate studies at universities in United Kingdom in the following areas of knowledge:

- Electrical/Mechanical Engineering
- Renewable/Sustainable Energy
- Environmental Sciences /Climate Change
- Global Energy Management
- Computer Science and Software Engineering
- Cyber Security and Information Security
- Big Data Analytics and Science

The announcement period opens on the day of its publication and ends at **13:00 on 2nd April 2018**.

The scholarships are intended for studies at the following universities in the United Kingdom:

1. Imperial College of London
2. University of Edinburgh
3. University of Strathclyde
4. University of Liverpool
5. University of Glasgow
6. University of East Anglia
7. University of Cambridge

3. Applicant Requirements

- Applicants must be in possession of a bachelor with honours or master's degree from a recognised university on submission of the application. If the applicant is still in the final year of the academic course 2017-2018, the grant will be contingent upon whether the applicant secures the university degree at the end of the academic cycle in June/July 2018 with the same average grades or greater than the predicted grades at the time of the call for applications.
- Applicants must follow the usual procedure for enrolling at the UK University they wish to attend. Applications submitted by students who have not applied for enrolment at the UK University will be rejected during the selection process.
- Applicants may not receive any remuneration or wages or be in receipt of any scholarship, financial aid or other award of a similar nature from institutions and public or private foundations during the period that the scholarship is awarded for.
- Applications presented by candidates with a grade average during the pursuit of the degree lower than "upper second class honours" for universities in the UK will be rejected.
- Candidates who have previously been awarded a ScottishPower or its Foundation scholarship are excluded from assessment.

4. Documentation

To be eligible for the Scholarship, the interested party must fill in and send the electronic application form¹ before **13:00 (UK time) on April 2nd 2018**, including the following documentation which must be named with the number of document followed by the surname of the applicant *e.g. Document 1 Smith*:

- Document 1. Photocopy of **passport**.

¹ The electronic application form can be found on the ScottishPower website <http://www.scottishpower.com>, in the People and Careers section.

- Document 2. **CV**, with a recent photo of the applicant.
- Document 3. If university studies have been completed, a **photocopy of the certificate or a receipt proving that the certificate has been requested**, as well as a photocopy of other qualifications obtained by the applicant.
- Document 4. For those students who hold a university degree, a photocopy of the certificates for university studies completed, detailing all the **subjects and grades obtained** each year. Final year students may submit an official listing of the subjects studied and the grades obtained so far.
- Document 5. **Two original reference letters** from university professors. In those cases where the applicant has been employed for several years, one of the reference letters may be from his/her employer.
- Document 6. Certificate accrediting all the **languages level** specified in the form.
- Document 7. **Contract or employment** record accounting for the applicant's professional experience, if any.
- Document 8. Certificate accrediting the **awards and grants** specified in the form. Only awards and grants gained since the commencement of your university career will be accepted.
- Document 9. Certification confirming either a conditional or unconditional offer **to the proposed University** for the 2017-2018 course. If application outcome is still pending, please provide proof of registration.

The above are the minimum certifications required for accepting an application in the selection process for this scholarship announcement.

If the applicant is shortlisted, ScottishPower may ask for the original or duly certified copy of the documents and any other document that it may deem to be necessary.

The maximum size permitted per document is 3 MB.

5. Selection Process

Shortlist

The selection process will include an initial shortlist of candidates, taking into account academic qualifications, their CV, the interest of their area of studies and reference letters.

ScottishPower will request confirmation of enrolment/ admission to the corresponding university for the selected course. Applications which have been rejected by the University for the selected programme will not be taken into consideration in the scholarship award process.

Online testing

Applicants will be requested to complete online testing designed to measure three types of ability: Numerical, Deductive, and Inductive.

Personal interview

Shortlisted applicants will be invited to a competency based interview with a selection committee to take place in April or May 2018.

6. Candidate Nomination

Once the interviews have been conducted, the selection committee will propose the list of selected candidates. The successful candidates will be advised in June 2018.

The final nomination of candidates is subject to the following conditions being met:

- Receipt of a signed **Acceptance Letter** dated at the most five working days after the date from which the successful candidates were advised to the following postal address:

ScottishPower
Recruitment Administration Team
11th Floor
320 St Vincent Street
Glasgow
G2 5AD

The Acceptance Letter will be provided to the success candidates by email on the date on which the successful candidates are advised.

- Submission to ScottishPower before **July 9th 2018** of a certification of final admission to study at the chosen UK University. If admission is rejected by the University, the candidates will lose their right to the scholarship.
- Submission by final-year students of the official certification showing that they have obtained the corresponding degree. Failure to complete the studies will result in cancellation of the scholarship.

7. Financial Contribution

The scholarship will cover the following:

- Enrolment costs at the university in the United Kingdom.

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This document is last updated on 8th February 2018.

- £14,400 a year to cover per-diem and material expenses. This amount will be paid out in £1,200 monthly instalments.

The Scholarship will have a maximum duration of one calendar year from the beginning of the studies programme.

ScottishPower will also provide local support to the scholarship recipients where appropriate.

The amounts of the Scholarship will be paid in the currency of the country of origin i.e. UK Students in GBP.

All payments will be subject to UK income tax.

8. Scholarship Management

The Scholarship recipient must fulfil the following obligations:

- At the request of ScottishPower, the candidate must prove, with originals or certified copies of the documents, the necessary information for the selection process sent as either photocopies or electronic files. Furthermore, ScottishPower may ask for certification of any data mentioned in the candidate's CV.
- Carry out the planned studies according to the submitted application. The Scholarship recipients must start the study. Those candidates who obtain a scholarship shall be obliged to begin the programme of studies at the autumn term, September-October, of the academic year 2018-2019, and finish their studies in 2018-2019.
- During the course, ScottishPower will ask the scholar for information that confirms good progress towards the Master's, in addition to completing their studies, the scholar is required to answer a questionnaire provided by ScottishPower and send the results of the studies carried out.
- The Scholarship recipients must inform ScottishPower of their place of residence immediately after their arrival at their respective University. Furthermore, they must inform of any change of address or email over the period of time that the Scholarship is awarded.
- ScottishPower will provide scholars with support for their Master's research projects. This may include work experience at a ScottishPower location and/or an opportunity to collaborate with ScottishPower on their research project.
- If any work resulting from the studies is published, the author must state his/her status as a scholarship recipient of ScottishPower and submit a copy of the publication to ScottishPower.
- If the Scholarship recipient does not fulfill these obligations – or any other obligation included in the scholarship's conditions – ScottishPower reserves the right to act as it deems appropriate, including

demanding a refund of any such monies paid out. In particular, if the scholarship holder fails to finish the programme, the full amount of monthly payments and other economic contributions received as of the date must be returned to ScottishPower. If this event has occurred after the seventh month of the commencement of the scholarship payments, ScottishPower reserves the right to analyse the corresponding application and can modify the amount that the scholarship holder must reimburse.

- The scholarship holder shall be invited to join the ScottishPower selection and recruitment programme via Iberdrola, S.A.'s employment platform (<https://www.iberdrola.com/personas-talento/canal-empleo>), and to accept the corresponding access conditions and the company's privacy policy.
- The scholarship holder undertakes the confidentiality on all information they might receive from ScottishPower. This confidentiality obligation will remain in force beyond the term of the scholarship.

9. Processing of Personal Information

In accordance with the relevant Personal Data Legislation (which includes the Spanish Act 15/1999, Data Protection Act 1998 and General Data Protection Regulation), we will process your personal data and all the information within in order to assess your scholarship application and, if successful, in order to start the relevant arrangements regarding the scholarship.

WHO IS RESPONSIBLE FOR DATA PROCESSING

Your personal data will be processed by ScottishPower UK Ltd., organiser of the scholarship you are applying for, and Iberdrola S.A, parent company who is entrusted with the Iberdrola Group's internal administrative management.

Contact details for those responsible for data processing:

- ScottishPower UK Ltd., 320 St Vincent Street, Glasgow, G2 5AD, United Kingdom.
Contact details for the Data Protection Officer: dataprotection_corporate@scottishpower.com ,
ScottishPower UK Ltd., 320 St Vincent Street, Glasgow, G2 5AD, United Kingdom.
- IBERDROLA S.A, Plaza Euskadi 5, 48009 Bilbao, Spain.
Contact details for the Data Protection Officer: dpd@iberdrola.com. C/Tomás Redondo 1. 28033 Madrid

PURPOSE

The candidate's personal data is processed in order to analyse their suitability during a scholarship selection process in accordance with these Terms..

For successful candidates all of the personal data provided in the scholarship application together with the related supporting documentation including photographs taken at the time the scholarship is awarded, follow-

up information supplied by an applicant, and data contained in questionnaires completed upon completion of studies, course results, information gathered from the university in question, and the results of the candidate assessments constitute personal data and will be processed for the following purposes:

- To ensure that the candidate meets the requirements throughout the term of the scholarship.
- To make the corresponding payments to the scholarship holder.
- The publication of their name and photograph on the ScottishPower UK Ltd. website, from which they may be consulted freely by the public in order to report those benefiting from the ScottishPower UK Ltd. scholarships

ScottishPower and Iberdrola guarantee the confidentiality of said personal information and the processing of data only for the purposes described in the Terms. Appropriate technical and organisational measures shall be applied to guarantee an acceptable level of risk, bearing in mind the current state of the art, the costs of application and the nature, scope and context of the use of the data processing, as well as the risks of probability and seriousness for the rights and freedoms of individuals.

Applicants' personal information shall be held for the period of the selection process and for six months after the scholarship has been awarded. After this period, all personal data will be deleted, except where its use has been authorised for other purposes, in which case the information may be used until said authorisation is revoked.

Once the scholarship has concluded the scholarship holder's data will be blocked for the legally required period of time in case of further needs. When this period has come to an end, the data will be deleted or anonymised, with only the data required for controlling access to new application processes being kept.

LEGITIMATION

The legal basis for data processing is necessity for the purpose of fulfilling the contract between ScottishPower and the applicant to provide funding which includes taking steps prior to awarding funding under the contract. IBERDROLA S.A. also has a legitimate interest in processing this personal data as part of the Group's internal administrative management.

RECIPIENTS

In order to process your scholarship application and to decide if your application has been successful, your data may be communicated to companies that provide psychometric testing services.

RIGHTS

You have the right to access your personal data, as well as to request the rectification of inaccurate data or its deletion, where the information in question is no longer required for the purposes for which it was initially collected. You also have the right of opposition to or limitation to the processing and portability of the data.

To exercise these rights, please apply in writing to ScottishPower UK Ltd. 320 St Vincent Street, Glasgow, G2 5AD, United Kingdom, dataprotection_corporate@scottishpower.com

In the event that you are not satisfied with the exercise of your rights, you may submit a complaint to the Information Commissioner's Office: <https://ico.org.uk/>

MORE INFORMATION

In the case of personal data relating to other individuals, those responsible for personal data processing regarding the application for and/or awarding of the scholarship should notify them prior to use, informing them of the data processing and obtaining their consent.