

Aberdeenshire Council

Aberdeenshire's identity is rooted in its rich agricultural and coastal heritage, with farming, fishing, and forestry shaping local communities for generations. Over the past half century the region has been central to Scotland's oil and gas economy. Today, building on that proud energy legacy, Aberdeenshire is once again at a moment of transformation, positioned at the forefront of Scotland's just transition, where its skills, infrastructure, and innovation are driving the shift to a more diverse, low carbon energy future. Our investment in Aberdeenshire unlocks huge opportunities and benefits for the people and economy of the region. As we invest in a modern grid to achieve energy security and clean power, we're committed to building a lasting legacy, delivering high-quality jobs, unlocking local supply chain opportunities, contributing towards the development of new homes and delivering meaningful community benefit.

Turning grid investment into local opportunity:

- **Investing up to £8.4bn** in transmission projects in Aberdeenshire **(29% of T3)**
- **Spending up to £1.6bn¹** with **Aberdeenshire based businesses**
- **Supporting 2,700 jobs locally¹** through Aberdeenshire-based projects

SSEN Transmission in Aberdeenshire

In 2025, 183 new staff were recruited by SSEN Transmission in Aberdeenshire, including 38 earn as you learn roles, with another 150 to be recruited by 2030.

Across Aberdeenshire, in 2026, we expect to offer:

- 12 graduate roles and 1 apprenticeship;
- 8 summer placements; and
- 1 trainee engineer role.



Spending up to £1.6bn in the region



300+ new legacy homes across Aberdeenshire




255 new local jobs at SSEN Transmission by 2030



£1bn of GVA generated by 2030

Community Wealth Building and maximising socio-economic benefit in Aberdeenshire

To maximise socio-economic benefits from infrastructure investments, Aberdeenshire Council has identified Collaboration Principles for developers, outlining the areas where strategic investments and dialogue can be directed. The principles of Aberdeenshire Council's Energy Developments Community Wealth Building Charter, outlined below, can be directly addressed by SSEN Transmission's investments and commitments:

Principle 1: Skills Development	Maximise local job and training opportunities to retain talent , support the energy transition and maintain Aberdeenshire's demographic balance.
Principle 2: Community	Forming strategic partnerships with local organisations and unlocking funding for community-led projects .
Principle 3: Fuel Poverty	Supporting the communities most impacted by our infrastructure to develop long-term solutions to fuel poverty.
Principle 4: Supply Chain	Developing opportunities for local companies to supply goods and services during construction and operation.
Principle 5: Inward Investment	Consider promoting and negotiating with supply chains to promote their inward investment into Aberdeenshire.

Our investments will deliver benefits which support key priorities of the council and have a transformational impact in Aberdeenshire. These benefits fall under the five cross-cutting themes.

1) Demographic sustainability

-  **Supporting up to 2,700 jobs in Aberdeenshire**
 -  **255 new employment opportunities at SSEN Transmission in Aberdeenshire by 2030**
 -  **Unlocking up to 300 new, permanent homes, including affordable housing**
- Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

¹ this includes SSEN staff as a result of T3



Aberdeenshire Council

Spotlight: Benefits from housing

Significant investment in housing can be expected to generate further GVA and employment opportunities in Aberdeenshire.

2) Inclusive economic growth, fair work and tackling poverty



£1bn of GVA generated

boosting local productivity by equivalent to 2.6% of Aberdeenshire's annual GVA



22 new earn as you learn roles at SSEN Transmission in Aberdeenshire in 2026



£56,000 median salary for SSEN Transmission Aberdeenshire staff

85% higher than Aberdeenshire's median salary

Generating local growth, delivering training and well-paid employment opportunities for Aberdeenshire.

3) Net Zero and climate resilience



10% increase in biodiversity net gain commitment across all projects



Supporting skilled, well-paid employment in nature restoration



No net loss of woodland

Protecting and enhancing Aberdeenshire's natural heritage, generating green sector employment opportunities and enabling low-emissions travel.

Spotlight: Nature Delivery Strategy

Investment in nature protection and enhancement, to deliver biodiversity net gain, and forestry and peat restoration, will support skilled, well-paid jobs and generate growth (GVA) in local nature restoration supply chains.

4) Strong local supply chains



Spending up to £1.6bn within Aberdeenshire



Supporting 1,570 jobs in construction

22% of the local construction sector's total employment



£175m annual spend in local construction sector

12.2% boost to annual spending in Aberdeenshire's Construction Sector

Securing reliable work opportunities within local supply chains, facilitating growth and strengthening industry.

5) Community wealth building and social value



£32m in community benefit fund, split between regional and local funds to support community priorities

available to communities situated close to our infrastructure



£500m investment in enabling works, including roads infrastructure

Ensuring benefits are retained and distributed in Aberdeenshire, with funding supporting community priorities.

