

**Line Stenstad « The energy industry is undergoing a major transition, requiring companies to innovate with new technologies, business models, and organizational methods. »**

*Line is a structural engineer with extensive experience in project management, tendering, and negotiations in the oil, gas, and offshore wind sectors. Recently, she transitioned to higher education, launching a nonprofit start-up, which deepened her understanding of digitalization and the new generation entering the job market. Now at C&S Partners, she is eager to contribute to projects at the intersection of technology, business, and people.*

**TELL US A BIT ABOUT YOUR BACKGROUND LINE.**

I am a structural engineer by training and have built a solid foundation in project management, tendering, negotiations and partnerships from my years in oil & gas and offshore wind. I have experience with a wide range of projects, including green field, brown field, cost-out, incidents etc. I've been fortunate to work internationally in Europe and the Middle East, and I enjoy being part of an international atmosphere and collaborate across countries and regions.

More recently, I made a career change to the higher education industry, where I built a nonprofit start-up. This has deepened my understanding of digitalization, learning, and how the new generations are entering the job market. The competition for talent is fierce, and it will be vital for any organization to recognize what drives and motivates talent, and how it should affect their organizational structure and ways of working.

In retrospect, there's many similarities between green field projects and start-ups. While it is a team effort, success is very much dependent on senior leadership and their ability to nurture leadership in every single employee. They must be very good at attracting the right people; self-reliant and competent, with the potential and desire to grow rapidly. They should be mindful of values and culture, able to navigate stakeholders at all levels, foster deep partnerships, have both a strategic perspective and an eye for details, turn every obstacle into an opportunity... and then be committed to do the work themselves. There's no time for people who can't be hands-on.

**AND NOW YOU ARE AT C&S PARTNERS, WHAT ATTRACTED YOU TO THE COMPANY?**

It's important to me that we are aligned on ways of working and doing business, manifested in the three values: transparency, honesty and impact. I'm impressed by the agile setup that allows for bespoke solutions for every client, and even more impressed by the amazing group of accomplished partners. I know I can learn a lot from all of them, and I hope I can bring something new to the table.

**FINALLY, WHICH PROJECTS WILL YOU BE WORKING ON?**

The energy industry is going through an enormous transition, and companies will have to transform with it. They will have to develop new technologies, new business models, new ways of working and organizing. I anticipate most of my projects will have this intersection of technology, business and people in common, although I am open to offering my perspective where it can be useful.