

At DNV,
shaping the future
happens every day.

OUR PURPOSE, or why we exist
Safeguarding life, property and the environment

OUR VISION, or the aspiration that gives us focus
Global impact for a safe and sustainable future

OUR VALUES, or how we measure our success
We build trust and confidence
We never compromise on quality or integrity
We care for our customers and each other
We are committed to teamwork and innovation

Learn more at www.dnv.com

Meet the standard-bearers for a better world. They're a lot like you.

Just like the DNV employees profiled here, you probably know what you *don't* want. You wouldn't be happy in a place that does business as usual. You probably aren't looking for a company that ignores environmental issues or disregards its social responsibilities.

We'll go as far as to say you probably want to take on challenges that will help shape a better future. Like creating new technologies to address climate change. Helping businesses be more sustainable. Or making the world safer. Not to mention developing your career in fascinating places around the world. We're guessing that you probably want to work with smart people who care about each other, the planet, and their work-life balance.

You probably also want to be with a company that is making a real difference in the world. Well, we could tell you about the businesses and governments in over 100

countries that rely on us to help advise on critical policy decisions. Or that we're independent, so we answer to society. And that we commit more of our resources to research than most companies do.

But rather than hear it from us, let five employees tell you why the company they now work for is one that you might be interested in being part of.

Deep inquiry

When you grow up 100 meters from the sea, and your family runs a fishing boat operation, you learn to respond pretty quickly to a tilting horizon.

By studying finance, shipping economy and strategic crisis management at NHH in Bergen, Kay Erik learned to analyse and respond to the unexpected in the maritime environment – and to see around corners to identify an emergency in the making.

His thesis work about crises in fish farming – closing the loop on escapees and halting the spread of disease – yielded some universal principals of crisis prevention. In his work as a Consultant in Maritime Solutions, he uses a dynamic process of double loop learning to help organisations reach a higher level of intelligence – after the mistake has been made. *“It’s all about which assumptions you’re willing to let go of, such as, ‘this is the way we’ve always done things’, and reincorporate the new insights into your process.”*

Why did he choose DNV to make his mark on the maritime world? Kay was attracted to the cross-disciplinary approach to making operations safer and reducing the likelihood of tragic mistakes. At DNV he works with experts in operations, organisational psychology, economic specialists, military strategists and naval architects to gain a holistic view and enhance preparedness.

“DNV also spreads knowledge between customers to increase situational awareness – that way every company doesn’t need to make the same mistakes others have made. That’s how we’re raising the level of understanding and insight across the maritime industry.” Improving the knowledge and skill base makes it easier for companies to do the right thing – even within their financial restrictions.

He’s impressed with DNV’s openness and high ethical standards. *“You’re encouraged to follow your conscience – you don’t have to take on any project you don’t feel comfortable with – there are no penalties for refusal.”*

And what has he learned from the fish? Learn to read the signals early, and pay attention to sea changes. You may not always get a second chance.



KAY ERIK STOKKE
CONSULTANT, MARITIME SOLUTIONS

Clearly incorruptible

Is rust the *real* Never-ending Story? Ask Anne Britt. We can tell you that she is fearless in tackling some of the most acute factors that affect the failure of subsea installations and pipelines.

Always gifted in math and science, she did her Bachelor's in Material's Technology. After writing her thesis on corrosion for her Master's in Offshore Technology from the University of Stavanger, Anne Britt joined the Operations Technology unit at DNV in 2009. She is already involved in several projects where corrosion poses high risks to safety and the environment, including a pipeline lifetime extension project. Anne Britt is also working on other projects such as analysing the structural integrity of free-fall lifeboats.

Much of the work she is doing now will help DNV customers maximise the return on their investment as well as safeguard lives more effectively. *"About 27% of the failures in the offshore gas and oil industries in the North Sea are caused by corrosion. It's hard to imagine, but the total direct and indirect costs of corrosion worldwide are estimated at \$552 billion dollars a year."* Now that's a battle worth fighting.

Where did this avid interest in resisting corrosion come from? *"Well, I think that growing up near Ålesund in northwest Norway and being a lover of the outdoors from an early age, and more recently an interest in rock climbing, gave me an appreciation for what it takes to withstand the elements."* Hearing stories about equipment failing also impressed on her the importance of choosing the right materials for the job, rigorous maintenance programmes, and factoring in human error.

Besides the opportunity to work collaboratively with industry leaders on new alloys and detection technologies, she was attracted to DNV because of the non-profit organisational structure. Because DNV has no shareholders, they can commit more resources to research. *"We focus on developing new technologies to protect lives and the environment, and that's important to me. We don't have to compromise ethical standards for profits – which means we can make a real difference – and that's exciting."*

ANNE BRITT HØYDAL
ENGINEER, PIPELINE IN OPERATIONS





KETIL FIRING HANSSEN

SENIOR RESEARCHER
RESEARCH AND INNOVATION

The wizard of ahhhs

When is an engineer better than an alchemist? When he discovers how to transform natural gas and coal into eco-friendly liquids, known as synfuels. Using his ‘white magic,’ Ketil Hanssen has unleashed fuels that are purer, burn cleaner, and have a lower carbon footprint because they take less capacity to transport.

He began forging his unique path from an early age. When faced with boring math textbooks in fifth grade he asked for more interesting ones, which he promptly received, along with extra tests to make sure he got it. At NTNU Ketil studied chemical engineering, because he enjoyed using his hands as well as his brain.

After being awarded his PhD, his flair for transforming elements landed him a post-doctorate position at Texas A&M. Fortunately, his wife was hired at the same time to teach chemical engineering, so they could talk late into the night about changing the way things work. When his friends went hiking, Ketil went skydiving. Maybe that extreme point of view is where some of his earth-shattering ideas were hatched.

When he applied to DNV eight years ago, his independent streak came out when he wrote a humorous application. Like his hero in *Catcher in the Rye*, Ketil is always true to himself, and figures people will take him or leave him. DNV took him and his career has helped launch one technological innovation after another. Ketil collaborated on new subsea equipment standards that have been adopted by industry leaders worldwide. Moreover, he is working on a host of technological

innovations to use cleaner burning liquid natural gas and compressed natural gas instead of oil and coal while reducing the transportation footprint.

But with new technologies comes uncertainty. He tries to lower the risk of innovation by making the solutions “watertight” – just like the sand-from-liquid separator he is working on. He helps companies feel safer in adopting more environmentally friendly technologies such as placing equipment on the subsea floor – moving away from the hazards and expense of concrete rigs, to a safer, cheaper, and more ecologically sound alternative. And he doesn’t even need a magic wand to pull it all off. Shazzam.

Striking the balance

Stine Mundal understands dynamic tension – and takes as much care assessing the forces in a cruise ship’s engine system as in balancing the sweet and spicy in the Madras curry she cooks for friends.

She grew up in Sandvika and developed an early interest in math and physics, possibly from observing the wave action as she surfed Norway’s west coast. To prepare for the rigors of the Norwegian University of Science and Technology, she took the most challenging courses she could find in math and physics. *“Once I grasped the underlying principals, I saw how everything is connected, and could incorporate new knowledge fairly quickly.”*

After getting her Master’s degree in Marine Technology/Naval Architecture in 2009, she joined DNV as a technical trainee in the Systems and Components Division. In this two-year programme, she will do everything from attacking maritime pollution and approving plans for engine components, to surveying ships in France and Singapore for safety and seaworthiness.

“I love big ships –,” Stine says, *“there’s nothing more beautiful to me.”* She chose DNV to further her understanding of ship machinery and systems, and because it was a strong, internationally respected organisation. *“DNV is stricter than others on protecting the environment, but many yards and owners prefer our uncompromising standards. In my experience, our customers try to balance their needs for profitability with doing the right thing.”*

Stine thinks DNV has hit the mark with encouraging their employees to have balance in their life as well. *“They invest in us – a new exercise studio and yoga classes on site, values courses, and extra holiday time.”* She might even take advantage of that week to revisit the pristine north shore of Oahu and perfect her surfing skills.

“There’s a saying among my friends, that if you start at DNV, you stay with DNV. Maybe that’s because you get a lot more than just a salary from working here.”



STINE MUNDAL

TECHNICAL TRAINEE
MARITIME SYSTEMS AND
COMPONENTS



MAGNUS EBBESEN
CONSULTANT
ENERGY ASSET RISK MANAGEMENT

A mission that's possible

Before DNV, even before getting his Master's Degree in ICT and Mechanical Engineering at NTNU, Magnus learned that trusting every member of your team can be a matter of life or death. On military service in the high arctic, his team relied on each other to prevent frostbite or fatally dozing off after many sleepless nights on watch, and for encouragement under the harshest conditions.

With this extreme team-building experience, Magnus was a natural when it came to recruiting and managing the NTNU-team that designed and built the DNV-sponsored entry in the 2009 Shell Eco-marathon, a competition to create the world's most fuel-efficient vehicle. For nine months, he led his team in everything from PR to designing, crafting and testing casings, suspensions and fuel cell control systems.

"The whole team was amazing. They worked extremely hard and functioned in a cross-disciplinary way. It was inspiring."

They had a few dramatic mishaps along the way, including a suspension breakdown just before a half time run at Lerkendal stadium before 15,000 spectators – which they fixed in 20 minutes. But when the competition rolled around, the team's hydrogen-fuel cell powered vehicle, DNV Fuel Fighter, handily won, travelling 1246 km on one litre of petrol – to crush the previous world record by 398 km.

Magnus' team spirit let him hit the ground running at DNV. From the day he started in August 2009, he had responsibility for working on risks to offshore loading systems with experts in fields ranging from risk assessment to environmental engineering and safety.

"If a storage system leaks, there is an obvious threat to the environment, as well as damage to a company's reputation and bottom line." Magnus comments. "We are all working together to find the hot spot – where the vulnerability is."

"There's a high level of integrity and experience at DNV," he adds, "and willingness to freely share that knowledge. People here care about the solution, and each others' success."

You definitely want to have a team like that watching your back.

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