hyperion search

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Market Review

Renewables and Cleantech Talent Trends Q3 2025



Cleantech-first insight. For the teams building the future.

At Hyperion Search, we work exclusively within climate, cleantech, and renewable energy from next-gen solar and energy storage to grid infrastructure and EV and future mobility.

We know the talent market because we're in it every day - partnering with founders, investors and scaling companies by finding and building the teams driving the energy transition.

Now, we're bringing that market expertise together with real-time data and strategic insight.

Hyperion Talent Intelligence empowers clients with a suite of offerings:

- Workforce planning & team structuring
- Organisational design for scale
- Compensation & equity benchmarking
- Talent pipelining & succession planning
- Competitor talent mapping & analysis
- Strategic hiring roadmaps

Built for climate-tech scaleups, growth-stage innovators and investors who need clarity and confidence around talent decisions. Because in this market, the right team isn't just an asset - it's your competitive advantage.



Connect with us today

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Events

Events we attended in Q3:

- Intercharge Network Conference (ICNC)
- RE+
- Solar & Storage Live
- Ampcontrol EV Summit

Catch us in Q4 at:

- Fleet and Mobility Live
- Battery Asset Management Summit

About Hyperion

Hyperion is a specialised global search firm dedicated exclusively to the clean technology and renewable energy sectors.

Hyperion exists to deliver genuine impact for our clients, candidates and the planet.

Since our founding in 2014, we have partnered with a diverse range of organisations, from venture capital-backed start-ups to established global corporates, placing senior and strategically vital talent across renewables, energy storage & grid, and e-mobility markets in both EMEA and the US.

With deep sector expertise, we identify, assess, and attract individuals and teams with the specialised skills, experience, and vision required to drive innovation, navigate industry challenges, and seize opportunities in the clean energy transition.

We understand that what we do matters. By fostering long-term partnerships, providing honest advice, and delivering truly valuable talent, we help build the businesses leading the charge in cleantech and renewable energy.

Now, as part of HC Group - a global leader in energy and commodities executive search - Hyperion benefits from enhanced market intelligence, expanded networks, and a more powerful global platform. This strengthens our ability to connect the right talent with the right opportunities, while retaining our exclusive cleantech focus. With HC Group's reach and resources behind us, we are better positioned than ever to support the organisations shaping the future of sustainable energy and mobility.

Sectors & Functions

Sectors

Energy Storage & Grid

EV & Future Mobility

SmartCities

Renewables

CleanTech

Functions

Executive (Board and C-Suite)

Manufacturing /Engineering

HR and People

Commercial and Sales

Operations

Finance

Sustainability

Our Global Reach





Q3 Market Update: Resilience, Execution and the Role of Leaders

Q3 has reminded us just how quickly things shift in cleantech.

Across Europe and North America, we've seen momentum hold, but the mood has changed. With political pressure rising and policy incentives retreating in some key markets, the emphasis is no longer just on ambition, but on execution, resilience, and the leaders who can deliver both.

In Europe, the reality of constrained grids and scaled-back subsidies has started to bite. Solar and wind are still expanding, but unevenly. Rooftop solar is slowing, and even utility-scale developers are being forced to navigate saturated networks, volatile pricing, and planning fatigue. At the same time, we've seen a surge in investment into infrastructure and storage, pointing to a more mature, system-focused market emerging.

The U.S., meanwhile, continues to wrestle with the aftermath of the OBBBA bill. While federal support has shifted, activity hasn't stopped; consolidation is underway, PE is circling, and operators are leaning harder than ever on executional leaders to get projects to NTP and COD on time. Policy complexity isn't going away. But neither is the market.

So where does that leave us?

At Hyperion, what we've seen this quarter is a sharper distinction between the companies that are just growing and the ones that are scaling with purpose. And that distinction nearly always comes down to leadership.



In our Leaders in Cleantech episode with **Joachim Lohse, CEO of Ampcontrol**, we explored what it means to build a high-growth company around critical infrastructure.

> **You can't just have great technology. You need uptime. You need operational discipline. And you need to deliver value across the whole ecosystem.**

That's a lesson more founders are taking to heart - especially as EV fleet electrification accelerates and the conversation shifts from pilots to platforms. The companies gaining ground now are the ones thinking not just about engineering, but about customer experience, data integration, and real-world performance.

Meanwhile, Andrew Gilligan, VP EMEA at Fluence, spoke with clarity about the future of energy storage and what's required to realise its full system value.

> **We're not just delivering storage projects - we're building system value.**

That shift - from asset delivery to system impact - has talent implications everywhere. The sector now needs more leaders who can bridge the commercial, the technical, and the regulatory. People who understand how to align policy, capital, and technology in real time.



This quarter's review reflects that theme. You'll find:

- **Insight into how storage is evolving beyond the battery, especially in the context of AI and data centre demand**
- **A deep dive into the challenges and opportunities in solar and wider renewables, from grid saturation to investment shifts**
- **A view on future mobility and the growing complexity of depot charging, power management, and infrastructure coordination**
- **A closer look at the hiring process itself - why getting the kick-off right can be the difference between success and friction**

We've also included a look back at Q3's key industry events - where we spoke and attended, and the market sentiment on the ground. If you're scaling your team, planning 2026 hiring strategy, or just want to sense-check what others in the market are doing - we'd love to hear from you.

Let's finish Q4 strong, and build for what's next.



David Hunt
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Energy Storage and Grid

Q3 2025 marked sustained yet complex growth in the Energy Storage and Grid sector. Record BESS deployments, particularly in the U.S, were offset by policy uncertainty, trade tensions and challenging investment conditions for technology providers from outside of Asia. Nonetheless, there is excitement around the huge demand opportunity that datacentres and AI will bring for Energy Storage and the continued emergence of longer duration storage technologies.

Market Trends:

- Grid-scale storage in Europe expanded rapidly, especially in Italy, Germany, and the UK, driven by high renewable penetration and growing flexibility needs. This is dominated by grid-scale projects but the investment cases are growing for C&I as behind-the-meter revenue opportunities increase across Europe.
- Long-duration energy storage (LDES) technologies gained traction, with Italy's 10 GWh MACSE auction, 77 UK projects progressing under the cap-and-floor mechanism, and Google partnering with Energy Dome to decarbonise operations.
- Energy security and supply chain resilience remain key priorities. Governments are pushing for local manufacturing to reduce reliance on Chinese imports, though competitiveness and financing challenges persist.
- Grid constraints continue across several markets. The UK's NESO reforms aim to ease connection bottlenecks, and following Iberian blackouts, Spain increased its grid investment cap by 62% and Portugal committed €400M investment, and German policy changes could remove fee exemptions for storage between 2026-2029, threatening project viability.
- In the U.S., record BESS deployments in California, Texas, and Arizona contrasted with new policy uncertainty stemming from the "One Big Beautiful Bill Act" (OBBBA) and "Foreign Entity of Concern" (FEOC) regulations.
- The AI revolution energy demand is accelerating large-scale BESS adoption for utilities and IPPs, as datacentres require faster, more flexible clean power solutions.
- AI-driven forecasting, optimisation, and trading tools are becoming essential for maximising storage asset performance and returns.

Talent Trends

In Q3, hiring shifted toward project execution, new-market expansion and supply chain resilience
Demand increased for:

- **Project Engineers and Managers** – delivering large-scale deployments.
- **Territory Expansion Leaders** – establishing new country or regional operations.
- **Grid Managers** – navigating evolving regulatory and connection landscapes.
- **Asset Optimisation Specialists** – maximising returns from complex BESS portfolios.
- **Supply Chain Leaders** – securing and stabilising battery and component supply.

Key Deals:

- **Fidra Energy reached financial close on the UK's largest BESS project (Thorpe Marsh) totalling over £1Bn in equity and debt financing.**
- **The EU Commission pledged €852M in battery manufacturing grants.**
- **The UK's National Wealth Fund, Equitix, and Aware Super (two private investment firms) invested £500M in Eelpower's grid scale projects.**
- **Sympower and Suena raised €27M combined to accelerate the rollout of their BESS optimisation and flexibility software.**
- **FlexGen acquired Powin's IP and key assets following bankruptcy.**
- **Lyten acquired all remaining assets of Northvolt, including gigafactories and IP valued at approximately $5 billion**

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People Moves

Ralf Betkerowitz has joined Pylontech in Germany as Chief Product Officer. He was previously at E3/DC (Hager).

Jasper Van den Driest has joined Greener Power Solutions in Netherlands as Chief Executive Officer. He was previously at Vandebron.

Brian Beaver has joined Powervault in UK as Chief Commercial Officer (CCO). He was previously at GivEnergy.

Phil Godfrey has joined Envision Energy in the UK as Sales Director, UK. He was previously at Cornex New Energy.

Sebastian Zeidler has joined Sermatec in Germany as Managing Director, Europe. He was previously at Canadian Solar EMEA.

Ian Braime has joined ADS-Tec Energy in UK as VP Business Development & Sales Europe. He was previously at Ascend Elements.

Alexandre Leduc has joined VSB Group in Germany as Team Lead - Strategy & Performance. He was previously at Sonnen.

Yiseop Ahn has joined Amara Raja Advanced Cell Technologies in Europe as Associate Vice President - Centers of Excellence. He was previously at Northvolt.

Matthew Ruza has joined FlexGen in North Carolina, USA as Vice President Commercial Development. He was previously at IHI Terrasun Solutions.

Tom Wadsworth has joined Ecobat in the UK as Director of Business Development. He was previously at Li-Cycle.

Gemma Cooper has joined Tees Valley Lithium in the UK as Chief Commercial Officer (CCO).

Konstantin Kunz has joined Voltfang in Germany as Head of Grid Scale. He was previously at Trina Solar.

Jack Eastwood has joined Companion.energy in Belgium as Commercial Director. He was previously Co-Founder and CCO at Protium.

Matthias Gänsslen has joined Alkegen in Germany as Global Growth Leader – BESS. He was previously consulting.

Venai Shenoy has joined Flatiron Energy in the USA as Vice President. He was previously in a similar role at Avantus.

Ryuta Ray Saka has joined SK On is the USA as Vice President, US ESS Business Development. He was previously at IHI Terrasun Solutions.

Monica Testa has joined GridStor in the USA as Vice President, Origination & Power Marketing. She was previously Head of Origination at Ørsted.



EV & Future Mobility

Q3 2025 marked the definitive shift in Europe's mobility transition, moving from strategic planning to active, large-scale infrastructure execution within the heavy-duty vehicle segment. As highlighted by events I attended recently such as ICNC and the EV Fleet Summit, the focus is now squarely on optimisation and delivery. The market is tackling real-world constraints - primarily grid capacity and complex energy management, by leveraging AI and digital tools to ensure successful scaling. This is all underpinned by sustained financial commitment, which is driving the aggressive rollout of charging hubs along major corridors and at depots, firmly establishing zero-emission freight as a commercially viable reality

Key Market News & Trends

Fleet & Adoption Momentum

- **UK Electric Van Surge:** UK BEV van registrations jumped **72.6% year-on-year in July,** marking eight consecutive months of growth.
- **Grant Certainty:** The UK government extended Plug-in Van and Truck grants until at least 2027, providing up to £25,000 for large trucks to support fleet transition.
- **ZEV Bus Scaling:** Scania began its first 41 e-bus delivery to Norway. In the UK, the **Kempower/EO Charging** partnership surpassed **300 charge points** installed across 11 major bus depots.





Infrastructure & Technology

- **MCS Validation: MAN Truck & Bus and ABB E-mobility** validated the Megawatt Charging System (MCS), achieving a 2% to 90% charge in just 36 minutes on a 480 kWh truck battery at nearly 750 kW.
- **Corridor Buildout:**
  - **Milence** opened **three new Heavy duty vehicle charging parks in Germany** along key TEN-T corridors.
  - **bp pulse and Moto** announced plans for **300 charging bays at 23 locations by 2030**, including MCS technology on UK motorways starting in 2026.
  - **Kempower** installed the first MCS stations in **Denmark and Sweden**, establishing Nordic ultra-fast capability.
- **Integrated Fleet Solutions:** Shell launched a shared, integrated EV charging network for Heavy Duty Vehicles, designed to optimise access and reduce TCO for fleet operators.
- **Digital Tools:** The **eTrucker app** (winner of the 6th eMobility Start-Up Award at ICNC) expanded across Europe, providing essential, validated information on truck-compatible charging points.

Investment & Funding Highlights

Q3 was defined by significant capital deployment for infrastructure and fleet models. Here are our top picks...

- **Electra** secured up to **€433 million** in financing to accelerate the rollout of 15,000 ultra-fast chargers across nine European countries by 2030.
- **WAAT** secured **€100 million** to expand its private-sector EV charging installations.
- **Zenobē** secured a **€325 million debt facility** to fund its "electric fleets-as-a-service" expansion, supporting up to 1,000 more e-buses/e-trucks.
- **Virta acquired Northe**, consolidating expertise to create a powerful B2B EV driver platform.
- The **Danish government boosted its electric truck fund to €47 million** for 2025, incentivising logistics decarbonisation.

Talent Trends

The shift to large-scale execution has intensified demand for specialised talent, moving the focus from strategy to scalable implementation and operational efficiency. Here are the core job roles and skillsets we have picked out for Q3:

- **Energy Management & Grid Optimisation Engineers:** Focus on **AI/ML-driven load management** and **VPP strategies** to mitigate grid constraints and optimize high-power charging.
- **Infrastructure Deployment Directors:** Senior leaders accelerating the **high-volume rollout of DC/high-power charging** and managing complex multi-site corridor construction.
- **TCO & Commercial Fleet Expertise:** Consultative talent capable of developing and selling comprehensive **"Fleet-as-a-Service"** models that integrate all costs (vehicle, charging, software) into competitive TCO solutions.

Stephen Robinson , Director
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People Moves

Holger Riemenschneider has joined Allego in Dortmund as CTO. He was previously Director of Technology at Ionity.

Maren Rehnelt has joined Evailable in Munich as Managing Director. She was previously Head of Strategy & Business Innovation at Elli - A Brand of the Volkswagen Group.

Philipp Graf has joined Bnewable in Munich as Managing Director. He was previously Head of Sales & Marketing at Vaylens.

Anne Buckingham has joined Amplify EV in the UK as Co-Founder & CCO. She was previously Managing Director at Swarco.

Stuart Douglas has joined Amplify EV in London as Co-Founder & COO. He was previously Managing Director at PoGo Charge.

Lasse Netterstrøm has joined FleetGrid in Copenhagen as COO. He was previously Head of Business Innovation & Development at Better Energy.

Carla Detrieux has joined MAN Truck & Bus SE in Germany as Zero Emission Sales Europe, Strategic Advisor. She was previously Director of Business Development at Volta Trucks.

Steve Trethewey has joined Sanctum Energy in the UK as Business Development Director. He was previously Sales Director at Zest Eco Ltd.

Pete Cox has joined Sevadis in the UK as Head of Sales. He was previously Head of Strategic Growth at myenergi.

Jessica Wilkinson has joined Hypervolt in the UK as CCO. She was previously Commercial Director, Low Carbon Tech at Octopus Energy.

Marcel Hessel has joined TRATON Group in Munich as Head of Unit Charging System & Components. He was previously Head of Charging & HV Distribution (Acting) at MAN Truck & Bus SE.

Oliver Adrian has joined Chargecloud in Germany as COO & CRO. He was previously Head of European EV Charging & Energy Strategy, Business Development and Go-to-Market at Ford Motor Company.

Martijn Hendriks has joined AMPECO in the Netherlands as Solutions Director, Strategic Accounts. He was previously e-Mobility Business Solutions - Senior Manager at GreenFlux.

Freerik Meeuwes has joined GreenFlux in Amsterdam as Director of Sales & Operations. He was previously Head of Everon (Charging management software) at EVBox.

Toby King has joined Port in the UK as Global Launch & Infrastructure Manager. He was previously Head of Deployment Europe - Ford Pro Solutions at Ford Motor Company.

Joerg Lohr has joined JOLT ENERGY in Germany as CEO. He was previously in a similar role at Vaylens.

Marcus Lewis has joined Osprey Charging Network in the UK as Head of Development. He was previously Head of Engineering at SSE Energy Solutions.

Rasmus Larsen has joined FleetGrid in Denmark as CCO & Co-Founder. He was previously CSO at Spirii.

Juhani Hintikka has joined Virta Ltd in Finland as CEO. He was previously Investor, Advisor at LEE Capital Oy.

Tanya Sinclair has joined Electric Vehicles UK as CEO. She was previously Senior Director, Policy, Europe at ChargePoint.



Renewables

Q3 2025 saw notable shifts in renewables across Europe and America. In Europe, expansion slowed for the first time in over a decade, largely due to reduced subsidies, placing 2030 targets at risk and exposing grid infrastructure bottlenecks. Despite this, investment rebounded, with major capital flowing into offshore wind and grid upgrades. In America, passage of the OBBBA eliminated federal support, driving industry consolidation and shifting attention to speed and scale in project delivery using storage and AI.

European Market Trends

Solar growth is facing setbacks amid policy shifts

Policy changes are slowing solar deployment across Europe. Cuts to subsidies in Germany, France, and the Netherlands have reduced projected installations. Despite solar briefly surpassing nuclear and fossil fuels in June, Europe is on track for 723GW of capacity by 2030 - below the EU's 750GW target.

Grid infrastructure struggles to keep up with renewable energy growth

Wind and solar expansion continues to outpace grid development, creating saturation, negative prices, and reliability issues. Portugal faced major blackouts in Q2, prompting a €400m investment in grid upgrades and large-scale BESS. The European Commission has released new guidance on planning, connection charges, and tariffs to accelerate renewable integration.

Surge in renewable energy investments

Investment momentum remains strong, with capital shifting back to Europe after US market changes. Offshore wind in the North Sea is attracting significant attention, while Iberdrola's €100bn commitment through 2031 highlights confidence in regional growth.

Decline in residential installations

Residential rooftop solar is weakening due to subsidy cuts and lower electricity prices in Austria, Belgium, Hungary, Italy, and the Netherlands. Utility-scale and C&I solar remain resilient, even as negative pricing pressures persist.

European Talent Trends

- **Technical, Operational and Strategy:** Rapid expansion to meet 2030 climate goals has created significant technical, operational and strategic talent needs. There is intense competition and skill shortages, fuelling focus on retention and new talent attraction, often looking at tech and construction sectors.
- **Grid experts:** Many developers/IPPs are looking for key grid experts with a mixture of engineering and commercial acumen, to help reduce project bottlenecks.
- **UK growth:** Recent reforms to the electricity grid which have created a favourable environment for new renewable projects is expected to create future demand for jobs.
- **Key Project Leadership:** Crucial for businesses to scale infrastructure, ensure timely project deliveries and navigate new regulations.
- **Digitalisation & AI:** Increasingly complex energy systems are creating the need for smart grid analysts, energy data scientists and AI-driven technology developers.

Nikita Miah, Director
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USA Market Trends

Policy shifts prompt industry consolidation

The July passage of Trump's One Big Beautiful Bill Act eliminated key tax credits and $13B in federal renewable funding. This has driven M&A activity, with PE-backed firms and utilities acquiring projects and smaller companies. In August, CBRE Investment Management acquired ClearGen.

Investment in manufacturing continues to increase

Despite policy uncertainty, Q3 investment in clean energy manufacturing remains strong, supported by the IRA. Solar and battery OEM capacity continues to expand, though full vertical integration is constrained by reliance on imported components under new FEOC rules.

Renewable energy capacity growth slows

US renewable capacity is still growing but at a slower pace due to policy, permitting, and tariff challenges. Offshore wind faces setbacks, including a pause on Ørsted's Revolution Wind project, while states like Texas, Arizona, Ohio, and Indiana see strong solar growth.

Data centre energy capacity demands

AI is driving energy demand, with data centres expected to add 100–200 TWh annually by 2030. Renewables and LNG will be critical. Google announced a $25B expansion of AI/data centre infrastructure across PJM in July.

USA Talent Trends

- **Executional Leadership:** Need for those who can drive projects NTP and COD quickly, with airtight processes and operational discipline.
- **AI & Data Center Demand:** Creating opportunities for leaders who can navigate direct partnerships with data center buyers and align utility-scale development with AI-driven demand.
- **Community & Political Engagement:** Developers increasingly require talent that can manage opposition to operate alongside technical delivery.
- **Capital & M&A:** Consolidation is accelerating the need for professionals skilled in structuring deals, managing portfolios, and attracting long-term capital.
- **Policy Adaptation & Strategy:** Leaders who can pivot quickly in response to shifting ITC/PTC timelines, FEOC guidance, and regulatory uncertainty are now essential.

People Moves

Philip van de Linde has joined Solnet Group in the Netherlands as Chief Commercial Officer. He was previously Strategic Enterprise Account Manager at Shell.

Dan Bier Sheil has joined hep solar in Germany as Global Head of M&A and Investments. He was previously CFO at Cuculus.

Omar Aoun has joined Power Electronics in California, USA as Vice President of Sales. He was previously in a similar role at Energy Vault SA.

Gordon Pope has joined Bluestone Energy in the UK as COO. He was previously Director of Project Delivery at Innova.

Andy Lycett has joined Enstall in the UK as UK Sales Manager. He was previously Head of EV Charging - UK & Ireland at Sungrow.

Jason Daniels has joined Tongwei Solar in the UK as UK Utilities Sales Manager. He was previously in a similar role at Trina Solar.

Philip Godfrey has joined Envision Energy in the UK as Director of Sales. He was previously in a similar position at Cornex New Energy Co..

Liliania Patricia Corredor Barrera has joined Uniper in Germany as Senior Project Development Manager. She was previously in a similar role at securesun GmbH.

Robin Box has joined Voltage in South Carolina, USA as Director of Business Development. She was previously in a similar role at Terrasmart.

Richard Saunders has joined BrightNight in Texas, USA as Vice President - Development. He was previously Senior Director, Utility-scale Development South at RWE Clean Energy.

Daniel Hill has joined Marathon Capital in Illinois, USA as Vice President, Offtake Advisory. He was previously Director, PPAs & Structured Origination at RWE Supply & Trading Americas.

Stephen Harrington has joined Fernetic Energy Partners in Texas, USA as Chief Development Officer. He was previously Director of Development at TotalEnergies.

Kevin Ritzmann has joined Northern Sun Energy in Florida, USA as Vice President & Managing Partner. He was previously Senior Director at AllTrade Industrial Contractors.

Kent Truckor has joined Jupiter Power in Illinois, USA as Vice President - Development. He was previously Energy Origination at Climeworks.

Eric Bergman has joined Hitachi Energy in California, USA as North American Sales Director, Power Conversion Solutions. He was previously C&I Sales Director, North America at Enphase Energy.

Christopher Hansmeyer has joined Emeren Group in California, USA as Head of Development U.S.A. He was previously Head of Development, Americas at Lightsource BP.

Tilman Beller has joined OSDA Solar in Germany as Partner/Head of Europe. He was previously Senior Director Europe at TCL ZHONGHUAN.

Andrew Duncan has joined RenewableUK as Director. He was previously Renewable & Innovations Director at North Star.

Malavika Jain Bambawale has joined SAS Energy (EDF) in the UK as CEO. She was previously Managing Director at ENGIE.

Christiane Spina has joined SOLIVUS in the UK as Managing Director. She was previously Senior Key Account Executive at Ortus Energy.

Huibert Vigeveno has joined MET Group in the Netherlands as CEO. He was previously a Director of Downstream and a Member of the Executive Committee at Shell.

Frank Oomen has joined Ignitis Renewables in the Netherlands.

Diana Scholtes has joined Deriva Energy in the USA as CCO. She was previously in a similar role at Savion, LLC.

BoardSearch



Building boards that scale with purpose

Hyperion Board Search is a dedicated division of Hyperion Search, founded by David Hunt - a recognised leader in the cleantech sector with over 30 years of executive search and business leadership experience. Our Board Search team specialise in appointing Non-Executive Chairs and Directors to high-growth cleantech and energy transition businesses.

From first-time founders to PE-backed scale-ups, we help clients build high-impact boards aligned with their next stage of growth.

What we offer

- Non-Executive Director Appointments
- Non-Executive Chair Appointments
- Board Structure & Advisory Support
- Compensation Benchmarking & Framework Design

Why Hyperion?

- Sector specialisation - we operate exclusively in the clean technology and renewable energy sectors
- Global search capability – 17+ countries and counting
- Personally led by David Hunt, industry expert & strategic advisor
- Trusted by VCs, founders, and investors across EMEA and North America
- Proven record placing Chairs and NEDs in high-growth businesses

Who we work with

- VC & PE-backed cleantech companies
- Founders and CEOs scaling their boards
- Investors seeking to strengthen portfolio governance
- Mature businesses evolving their leadership

Hyperion Board Search is committed to supporting the clean energy transition by connecting transformative companies with visionary leaders.

Connect with us today

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The Most Important Part of a Search Process: The Kick-Off Meeting

The kick-off meeting is my most enjoyable and most critical part of a search. Get this right, and the entire process becomes easier, faster and more successful. If you're investing in a search for a critical hire, it's essential you invest appropriate time with your search partner at the start.

The kick-off meeting, or assignment briefing meeting, is essential to an effective search process. It covers a lot of ground, but good candidates, the passive ones not searching for a job, ask these questions. Us knowing the answers reflects well on us both, and makes for a positive impression and momentum.

This meeting, typically 90 minutes, is your chance for your search partner to truly understand your business. It's the best investment you'll make. Don't gloss over the details.

This is the opportunity to be specific about topics like culture, mindset, values, expectations, tasks, team and compensation. It ensures full alignment and eliminates grey areas regarding expectations.

Your chosen search partner is your ambassador in the market. You must choose them wisely, ensuring they can speak knowledgeably and confidently about your business and its markets. Since they primarily approach passive candidates - those not actively looking - they must be equipped to effectively 'sell' the opportunity. First impressions are paramount in attracting great talent, and you often get only one shot to convince a top candidate that your opportunity is worth exploring.

Investing time at the start can save weeks during the process. It ensures your search partner is searching in the right places, conveying the right messages, and qualifying against the right criteria, creating a smooth process with no surprises. Because in business and in hiring, no one likes surprises.

The Kick-Off Meeting covers:

- **The background and culture of the business**
- **The background on why the role is open**
- **A thorough understanding of the role – alignment on the job description**
- **What impact will this role have on the business. What is the opportunity for the candidate?**
- **A thorough understanding of the person profile required for the role**
- **Full details of the remuneration package**
- **Agreement on the search process: timescales, how the client likes to be updated on progress, interview process, decision making process, key stakeholders involved, any confidentiality considerations.**

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LEADERS IN CLEANTECH THE PODCAST

from Hyperion Search

Leaders in Cleantech is a bi-monthly podcast. Host David Hunt interviews Cleantech CEOs and industry leaders about their trials, tribulations, successes, failures and future predictions.

150+ interviews with Cleantech leaders and counting!

> *The Leaders in Cleantech Podcast stands at the top in this industry. David is a well connected which makes the guests on each of the episodes some of the best in the business. A great podcast that discusses the ever evolving landscape of the cleantech sector. Required listening!*
>
> ***– Listener review***

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Spotify
YouTube

hyperionsearch.com/podcast



Events Round-Up

Solar & Storage Live 2025
NEC Birmingham

This September, I had the pleasure of speaking again at Solar & Storage Live. I was joined by several members of the Hyperion team at the event. It was great to reconnect with long-time clients, partners, and friends across the industry, I've lost count of how many years I've been attending this event. I also had the opportunity to take the stage for a panel discussion on gender and diversity in cleantech—a topic that deserves far more attention and certainly a lot more action, at all levels of our ecosystem. Thanks to everyone who came along, contributed, and shared thoughtful follow-up conversations both during and after the session.

David Hunt



Attending my first event with Hyperion at Solar & Storage Live was a really eye-opening experience. My colleagues have been in the sector for many years, but for me it was crazy to see how big the clean energy industry really is and getting to see the some of the tech up close, across EVs, batteries, and solar was amazing. My own network in cleantech is growing but still small, so it was great chatting with Hyperion clients and candidates and hearing their perspectives on the market. Being able to share what I've learned so far made those conversations even better. What really stuck with me was the passion in the room everyone genuinely cares about building a cleaner, more sustainable world for future generations. It just reminded me why this sector is such an exciting space to be part of.

Matthew Hunter

RE+ 2025
Las Vegas

RE+ 2025 did not disappoint... especially as it was my first time in Vegas! After facing some of the industry's toughest headwinds this year, seeing over 40,000 clean energy professionals and 1,300 exhibitors come together to keep fighting the good fight was beyond inspiring. Every conversation, round table talk, and networking event was filled with optimism and innovation in the face of uncertainty. It's clear the sector is going through a phase of maturity, challenge and resilience, and this is only possible because of all the brilliant minds committed to building a cleaner, more resilient future. Nearly 100,000 steps later with $0 won, I already look forward to seeing how the industry has evolved when we meet again next year.

Nikita Miah







ICNC, EVCharge Live and Ampcontrol EV Fleet Summit
Berlin, UK and Rotterdam

Travelling from intercharge network conference in Berlin to EVCharge Live UK and Ampcontrol's EV Fleet Summit in Rotterdam these past few weeks has painted one consistently clear picture in my mind - the EV transition is accelerating into a phase of maturity and optimisation. The consensus is absolute, and as Kees Koolen so perfectly put it, "Everything that moves will be electrified." This, we know, is an inevitability.

However, this transition is unfolding within a very crowded European landscape, whether you're an eMSP, CPO, or CPMS platform. We're well past the "land grab" and the "seagull strategy" of just throwing cash at every available site. The focus has decisively shifted to utilisation. It's about deploying the right chargers, in the right spots, and locking in customer loyalty.

So, where does that leave us? My key takeaway is that the EV transition is no longer just about the hardware - we're already seeing dominant players emerge here. Instead, it's about the strategy, the software, embracing AI, and, critically, underpinning all of this - the people. The success of the energy and mobility transition depends entirely on people being at the heart of it, because without them, there is simply no transition. The challenge ahead is complex, requiring not just smart technology, but genuine human expertise and continued collaboration to navigate these crowded waters. The momentum is incredible, and the sheer volume of brilliant minds I caught up with gives me great confidence to push that needle even further. Let's make the most of it in Q4!

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