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Market Review

Renewables and Cleantech Talent Trends Q4 2025



LEADERS IN CLEANTECH THE PODCAST

from Hyperion Search

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Q4 Market & Talent Review: Looking Back to Move Forward

As we close out Q4, this review feels different.

Not because the challenges facing cleantech have disappeared, because of course they haven't, but because 2025 has been a year of reckoning, refinement and, in many cases, maturity. The sector has moved decisively from exuberance to execution. From promise to proof.

The latest *State of Climate Tech* data reinforces this shift. Funding remains substantial in absolute terms, but it has become far more selective. Capital is concentrating around fewer companies, later stages and technologies with clearer paths to scale. Hardware-heavy models continue to face pressure, while software, optimisation, AI-enabled energy systems and grid-adjacent technologies have attracted sustained interest. Europe has held its ground; the US remains powerful but politically volatile; and Asia continues to advance with intent.

> **In short, the market has not slowed per se, but it has matured and sharpened. 2025 was not a year for everyone. But it was a defining one for those with conviction.**

What we've seen consistently across our work this year is that technology alone is no longer enough. Neither is capital. The companies that have progressed, raised, partnered, or exited are those that paired strong technology with credible leadership, and top talent; leaders who can operate in ambiguity, communicate clearly with investors, build resilient teams and make hard decisions early.

That is where the talent conversation has shifted.

Boards and investors are no longer asking simply "Is this technology compelling?" They are asking:

- **Can this leadership team scale?**
- **Can they navigate regulatory and market complexity?**
- **Can they attract follow-on capital, customers and talent?**
- **And can they do so without burning trust, culture or cash?**

Across 2025, we've seen growing demand for **operational leaders,** commercial executives and board members who bring pattern recognition from previous cycles. In many cases, this has meant strengthening teams earlier than planned. We've supported clients adding C-Suite hires, exceptional talents, experienced Chairs, or independent NEDs to balance founder energy with execution discipline.

At the same time, hiring has become more deliberate. Fewer roles. Higher expectations. Less tolerance for indecision. In a tighter market, companies that hesitate lose momentum, and they lose people. The best talents and leaders remain in demand, and they are increasingly selective about where they commit their time and reputation.

Looking ahead to 2026, the signals are clear.

We expect continued capital deployment into climate technologies, but not a return to indiscriminate growth. Grid infrastructure, storage, electrification, industrial decarbonisation and intelligent energy systems will remain focal points. AI will increasingly sit beneath the surface, optimising assets rather than grabbing headlines.

And leadership will matter more than ever.

The next phase of the energy transition will be defined less by invention, and more by delivery. Less by vision decks, and more by people who can turn complexity into progress.

That is where we see our role at Hyperion: supporting founders, corporations, boards and investors as they build leadership teams fit not just for growth, but for endurance.

As we reflect on 2025 and look ahead to 2026, one thing feels certain:



> **"the companies that win will not simply have the best technology or the most capital, they will have the best people making the hardest decisions, at the right time."**



David Hunt, Managing Director david.hunt@hyperionsearch.com

A Year in Cleantech Talent:
Key Shifts We Observed in 2025



Energy Storage & Grid
Key Talent Trends 2025

1. **Project Execution and Supply Chain Resilience** – The emphasis shifted from development to delivery of projects to COD, heightening the need for project managers in engineering and construction, capable of delivering large-scale BESS deployments.
2. **Maximising Asset Value** - With operational capacities growing there was a driving demand for experienced asset managers and optimisation specialists who understand how to best navigate storage assets through evolving wholesale, ancillary and capacity revenue markets.
3. **Grid Connection and Regulatory Navigation Experts** - Persistent across all quarters was the need for grid specialists who could overcome connection barriers and navigate the increasingly complex regulatory landscape, including reforms like the UK's TM04+ and various European market harmonisation efforts.



Renewable Energy
Key Talent Trends 2025

1. **Project Development Expertise in High Demand** - Throughout the year, there was sustained demand for professionals experienced in navigating complex solar/wind development markets, particularly those who could manage projects from origination through construction to operation and optimisation, with special emphasis on Central and Eastern European markets.
2. **Prioritisation of Technical Talent** - Challenging economic and political conditions prompted many Developers and IPPs to refocus on specialist grid, engineering, procurement and construction capabilities, resulting in a notable softening of commercial (sales/business development) hiring needs that has historically remained stable.
3. **Localised Talent Markets with Senior Leadership Focus** - H2 revealed a significant shift where professionals became more inclined to remain regionally rather than relocate, while simultaneously there was increasing demand for senior leadership with grid integration, storage expertise and large-scale project development capabilities who could navigate regulatory complexity and manage change during technology rollouts.



EV & Future Mobility
Key Talent Trends 2025

The dominant talent driver throughout the year links to the complex transition of HGV Fleet Electrification as well as the on-going development of public and private charging networks.

1. **HGV Fleet Transformation & Grid Integration Specialists:** We've seen critical demand for talent that can bridge logistics and energy, including commercial leaders and technical experts who can deliver high-power charging, integrated often with co-located Battery Energy Storage Systems (BESS), helping fleets to unlock the value of flexibility and optimise their energy use.
2. **Private Charging Network Project Delivery:** There has been a constant need for Programme and Project Delivery Leaders to manage the rollout of multi-site charging hubs through design to securing high-power connections by managing DNOs to overcome major grid bottlenecks and accelerate the commercial operation of charging sites through to construction and go-live. At the same time, we have seen origination and site acquisition talent steady in demand as CPOs have continued to expand their networks this year.
3. **GTM and Country Managers:** As Europe continue to embrace electric vehicles, we have seen an increasing demand for Go-To-Market specialists who bring a track record of successful internationalisation with a deep understanding of local market policy and charging infrastructure economics blended with agile commercial strategies.

These trends capture the sector's maturation from rapid expansion toward operational excellence, with talent needs shifting to highly specialised positions focused on execution, optimisation and navigating increasing technical and regulatory complexity.



Energy Storage and Grid

Q4 2025 closed a year of sustained growth in the sector, with global annual storage deployments significantly up on 2024 levels and Europe set to reach 100GW of deployed energy storage. This growth was spurred by the urgent need for grid modernisation and new, fast, flexible power solutions to meet the massive energy demand shock from data centres and the AI boom.

Energy Storage Scaling

Utility-scale BESS overwhelmingly dominated the deployment mix, accounting for over 80% of new capacity additions globally.

- **Gigascale Projects Drive UK and Middle East:** Fidra Energy reached financial close on Thorpe Marsh BESS project, slated to be the UK's largest (1.4 GW / 3.1 GWh). Masdar began construction on a world-record solar-plus-storage project in Abu Dhabi (5.2 GW of solar and 19 GWh BESS)
- **US Demand Surge:** The US market, particularly Texas' ERCOT, saw a rush of deployments, driven by developers expediting projects for Investment Tax Credit (ITC) benefits and significant new demand from the AI boom.
- **Duration Extension:** We saw an increasing competitiveness of Longer-Duration Energy Storage (LDES). New projects are routinely specifying 6- to 8-hour durations, challenging the traditional 4-hour limit for battery storage.

Policy and Grid Market Reforms

Grid reforms moved to tangible implementation across several regions.

- **US Interconnection Overhaul:** Grid operators (PJM, CAISO) are reforming interconnection queues (e.g. "first-ready, first-connected" and cluster studies) to reduce backlogs. This has helped accelerate projects, with PJM awarding 2.2 GW of BESS interconnection agreements in its first transition cycle.
- **European Market Flexibility:** The EU's Electricity Market Design (EMD) is creating new revenue streams. Ireland opened wholesale market to BESS. France's TURPE 7 grid tariff reform (starting 2026) will use dynamic, locational pricing to incentivise strategic BESS use.
- **Iberian Commitment:** Spain committed nearly €840 million in EU grants to fund 144 innovative projects, aiming to add approximately 9 GWh of BESS capacity to enhance grid resilience.

Supply Chain and Investment Surge

- **Cost Headwinds:** New import tariffs in the US caused projected solar and storage equipment costs to rise by an estimated 9%. Global developers had to renegotiate supply contracts and slightly temper 2026 installation forecasts.
- **Local LFP:** Cost pressures reinforced the push for domestic manufacturing and LFP chemistry. Toyota confirmed a $10 billion investment, beginning production at its 30 GWh North Carolina battery plant. In Europe, ElevenEs secured €700 million to build a large-scale LFP gigafactory in Serbia.

Key Deals:

- **Eelpower Energy (UK) secured £500 million for BESS projects**
- **Return (Netherlands) - €300 million (Growth equity) for BESS assets across Netherlands, Belgium, Germany and Spain and new markets**
- **Enspired (Austria) €40 million Series B extension to continue the expansion of their AI-powered flexibility optimisation offering**
- **Energy Vault (US): Secured $300M PE investment to launch "Asset Vault" for global energy storage asset development**
- **FP Investment Partners (Europe): Closed a first round for its €500M European battery storage fund targeting Germany, Scandinavia, Italy, and the Netherlands.**
- **NineDot (US): $175M in (debt) to accelerate the development of community-scale BESS in New York City**

Talent Trends

- **Trading, Structuring and Flexibility specialists –** those who understand how to maximise return for renewables and BESS portfolios, especially in wholesale markets
- **Business Developers** who can carve out future market opportunities, especially in growth areas like datacentres and wider C&I
- **Grid Experts** who can navigate reforms and build strong grid operator relationships
- Supply Chain **specialists to help optimise and secure supply in a tough geopolitical climate**

As we approach 2026, you can expect to see a key focus on maximising asset returns for owners through sophisticated energy trading, with a continued growth in renewables + storage projects. Cybersecurity and data granularity will be pivotal in all developments, and we'll continue to see demand for BESS from the booming AI sector. New grid reforms seen in various countries should start to remove bottlenecks for project execution.

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People Moves

Anne Barbara Bicking has joined GridX in Germany as Chief Executive Officer (CEO). They were previously at E.ON Inhouse Consulting GmbH.

Jean-Marc Boumans has joined Ampowr in the Netherlands as CFO. They were previously at E-Magy.

Ruth Sayers has joined AmpliSi in the UK as Chief Executive Officer (CEO). They were previously at Faradion.

Elizabeth Baxter has joined Apatura in the UK as Head of Capital Markets. They were previously at Vårgrønn.

Thomas Bartlett has joined PowerCo in Germany as Head of Advanced Technologies - ASSB. They were previously at Innovate UK.

Mark de Kruijff has joined Ore Energy in the Netherlands as Chief of Staff. They were previously at Boston Consulting Group (BCG).

Charles Sole has joined Three Fold Energy in the UK as Sales Director. They were previously at EO Charging.

Paul van den Broek has joined LeydenJar Technologies in the Netherlands as Chief Technology Officer (CTO). They were previously at Nexperia.

Yongkyu Son has joined Factorial Energy in the USA as Chief Engineer. They were previously at OLi Innovation.

Mark Babcock has joined RedoxBlox in Spain as VP of Global Sales & Marketing. They were previously at Powin.

Tom Darkey has joined Intec Energy Solutions in the UK as Managing Director. They were previously at Mace.

Manfred Schmidt has joined SK Tes in Germany as VP Battery Operations EMEA. They were previously at Li-Cycle.

Steve Hirst has joined enspired in Austria as Chief Technology Officer (CTO). They were previously at Origami.

Łukasz Chmielnicki has joined Capalo AI in Poland as VP Strategy. They were previously at McKinsey.

Alexander Schmitt has joined PowerCo SE in Germany as Chief Procurement Officer. They were previously at Anglo-America.

Paul Massara has joined Sympower in UK as Chairman.

Darren Smith has joined Ylem Energy in UK as Head of Asset Management. They were previously at Conrad Energy.

Hendrik Brockmeyer has joined e.on Energy Infrastructure Solutions in Germany as Head of Battery Solutions. They were previously at Elements Green.

Samuel Basanta Lopez has joined Intec Energy Solutions in Spain as Managing Director. They were previously at Elecnor Group.

Andy Ling has joined Beyond Grid in the UK as Chief Executive Officer (CEO). They were previously at Quidos Ventures.

Luiz Benacchio has joined Verkor in France as General Manager, Operations. They were previously at EnerSys.

Nils Andresen has joined Revera Energy in the UK as Commercial Director (BESS). They were previously at Outer Dowsing Offshore Wind.

Adolfo G. has joined Dais Energy Ventures in the UK as Head of Construction. They were previously at Sonnedix.



EV & Future Mobility

Q4 2025 was the point where the European EV Charging sector made further strives towards maturity. The focus successfully moved from just building to actually running and funding the infrastructure – reliably and sustainably. Clear UK policy and a major European push to simplify the networks marked the quarter, bringing in much-needed clarity as the year wraps up.

The direction of travel is clear and is strongly backed by solid European BEV growth and continued, much needed market consolidation. This whole structural move, driven by big legislative and market maturity signals, proved the sector is resilient.

Crucially, people and specialised talent remain the core bottleneck stopping the entire sector from hitting the required scale - that's the key challenge we see as we close out the year and push into a fully electric 2026.

Here are our top market developments and funding insights this quarter...

- **UK EV Mileage Tax Confirmed:** The highly anticipated November Autumn Budget saw the introduction of the **Electric Vehicle Excise Duty (eVED)**, a mileage-based road tax for BEVs set at 3p per mile and PHEVs (1.5p) effective from April 2028. This move, designed to offset declining fuel duty revenue, divided opinion across the sector but came as no surprise. An inevitability with electric vehicles still the more affordable option particularly for those who can charge at home.
- **European BEV Passenger Market Surge:** The passenger BEV segment showed strong Q4 growth, confirming that volume is climbing across the continent, with average market share reaching approximately **20%** in October. Key growth markets include **Spain, Germany, Italy and Poland**.

As charging networks continued to expand, a major theme of Q4 was the focus on reliability and maximising uptime as tactics shifted towards utilisation and profitability. Fleet and logistics operators upped their electrification efforts as depots and on-route hub developments continued to roll out.

- **InstaVolt** deployed the UK's first motorway **battery-backed ultra-rapid chargers** (M6 Corley Services) in a move which directly addresses grid constraints and ensures reliable peak-time performance.
- Partnerships like **BMW and Kaluza**, and the expansion of smart charging pilots by **Voltalis and Virta** or the launch of **TOGL Energy** emphasised the growing effort to leverage EVs as flexible energy assets – a non-negotiable for grid stability as charging infrastructure and fleet electrification ramps up.
- The formal launch of the **Charge League** (Atlante, Electra, Fastned, and IONITY) at their inaugural WATT 2025 summit in Munich came as a welcome and timely private-sector commitment to network simplification as Europe's largest charging network aims to create a **single, easy-to-use charging network** across their combined stations. This is crucial - by eliminating the 'app chaos' and payment friction, the industry removes a final consumer barrier to mass adoption.

On the funding front, the market saw significant investment momentum in Q4. Our top picks include:

- Fastned raising €39M in its largest single bond issue of 2025
- EcoG securing €16M to expand its B2B platform and megawatt testing capabilities in Germany.
- Roam raising £65m to accelerate rollout of 40,000 EV charging points
- E.ON Drive Infrastructure (EDRI), together with Voltix and GreenWay, securing €70.3 million in EU support to launch the construction of one of Europe's most extensive megawatt-level charging networks for heavy-duty vehicles.
- Ionna - the joint venture between eight automakers planning a $250M investment in EV charging infrastructure in California with plans to install up to 30,000 electric vehicle charging bays in the US. by 2030.
- Simultaneously, Milence (the OEM truck joint venture) expanded its network to 30 hubs across eight countries, confirming its commitment to MCS and market-based pricing. A solid demonstration that electric freight is rapidly transitioning from pilot stage to full infrastructure execution.

Q4 2025 leaves the sector in a position of robust commercial execution. The challenge for 2026 shifts to attracting and retaining the **highly skilled talent** required to integrate complex smart grid technologies, manage consolidating platforms, and deliver reliable uptime and positive driver experiences across these massive, rapidly expanding charging networks.





People Moves

Stephen Robinson , Director
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Simon Smith has joined Voltempo in the UK as CEO. They were previously Chief Commercial Officer at InstaVolt.

John Fox has joined Voltempo in the UK as Chief Operating Officer. They were previously Chief Technology Officer at Indra Renewable Technologies.

Joris Hupperets has joined Easee in the Netherlands as Chief Commercial Officer (CCO). They were previously in a similar role at Last Mile Solutions.

Diego Pareschi has joined BYD Europe in the Netherlands as Director EV Charging. They were previously Global Product Line Manager - Electric Vehicle Fast Chargers at ABB.

Alain Costa has joined Alpitronic in France as Head of Business Development France, Belgium, Luxembourg. They were previously Regional Director South Europe at Last Mile Solutions.

Neal Gaughan has joined Kempower in Ireland as Business Development Manager - UK & Ireland. They were previously Key Account Manager - UK & Ireland at Ekoenergetyka.

Matthew Waller has joined Net Zero Benefits in London, UK as General Manager, The Charge Scheme. They were previously Executive Director, Product at EO Charging.

Justin Mitchell has joined EO Charging in the UK as Head of Operations and Maintenance. They were previously Chief Operating Officer at Plug-N-Go.

Ian Scrwoston has joined Ipsum in Wakefield, UK as General Manager - Major Projects. They were previously Commercial Deployment Director at BP Pulse.

Gunnar Lantin has joined KEBA Group in Munich, Germany as Director of Portfolio Management eMobility. They were previously Director of Product Management at ChargePoint.

Chris Jackson has joined Neertec in the UK as Sales Director. They were previously Senior Manager, Fleet Partnerships at Gridserve.

Steve Trethewey has joined Zapgo in London, UK as Business Development Officer. They were previously in a similar role at Sanctum-Energy.

James Gale has joined Kempower in Cambridge, UK as Service Business Development Director. They were previously COO - Global Director of Operations - Konect at Gilbarco Veeder-Root.

Nathan Fearnhead has joined Urban Fox Networks in the UK as Director of Network Operations. They were previously Head of Service Delivery at Gridserve.

Bastian Twilling has joined Ohme in Barcelona, Spain as Commercial Strategy Manager Energy. They were previously Senior Product Manager Dynamic Pulse at 1KOMMA5.

James Cowan has joined Ground Control in London as Sector Director – EV Charging, Solar PV, Install & Maintenance. They were previously CCO at Compleo.

Joel Grisman has joined Zapgo in the UK as Head of Site Delivery. They were previously Project Director Ehgv at Gridserve.

Kevin Lambert has joined Wattcharger in Dublin as Operations Director. They were previously Technical Sales Manager at Solar Hub.

Luke Buckley has joined TOGL Energy in Northern Ireland as COO & Co-Founder. They were previously Senior Program Manager at Vectigo.

Will Maden has joined TOGL Energy in Northern Ireland as CEO & Co-Founder. They were previously COO at Fuuse.

Lucy Simpson has joined Motability Operations in the UK as Head of Electric Strategy & Partnerships. They were previously Global Head of Home Charging and Energy at Jaguar Land Rover.



Renewables

Q4 2025 wrapped up an exciting year for European renewables, marking a pivotal moment in the energy transition. Solar officially overtook coal as the EU's largest electricity source, a milestone that underscores both the scale and speed of the clean energy rollout! Beyond headline capacity growth, the market is increasingly defined by system integration, grid flexibility and project execution. Investment flows are diversifying across Solar, Wind, and Energy Storage, while policymakers are balancing ambitious targets with the practicalities of permitting, supply chains and regulatory stability. Europe is no longer just adding megawatts; it's building the backbone of a resilient, flexible energy system that can accommodate intermittent generation while supporting electrification across sectors.

Policy & Grid

Europe is in the process of working hard to ensure the grid can handle the increased number of renewable projects efficiently. The European Commission released its "Grids Package" in Q4, aiming to streamline approvals and funding for new infrastructure. State aid rules are being refined to reduce administrative friction and accelerate project delivery. At the same time, developers are increasingly focusing on integrated Solar, Wind and Storage projects to maximise output, manage variability, and improve system stability, demonstrating that Europe's energy transition is moving from isolated installations to portfolio-scale, grid-aware project planning.

Notable Project M&A Activity

- **Encavis** completed the acquisition of five solar parks in Italy from EDPR's Italian portfolio (~265MW).
- **Masdar and Enel/Endesa** completed the partnership deal giving Masdar ~49.99% of four operating solar PV plants (446MW) in Spain.
- **European Energy** completed the sale of majority stake in a 21MW wind portfolio in Germany to Alterric.
- **Orrön Energy** sold a developmental portfolio of three solar projects (234MW) in Germany to Gülermak Renewables Deutschland.
- **OX2** acquired three onshore wind projects (~235MW) in Romania from Future Power.
- **Verdian** announced its acquisition of ~917MW of wind and battery projects in Italy.
- **BayWa r.e.** sold 44MWp solar projects in France to Heling enr.
- **Technique Solaire** acquired ~16MWp French projects from RP Global.



Market Consolidation

In H2 2025, the market experienced notable consolidation through mergers, acquisitions, and strategic partnerships as companies and investors prioritised stability amid economic and political pressures. While some capitalised on a 'buyers' market, others faced downsizing. Investors are still chasing Solar + Storage projects, mostly through debt, though equity funding remains tight.

Market Reality Check

Curtailments and negative pricing, especially in Germany, show systems aren't fully ready for peak renewable output. Co-located Solar + Storage is increasingly critical to stabilise revenue streams and maintain grid balance. Residential Solar growth is slowing due to subsidy reductions, while utility-scale and C&I projects remain robust.

Tech & Innovation

Solar and Storage technology continues to evolve rapidly. R&D is expanding, focusing on high-efficiency cells, AI-driven tracking systems and robotics to accelerate installations and lower costs. Storage innovations are becoming central to project economics and grid reliability.

Looking Ahead to 2026

Europe's renewable growth story remains strong but faces challenges. Success will depend on smarter grids, expanded storage, clear policies, and the right talent to bring projects online. Investments in transmission and flexible power systems will be critical, while digital and cross-sector skills will increasingly define the market's ability to deliver a reliable, low-carbon energy future.

Talent Trends

Hiring continues to grow for project developers, grid engineers and technical experts:

- **Grid & Engineering:** Storage and grid integration skills are in high demand to alleviate project bottlenecks and ensure timelines are met.
- **Digital & Tech Skills:** AI, data analytics, and BESS expertise are increasingly required for smart project management.
- **Hiring Patterns:** Local roles are preferred, career growth is a key motivator, and compensation remains competitive.
- **Project Development/Execution:** Permitting, site management, and construction specialists remain sought after, with developers/IPPs prioritising project execution, O&M, and asset management talent.

Nikita Miah, Director
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People Moves

Antoni Beltran Dauden has joined Encavis in Germany as Chief Development Officer. They were previously Senior Vice President of Renewables and Global Head of Solar & Wind & BESS Development at Uniper.

Jason Devonshire-Mander has joined Sunsynk in the UK as Chief Sales & Marketing Officer. They were previously Head of HVAC Green Energy at Haier Europe.

Javier Rubio has joined Peridot Solar in Italy as CEO. They were previously in a similar position at Solclef.

Horatio Evers has joined Ming Yang Europe in Germany as Chief Executive Officer (CEO). They were previously in a similar role at BASF Renewable Energy.

Greg Rhymes has joined SMA Solar in the UK as Head of Sales - Large Scale UK/I. They were previously Country Manager at Sungrow Europe.

Ernst Gockel has joined CSE Batterien GmbH in Germany as General Manager. They were previously General Manager NL & Head of Business Development Solar at Meyer Burger Technology AG.

Jack White has joined Waxman Energy in UK as Head of Sales. They were previously Head of Business Development at HDM Solar.

Rômulo Ristow has joined Zelestra in Germany as Head of Grid Germany. They were previously Head of EPC Grid Connection at ib vogt GmbH.

Rosie Vetter has joined Cubico Sustainable Investments in the UK as Head of Development. They were previously in a similar position at Voltalia.

Freddie Lyons has joined Emeren Group in the UK as Head of Power Purchase Agreement (PPA) Manager. They were previously a Senior Consultant at AFRY.

Tiffany Gullan has joined Karpowership in the UK as a Business Development Manager. They were previously a Senior Developer at Private Energy Partners.

Manuel Schultheiß has joined NaturEnergy in Germany as Regional Manager for Project Development and Implementation of Renewable Energies. They were previously MD at Climagy Projektentwicklung GmbH.

Pieter Vergeer has joined Ventolines in the Netherlands as Head of Asset Management. They were previously Vice President of Safety & Sustainability at Vopak.

Alejandro Ruiz has joined Grenergy in the UK as UK Development Director. They were previously Country Director at Emeren Group.

Tim Sharman has joined ATMOCE in the UK as UK Sales Director. They were previously Head of Sales UK&I at Qcells.

Florens Pop has joined LONGi Solar in the Netherlands as Sales Manager C&I Benelux. They were previously in a similar role at Solar Express GmbH.

Antonio Vidić has joined Greenvolt Power in Croatia as Head of Development. They were previously Senior Project Developer at Akuo.

Bernardo Orlando has joined Peridot Solar in the UK as Origination and Energy Manager. They were previously at at Saras.

Andrei Buliga has joined RES in Denmark as Project Director. They were previously a Senior Sales Manager at CS Wind Offshore A/S.

Philipp Straub has joined RES in Germany asProject Manager - Wind. They were previously a Project Developer for Wind and Solar Parks at Sowitec Group.

Thilo Waldt has joined MLK Group in Germany as Head of Networks. They were previously Head of Grid and Construction at EEF Renewable Energy Factory.



Adjacent & Innovative Technologies: Where Cleantech Is Expanding

While solar, storage, grid flexibility and future mobility continue to dominate much of the investment and talent momentum across Europe and North America, Q4 has also shown a notable surge in activity across adjacent and emerging climate technologies. These are sectors where innovation is accelerating rapidly, often driven by regulatory shifts, new commercial models and increasing pressure on heavy industry to decarbonise.

Across these areas, we are seeing founders, investors and established corporates seeking seasoned leadership - individuals who can navigate both early-stage experimentation and the operational rigour required to scale. That trend is reflected in our recent work: this quarter we supported a Scandinavian biofuels company with the appointment of a **Chief Operating Officer** and placed a **Managing Director** for a German business pioneering recycled and sustainable packaging. These aren't isolated examples; they highlight a broader pattern of diversification and maturity across climate technologies. Some of the busiest adjacent sectors include:

- **Biofuels & Bioenergy** – Driven by EU mandates, industrial offtake agreements, and aviation fuels policy. Companies are shifting from R&D-led structures to operational and commercial scale, increasing demand for experienced operators, COOs and project executives.
- **Circularity & Advanced Materials** – From recycled packaging to sustainable polymers and critical mineral recovery, circularity-focused businesses are moving into growth mode. Leaders with manufacturing, industrialisation and partnership-building expertise are in particularly high demand.
- **Carbon Capture & Industrial Decarbonisation** – Although still early stage for many, funding rounds and pilot deployments are pushing companies to professionalise their leadership teams sooner than expected.
- **Digital Industrial Technologies** – AI-driven optimisation, predictive operations, and digital twins continue to reshape heavy industry and energy-intensive processes, creating hybrid technical-commercial leadership roles.

The common thread across all these areas is clear: **climate innovation is no longer siloed**. As technologies converge, the need for adaptable, mission-aligned leadership is becoming a defining advantage. Our work in these adjacent markets continues to grow, and we expect this diversification to accelerate into 2026.



Ross Hoare, Director
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Outlook: The Cleantech Talent World in 2026

Which trends will shape global talent markets in renewables, energy storage and grid and EV and future mobility in 2026? Here are a few forecasts from our consultants:

Renewables

High Demand for Specialist Grid Talent

With renewable energy growth straining aging transmission systems, Developers and IPPs are prioritising keeping projects on schedule in 2026. We are already seeing a spike in demand for skilled engineers and grid specialists who can manage capacity challenges and complex interconnection processes.

Consolidation, Cost Cutting & Selective Hiring

Many major developers are restructuring, tightening budgets and refocusing capital, signalling more targeted recruitment and a shift in desired skills next year. IPPs may slow commercial/development hiring, instead prioritising execution, O&M, Asset Management and profitability.

Geographic & Market Rebalancing of Talent Pools

Changes in policy, supply chains, rising LCOEs, and regional pipelines are reshaping where talent is needed. Some regions boom whilst others stall - for example, Europe's offshore wind, solar and storage growth may create local talent shortages, often requiring relocation.

Energy Storage & Grid

Hybrid PV-plus-Storage Projects Will Dominate

Developers will continue to drive solar + storage projects, particularly in land- and grid-constrained markets. Developers are increasingly developing solar and battery assets behind a single point of interconnection to maximise renewable energy output, reduce curtailment, and improve project economics.

Data Centres Will Create Huge Storage Opportunities

With data centres driving a surge in global electricity demand, grid will be pushed to their limits and access to fast, flexible energy via BESS will be huge. As loads rise, BESS delivers the rapid deployment, instant response, and resilient backup needed to support both on-site reliability and broader grid stability.

Cybersecurity Will Become a Core Pillar of Developments

Cyber resilience is no longer optional. Grid-connected assets now form part of a country's critical infrastructure and therefore sophisticated cyber threats are real. In 2026, developers will place greater emphasis on understanding hardware and software exposures, applying international cyber standards.

EV & Future Mobility

Heavy Duty Fleet Electrification

This will accelerate as the rollout of depot and on-route eHGV charging infrastructure ramps up.

AI Integration

We will see AI continuing to be leveraged to unlock flexibility and help optimise depot and fleet EV charging so energy costs and eHGV TCO are reduced. Charging networks will also lean on AI tools to achieve and guarantee maximum uptime, shifting from reactive repairs to preventative maintenance. As such, there will be an increased demand for network operations and asset management talent as networks continue to scale.

Continued Market Consolidation as M&A Drives Standardisation and Quality

Ongoing consolidation among CPOs, CPMS providers, and OEMs is mandating rapid standardisation within the EV charging sector. The industry focus is swiftly shifting from charger count to utilisation, verified uptime and service quality. This transition will dramatically widen the gap between best-in-class market leaders and weaker operators unable to meet rigorous reliability benchmarks.

Board Search

Operator-led Boards Become the Norm

Cleantech scaleups are prioritising NEDs and Chairs with real operational scaling experience - leaders who have built hardware-plus-software or infrastructure businesses, not just governed them.

Digital, Data & Cybersecurity Skills Rise in Priority

With assets, fleets and grid-edge systems becoming software-defined, boards will add NEDs who bring SaaS, AI, data and cybersecurity oversight to reduce risk and unlock new value.

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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hyperion search

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The Importance of a Well-Constructed Interview Process

Once you've made the decision to proceed with a senior hire into your business and engaged with a specialist search firm, it's time to map out your interview process.

This is often neglected or made up on the fly, and in over a decade managing senior searches, I can say this rarely leads to a smooth process. Consider carefully: what do you need from the interview process to confidently extend an offer?

What are the most important things you need to find out from a candidate, and who is best placed in your organisation to obtain this information? Which members of your Exec leadership team need to be involved? Will your investors want the opportunity to interview candidates?

Each stage should have a clear purpose, rather than merely getting multiple people to cover the same topics with the candidate. Decide who will be assessing different competencies. Everyone involved in the interview process should have a specific objective.

Complete interview panel alignment is non-negotiable for senior executive hiring. We saw a C-level search fail when an interviewer, a direct report who felt threatened by the candidate's incoming position, successfully derailed the process, creating a very poor candidate experience. Managing internal stakeholder dynamics early in the process is vital.

We would recommend no more than three interview stages

Too often we've seen ad hoc processes with excessive stages end unsuccessfully. Adding stages mid-process can frustrate candidates and drive them toward competitors who move faster and who are more decisive.

We recently had a client that insisted on a seven-stage interview process with multiple stakeholders over the course of a couple of months. This was against our advice and subsequently resulted in their chosen candidate accepting an alternative offer. Time kills deals.

> **Keep momentum in your interview process to maintain candidate engagement and prevent them accepting other offers. Once candidates are shortlisted, block out stakeholder diaries and create a tight timeline, avoiding weeks between stages. Dragging processes over months regularly fail, while efficient processes cut hiring time significantly and bring forward the business impact of new senior hires.**

Final tip

Interviews are two-way processes. Remember to sell the opportunity of working for your business as well as deciding whether a candidate is the right fit for you. The last thing you want is to make a candidate an offer which is turned down because you missed the opportunity to sell your business and the role. Even in soft markets, top talent is always in demand, and always has options.

Having a very clear process mapped out from the start and being able to communicate this with candidates, creates a more positive experience and impression of your business. It demonstrates your company is organised and that you're taking this process seriously.



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Events

Events we attended in Q4:

Battery Asset Management Summit

Climate Coffee

POWERful Women

Catch us in Q1 2026 at:

Powered Up
21 January, London

Climate Coffee
29 January, London

E-world
10-12 February, Essen

Energy Storage Summit London
24 & 25 February, London

Energy Technology Live
11 & 12 March, Birmingham

Future of Utilities
18 & 19 March, Amsterdam

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





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