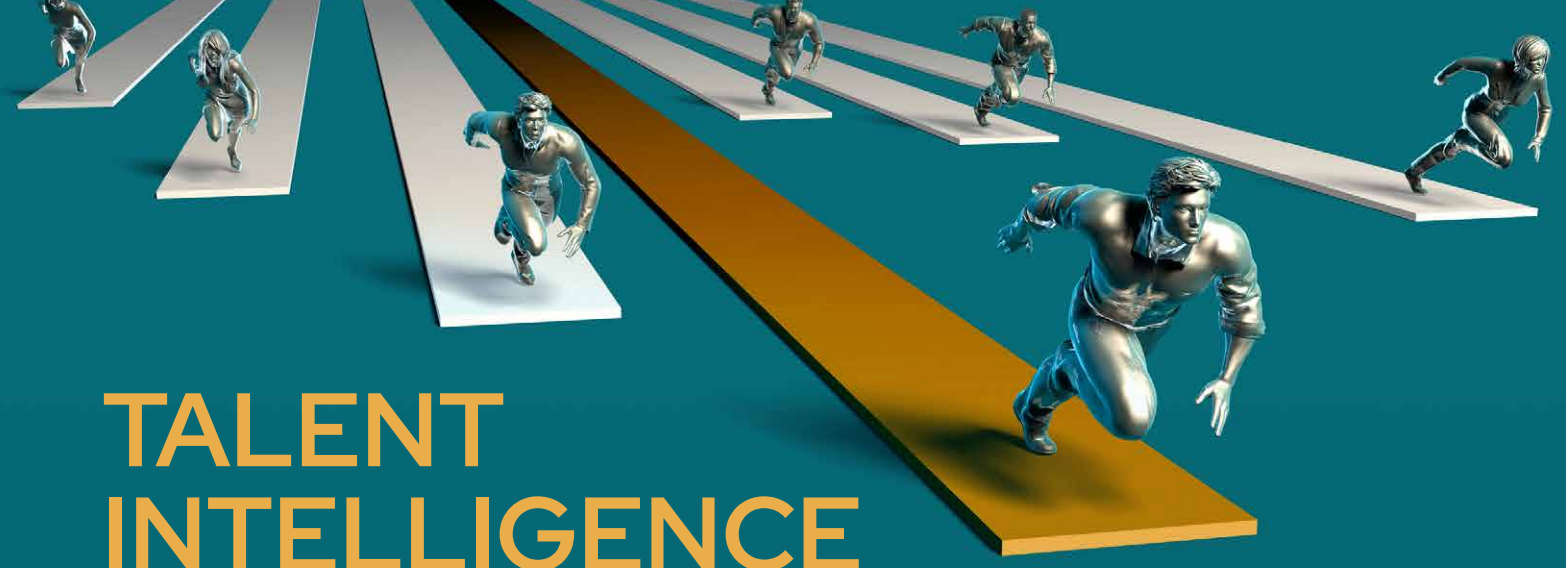
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- People Moves
- Sector Trends & Insights
- Elevating your Search Partner to a Talent Business Partner
- Energy, Instability & the Case for Renewables



Market Review

Renewables and Cleantech Talent Trends Q1 2026



TALENT INTELLIGENCE FOR CLEANTECH:

Enabling HR leaders to make data-driven, strategic hiring and expansion decisions

Our market insights and intelligence services provides organisations with a clear view of talent trends, competitor benchmarks, and sector dynamics. We provide the data and analysis that allow companies and leaders to make informed decisions on recruitment, succession planning, and strategic growth.

Our research draws on years of relationship-building across cleantech and renewables. When we map a talent pool, we are speaking to people with genuine standing in their field, and can therefore provide:

- A clear view of where relevant expertise is concentrated, and in what volume
- An assessment of who is realistically accessible and under what conditions
- Honest compensation benchmarking grounded in real market data
- Insight into how competitors are structuring and building their teams

Our talent intelligence services include:

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

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A Quarter of Maturity - for the Markets We Serve, and for Us

Q1 2026 has been a defining quarter

Not only for the energy and mobility transition, but for Hyperion itself. As the market moves decisively from expansion to execution, we too enter a new chapter of our own evolution. With David Hunt transitioning into the role of Non Executive Chair, and the two of us stepping forward as Co-Managing Partners, this review marks our first joint perspective on the cleantech and energy infrastructure markets we've collectively served for more than a decade.

It feels fitting that this leadership moment coincides with one of the clearest shifts we've seen across the ecosystem. The exuberance of previous years has given way to discipline. Infrastructure heavy segments - energy storage, EV charging, renewables - are reorganising around long term resilience, integrated models and commercial credibility. Capital remains available, but it is more selective than at any point in recent memory. Execution, not ambition, is now the currency of value.

Across Europe, the signals are consistent. EV charging is consolidating into fewer, stronger operators. Renewables developers are pivoting from pipeline accumulation to delivery under pressure, shaped by regulation, supply chains and a surge in demand driven by AI and electrification. Storage has cemented itself as critical infrastructure, with deployment accelerating even as early stage companies navigate funding bottlenecks.

> **"The market is not slowing - it is sharpening."**

And in this environment, leadership is the differentiator. The companies progressing in 2026 are those with teams capable of navigating ambiguity, communicating with clarity, and making hard decisions early. Hiring has become more deliberate, expectations have risen, and the gap between credible operators, developers and everyone else is widening. This is exactly where our work sits: supporting founders, boards and investors as they build leadership teams fit for a market defined by delivery, not just vision.

As we begin this next chapter at Hyperion, we do so with deep gratitude for the foundation David has built - and with a clear view of what the sector needs next.

Q1 has made one thing unmistakably clear:



> **"the mobility and energy transition is entering a phase where resilience, integration and leadership matter more than ever."**

Energy sovereignty and security are now central to national strategy, and even in a period where conflict dominates the headlines, **the case for accelerating renewables has never been stronger.**

Looking ahead, we are energised by the opportunity to lead Hyperion through its next phase of growth and impact - partnering with the companies, investors and leaders who are shaping the future of energy and mobility, and helping them build the teams capable of turning complexity into progress.





David & Stephen, Co-Managing Partners
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Energy Storage & Grid

Optimism was high across Energy Storage in Q1 2026, fuelled by strong deployment growth in utility scale and data-centre projects and a surge of PE and corporate-backed scale-ups expanding aggressively into global markets.

Flexibility is on everyone's lips, with BESS now viewed as an essential critical infrastructure asset, even more so in such a volatile energy landscape. While the outlook remains broadly positive, some early-stage companies still face funding bottlenecks, and hiring has seen short-term disruption amid geopolitical uncertainty and ongoing grid constraints.

European Buildout Gains Pace

- **Europe reached 100GW** for cumulative energy storage (BESS + Pumped Hydro) with installations continuing to soar with 6.9GW /17.1GWh globally in February alone)
- As well as **mature markets like Germany, UK and the Netherlands**, we've seen rapid growth in Italy, Romania, Poland and increased attention on Spain and France
- **Leading tech giant,** Trina announced it reached a 6GWh milestone of deployed BESS since starting 5 years ago

Flexibility is Critical

- **BESS** is now critical for enabling portfolios to adapt to grid constraints, shifting capacity prices and broader market volatility
- **Tolling structures,** hedging and diversified revenue stacks, especially ancillary services, are all essential for maximising returns. Q1 saw major toll deals with Grenergy/NESO, Zenobē/ Drax, ECO STOR GmbH/Alpiq
- **In the UK,** no project above 100MW is fully merchant, with approx. 80% capacity underpinned by tolls or floors

Grid Connections Remain a Challenge

- **Despite record renewable generation**, there is an estimated 1,700GW connection backlog in ESS projects due to connection queues
- **The EU's 2026 European Grids Package implementation remains slow.** In the UK, the NESO Gate 2 reform, aimed at clearing "zombie projects", has hit significant implementation delays. Knock-on effects include offer delays by up to 5 months, stalling investment and M&A deals given no firm connection dates, and team utilisation issues as companies wait for delivery progress.
- **This UK struggle** mirrors a continental shift toward "ready-to-connect" prioritisation, yet regulatory reforms are failing to keep pace

AI Infrastructure ESS demand

- **Data centre grid pressures** have accelerated BESS and grid optimisation demand
- **Google and Tesla** launched Utilize for unlocking grid capacity through smart load management and DER. Google acquired developer Intersect Power and will expand to 10GWh BESS by 2027 and is the largest buyer of Tesla Megapacks globally
- **Growing business case** for longer duration storage (6–8h) given the need for predictable demand and less reliance on diesel.

Technology Diversification & Supply Chain Shifts

- **Non lithium technologies** (sodium ion, flow, iron air) continue to gain traction as markets seek resilience (FEOC drivers in the US for example) and escape lithium cost volatility or safety and degradation challenges (data centres for example).
- **Local LFP manufacturing** continues to scale, as highlighted with the major investment in ElevenEs' €700M Serbian gigafactory
- **Like most industries, supply chains** are being disrupted by the Middle East conflict with logistical challenges centring around the Straight of Hormuz and rising materials prices

Talent Trends

- **Flexibility origination talent** – those who can help derisk investments by securing complex flexible offtake agreements.
- **ESS leaders with data centre expertise** – those with strong experience in both infrastructure and energy.
- **Grid Connection Experts** – with such complexity around grid, this remains a key priority
- **US market entry sales** – those "first boots on the ground" sales leads to define and execute the sales growth strategy in the US.

Key Deals:

- **TotalEnergies sold a 50% stake in its 789 MW German BESS portfolio (11 projects) to Allianz Global Investors.**
- **PPC Group & METLEN JV to develop 1.5GW of storage across Romania, Bulgaria, and Italy, including 1 GW expected to be operational within 12 months.**
- **Vision Ridge - $2.4 Billion for Climate-focused Real Assets Fund.**
- **Zelestra secured €130 million to finance 500MW international renewables pipeline including wind, solar PV and BESS in markets like US, Germany, and Italy.**
- **Aviloo - €30 million - To accelerate the battery diagnostics company's product development and international expansion.**
- **Caterpillar VC leads Series B investment into ElevenEs to finance the initial phases of the Serbian LFP Battery company's planned 'Megafactory'.**
- **Greening acquires EiDF creating a renewable energy group of greater scale and international presence.**
- **ESS Inc acquires VoltStorage's IP and assets.**
- **Entrix - €43M (growth capital) - The leading trading and optimization SW company will further grow it's international presence.**



David Beeston, Co-Managing Partner
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People Moves

Vidal Bharath has joined VFlowTech in Singapore as Chief Executive Officer (CEO). They were previously at Bramble Energy.

Alessandro Chiovato has joined Argylium in France as Chief Executive Officer (CEO). They were previously at Syensqo.

Holger Kuhlmann has joined Cylib in Germany as Senior Director Battery Recycling. They were previously at BASF.

Till Gerlach has joined Cylib in Germany as Head of R&D. They were previously at BASF.

Sulaimane Mezzouji has joined Rezolv Energy in Czechia as BESS Director. They were previously at Photon Energy Group.

John Alper has joined CMBlu Energy in Germany as Head of Product Management. They were previously at VoltStorage.

Guillaume de Forton has joined Ten-Nine Technologies in the UK as Director of International Business Development (Europe & Asia). They were previously at Sunwoda Mobility.

Liesa Ottevaere has joined BSTOR in Belgium as Sales Manager - BESS Flexibility Purchase Agreements (FPAs). They were previously at Centrica Energy.

Dr Irene Di Martino has joined Vector Datacenters as Founder, President & Chief Energy Infrastructure Officer.

Johan Andersson has joined Volklec as Commercial Managing Director. They were previously on the Board at Cling Systems.

Justin Pattison has joined Ecobat in the UK as UK Plant Manager. They were previously at Agratas.

Pablo Otin has joined Greening in Spain as Chief Executive Officer (CEO). They were previously at Neoelectra.

Tim Ulbricht has joined Elephant Power GmbH in Germany as VP Sales & Partnerships.

Martin Siddiqui has joined W Power Storage GmbH in Germany as Chief Executive Officer (CEO). They were previously at Tion Renewables.

Sappho Herrera has joined Field in the UK as Global Head of Procurement. They were previously at ContourGlobal (KKR).

Jaime Sánchez-Migallón Martín has joined Drax Group in the UK as Head of Site Assessment & Optimisation. They were previously at Grenergy.

Edward Scrase has joined Zenobē in the UK as Head of Global Energy Storage Procurement. They were previously at Island Green Power.

Daniel Åman has joined Capture Energy in Sweden as CEO & Board Member. They were previously at Sightic.

Koen Broess has joined S4 Energy in the Netherlands as Chief Commercial Officer. They were previously at Catalise Energy.

Bastian Scheele has joined BW ESS in Germany as Investment Director. They were previously at Chint Solar Europe.

Thomas Franks has joined Akaysha Energy in Germany as Senior Commercial Manager. They were previously at GoldenPeaks Capital.

Jamie Vernon has joined Harmony Energy in the UK as European Asset Management Director. They were previously at Masdar.

Wajdi Abid has joined Nidec in Germany as Head of Global Sales BESS. They were previously at SMA.

Pablo Muñoz Picos has joined Maxxen Energy in Switzerland as Business Development Director - Central Europe. They were previously at Enphase Energy.

Nicolo Campagnol has joined BASQUEVOLT in Brussels as Chief Program Officer. They were previously at McKinsey.

Neil Heaybourne has joined Fidra Energy in the UK as Station Director. They were previously at Zenobē.

Alvaro Sanchez Cuervo has joined Plexigrid in Spain as Director, Grid Transformation. They were previously at Energy Exemplar.



EV & Future Mobility

Q1 2026 marked the decisive shift we anticipated last quarter - the European EV charging sector has entered its next phase of maturity. If previous years demonstrated the industry's ability to build infrastructure at scale - even amid geopolitical shocks, supply chain constraints and volatile energy prices - 2026 is showing something different. The market is now reorganising around long term commercial resilience, with fewer but stronger operators, better capitalised, more strategically focused, and increasingly integrating charging into the broader mobility and energy ecosystem.

Despite a mixed start to the year for the UK EV market - registrations up but BEV share dipping for the second month in a row - the underlying fundamentals remain strong. Public charging deployment continues to accelerate, freight electrification is finally getting the infrastructure spine it needs, and Europe is doubling down on colocation as charging integrates solar, storage and other distributed energy assets. The result is a more flexible, resilient and commercially compelling proposition for industrial and commercial customers, as well as fleets, as electrification moves from ambition to operational reality.

Let's first look at are our top funding insights for Q1:

- **Spain Secures €200m to Expand EV Value Chain** - The European Commission approved a €200m state-aid programme spanning batteries, hydrogen technologies, and critical raw materials.
- **Germany Receives €4.6bn in EU Funds for EV Incentives** - Germany secured approval for €4.6bn in grants to support the purchase of nearly 400,000 EVs and the installation of more than 2,500 public charging stations.
- **Fastned Raises €32.4m from Private Investors** - Fastned raised €32.4m from private investors to accelerate network expansion across Europe.
- **BYD to Launch Flash Charger in Europe** - BYD confirmed the European launch of its Flash Charger in April, marking the next wave of ultra-rapid charging technology.
- **Basquevolt Secures New Investors for Solid-State Batteries** - Basquevolt attracted investment from Axon Partners Group alongside public funding from Spain's CDTI to scale next-generation solid-state electrolyte technology.
- **Einride Secures Additional $113m via SPAC Listing** - Einride raised an additional $113m via SPAC listing to expand its autonomous and electric freight ecosystem.
- **EIB Backs Eleport for 250 New HPC Parks** - The European Investment Bank is backing Eleport in developing 250 new high-power charging parks across Europe, boosting cross-border corridor coverage.
- **The UK announced £1bn of zero-emission HGV, van and charging support** - including a £170m Depot Charging Scheme - expected to unlock major fleet investment, support millions of existing and create thousands of green logistics jobs.

Now let's look at sector developments that shaped Q1:

- **UK's Largest Destination Charging Hub Announced** - RAW Charging and Landsec confirmed a £24.5m rollout of 1,000 charging bays across 28 retail destinations, including what will become the UK's largest destination hub at Bluewater.
- **UK EV Market Grows, But BEV Share Declines** - The UK new-car market grew in January and February, but BEV share fell year-on-year to its lowest point since April 2025, even as absolute BEV volumes continued to rise.
- **Electric Freightway Launches First Public eHGV Hubs** - The UK's Electric Freightway initiative opened its first public eHGV charging hubs, directly tackling the lack of dedicated infrastructure that has hampered freight adoption.
- **Market Consolidation Arrives - Fast** - After years of prediction, consolidation has finally landed. Within ten days, four major deals reshaped the UK landscape: – Plug Charging acquired Wattif EV's UK & Ireland estate – Be.EV acquired Mer UK's public charging network – Connected Kerb took over Trojan Energy – ubitricity acquired FM Conway's SureCharge network.

This is not contraction - it's maturation. Fragmentation has long been a drag on utilisation, financing, and customer experience. Consolidation is the only path to scalable, resilient networks, and Q1 suggests we are only at the beginning.

So, what are the talent trends shaping the market:

Commercial Firepower Is Being Upgraded Everywhere

- Europe is doubling down on revenue leaders who can deliver predictable growth.
- GTM operators who convert infrastructure into real commercial outcomes are increasingly sought after.
- Competition for top-tier commercial talent is intensifying.

Deployment & Operations Roles Are Rising in Strategic Importance

- Deployment leaders who can build at pace and navigate grid constraints.
- Operations leaders who bring industrial-scale discipline to rollout, uptime, and execution.

Product & Technology Talent Is Moving into Scale-Up Mode

- Leaders who can bridge hardware, software, data, and energy to build differentiated, software-enabled charging experiences.

Geographic Expansion Is Back on the Agenda

- Companies are pushing into new markets again, driving demand for leaders who can open geographies, build partnerships, and navigate regulatory complexity.
- And as charging networks expand through M&A, regional field based operations teams are also growing.

What This Means for Q2 and Beyond

The EV charging sector is shifting from early-stage build-out to operational and commercial excellence. Operational capability, and strategic leadership are now the levers that matter most.

The companies pulling ahead are those who:

- **Professionalise their leadership teams early.**
- **Invest in revenue and operations talent simultaneously.**
- **Attract cross-sector expertise from energy, SaaS, logistics, and mobility.**

The next wave of growth will belong to organisations that can scale with discipline - not ambition.



People Moves

Stephen Robinson, Co-Managing Partner
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Mark Stubbs has joined BYD Europe in the UK as EV Charging Infrastructure Project & Deployment Manager. They were previously Senior Programme Manager, EV Hubs at GRIDSERVE.

Åsa Lunde has joined Recharge in Norway as Chief Revenue Officer. They were previously Senior Management Consultant at Ekeberg Solutions AS.

Stuart Tolley has joined Fuuse in the UK as Sales Director. They were previously GEO Director at Virta Ltd.

Jason Wong has joined Ohme in the UK as Senior Product Manager. They were previously Global Charging Hardware Product Manager at bp.

Sven Orbach has joined Stark Energy in Switzerland as Managing Director. They were previously Investment Director at re:cap global investors ag.

Joshua Crewe has joined Urban Fox Networks in the UK as Delivery Operations Director. They were previously Head of Construction at EO Charging.

Mikael Isaxon-Plougmann has joined Zaptec in Denmark as Senior Key Account Manager. They were previously Senior Account Manager at Monta.

Jesse Bloemhof has joined Erinion in the Netherlands as Sales Manager. They were previously Manager Energy Transition at PwC.

Martin Roemheld has joined EnBW Energie Baden-Württemberg AG in Germany as Chief Executive Officer Mobility+. They were previously Chief Product Officer at BP Pulse.

Tom Davies has joined Circontrol in the UK as Sales & Marketing Director UK. They were previously Business Development Director at Evolt Charging.

Luke Dowell has joined TUAL in the UK as CTO. They were previously Expert Technologist - EV Charging at BP Pulse.

Paul Ayres has joined Paythru in the UK as Chief Commercial Officer. They were previously Founder at Connected Kerb.

Alessandro Cicerchia has joined Chargecloud in Italy as Country Manager Italy. They were previously Sales Manager Italy at Alfen.

Maik Neumann has joined GreenFlux in Germany as Sales Director DACH. They were previously Lead CSM + CSM DACH at Last Mile Solutions.

Mo Ismail has joined Optimom Energy in the Netherlands as Global Director of Sales. They were previously Fleet Sales Director - UK & Europe at EO Charging.

Merv Roxas has joined RAEDIAN in the UK as Managing Director UK & Ireland. They were previously Chief Executive Officer (UK & Ireland) at EVbee.

Matt Porter has joined Dawsongroup in the UK as Chief Energy Transition Officer. They were previously Global Head of E-Mobility at Shell.

Stefan von Dobschütz has joined DRIVECO in France as CEO. They were previously in a similar role at BP Pulse Europe.

Dianne Smith has joined vaylens in the UK as Sales Manager (UK). They were previously Global Product Senior Specialist at JLR.

Steven Colla has joined Alfen in Belgium as Sales Manager. They were previously Business Development Manager at MobilityPlus.

John Whybrow has joined Voltloader in the UK as Chief Technology Officer. They were previously Managing Director at Electric Horse.

Barbara Nagy has joined Tritium in the UK as Vice President, Head of Sales UK & Europe. They were previously Chief Commercial Officer at Fuuse.



Renewables

With 2026 well underway, European renewables has entered a new phase, defined less by pipeline expansion and more by execution. The market is now shaped by regulation, supply chain pressure and a sharp rise in demand driven by energy security needs and the digital infrastructure boom. Grid and capacity bottlenecks have turned developers' focus to integrated solutions, capital is highly selective, and holistic leadership is emerging as a genuine differentiator.

AI & Electrification: A Demand Shock

AI and electrification are driving a significant demand shock. Data centres alone could account for the largest share of demand growth this decade, and hyperscalers - securing multi-GW renewable agreements (Amazon and RWE's 110MW deal in February being a case in point). Co-located generation and storage is helping developers navigate power availability constraints.

Capital Markets: Discipline Replaces Momentum

Capital is abundant but stricter. Q1 saw strong financing activity, consolidation and growing storage investment. Investors favour integrated developer-operator platforms and late-stage pipelines, with infrastructure funds dominating and developers recycling capital through asset rotation. Execution, not ambition, now determines value.

A few notable Q1 financing deals:

- **R.Power Renewables** secure €250 million in equity financing for European expansion.
- **Enery** secure over €250 million in project financing for 300MW solar and 100MW/220MWh co-located storage.
- **Low Carbon** raise over £500 million in senior and Holdco financing across 10 international banks.
- **Enerparc** secure a financing package of up to €1 billion to fund continued expansion.
- **egg Power** secure up to £400 million in debt financing to accelerate European development activities.



Policy & Market Design: Progress with Friction

Regulation continues to set the pace of deployment. The UK's grid reform is a positive shift, though developers with Gate 2 offers still face uncertainty around timelines, costs and connection points. France's PPE3 decree has restored investor confidence after a slower 2025. In Germany, uncertainty around storage network costs risks delaying investment. Across the board, grid access has become one of the most valuable assets in any portfolio

Developers & IPPs: Continued Consolidation

Developer strategies are evolving fast. Solar-plus-storage is the default in merchant markets, with negative pricing accelerating the shift to flexible assets. M&A has remained sustained, with early-stage developers divesting and larger IPPs consolidating pipelines.

A few notable Q1 M&A deals:

- **Engie** agree to acquire UK Power Networks, the UK's largest electricity distribution network, for ~£10.5 billion.
- **Alight** acquire two solar projects exceeding 200MW in Finland from 3Flash Finland, expanding their Nordic pipeline.
- **Aneo** continue Nordic expansion by acquiring RWE's Swedish portfolio of 124MW onshore wind, 48MW of nearshore capacity.
- **Nofar Energy** agree to acquire a controlling stake in ElloMay Capital Ltd, expanding their footprint across Europe, the US and Israel.
- **CIP** expected to close their acquisition of Ørsted's European onshore renewables business in Q2 for €1.44 billion.
- **Schroders Greencoat** agree to acquire a portfolio of seven UK solar projects from METLEN Energy & Metals on behalf of its clients.

Utilities & Supply Chains

Europe's utilities are evolving from generators into integrated system operators, with AI-driven forecasting and real-time trading becoming core capabilities. As grid demands outpace developer capacity, utilities are critical to large-scale integration. Energy security and the transition are now inseparable - geopolitical volatility is reinforcing renewables as strategic infrastructure, and procurement is shifting from cost optimisation toward resilience, with localisation and supplier diversification prioritised.

Talent Trends

As the renewables sector matures, talent demands are shifting from expansion to execution led. Increasing project scales, financing complexity and regulatory pressure means holistic profiles and proven success have a major competitive advantage.

1. **Execution-Focused Leadership**
   Leaders are now defined by their ability to execute complex projects at speed and scale, and efficiently align finance, engineering and construction teams.
2. **Hybrid Technical-Commercial Skillsets**
   Demand is rising for professionals who bridge disciplines, especially those combining project finance, PPA strategy and technical delivery expertise.
3. **Grid & Permitting Expertise as Bottlenecks**
   With grid constraints and regulatory complexity still primary development risks, talent with deep local permitting and interconnection understanding are in acute shortage and highly valued.
4. **Utilities Reshaping the Talent Landscape**
   Utilities and grid operators are scaling rapidly, competing directly with developers for engineering and systems talent, further tightening an already constrained talent pool.
5. **Digital & Analytical Capability**
   As portfolios become more merchant-exposed, digitally fluent operators leveraging data, AI and forecasting tools are gaining a clear competitive edge.
6. **Selective Hiring & Rising Compensation**
   Hiring is slower and more targeted, focused on high-impact roles. At the same time, persistent skill shortages are driving sustained salary inflation across critical functions.

Nikita Miah, Director
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People Moves

Oliver Frank has joined Grenergy in Germany as Managing Director. They were previously Managing Director at Unigea Solar Projects GmbH.

Brian Kane has joined Elevate Renewables in the USA as Chief Operating Officer. They were previously Chief Executive Officer at Powin.

Stephen Wilding has joined Trina Solar in the UK as Client Partner. They were previously Commercial Director at Solar Energy UK.

David Cockrell has joined Chiltern Solar in the UK as Managing Director. They were previously Commercial Lead & Principal Consultant at RELM Logistics.

Thomas Haering has joined Solis in Germany as Vice President Sales DACH & SE Europe. They were previously Senior Commercial Director at Canadian Solar.

Michael Ozersky has joined Akur Capital in the UK as Managing Director - Digital Infrastructure. They were previously Chief Investment Officer at British Solar Renewables.

Aristotelis Chantavas has joined TERNA ENERGY in Greece as CEO. They were previously CEO at Principia Energy.

Stuart Renwick has joined Conrad Energy in the UK as Head of Development. They were previously Head of Development (England/ Wales) at ABEI Energy.

Ben Fawcett has joined Lightsource bp in the UK as Head of Business Development UK. They were previously an Advisor at Kinetics Energies.

Chris Gavin has joined SolAmerica Energy in the USA as Chief Commercial Officer. They were previously Managing Director, Investments and Systems at UGE.

Corentin Sivy has joined VALOREM Group in France as General Manager. They were previously Head of Development - Deputy Managing Director at Q Energy.

Martin van Sleeuwen has joined Sunrock in the Netherlands as Chief Financial Officer. They were previously Chief Commercial Officer (CCO) at Greenchoice.

Patrick Vesely has joined Solplanet in Germany as Regional Director Western Europe. They were previously CEO at Elaway Deutschland.

Nicolas Wolff has joined ZE Energy in France as President. They were previously Vice President at France Renewables.

Pablo Otin has joined Greening in Spain as CEO. They were previously CEO at Neoelectra.

Ella Raychman has joined Nofar Energy in Germany as CEO Europe. They were previously Chief Financial Officer at Vivion Investments.

Sean Kiernan has joined Elevate Renewables in the USA as Chief Development Officer. They were previously Co-Founder and COO at EV Realty.

Valerie Lawlor has joined Greencoat Renewables in Ireland as a Non Executive Director.

Tobias Stäb has joined Ming Yang Europe in Germany as Chief Commercial Officer. They were previously Director Partnering & JV Management at BASF Renewable Energy GmbH.

Stefan Froböse has joined AMPYR Distributed Energy in Germany as Director of Operations. They were previously Operations Director Germany (ppa) at Sunrock.

Matthew Bramwell has joined Skyborn Renewables in the USA as Head of Operational Readiness. They were previously Operations Manager at JERA Nex bp.

Johannes Böske has joined Enertrag in Germany as Managing Director Enertrag Service and SVP Portfolio Management. They were previously at Aquila Clean Energy EMEA.

Christian Leffringhausen has joined Semco Maritime in Germany as Project Director Renewable Services. They were previously Director Offshore Services at Vestas.

Ulysse Pierot has joined Volta Group in France as Director of Major Project Development. They were previously Roofing Department Manager at Orion Energies.

David Sanders has joined Nevados in the USA as COO. They were previously President at Blue Ridge Power.

Sebastian Peter Seibert has joined SolarBlick GmbH in Germany as Managing Director. They were previously in a similar role at SolarGreen GmbH.

Giulio Cassai has joined VALOREM in Italy as Country Manager. They were previously Head of Buiness Development & Origination at Statkraft.

Raffaele Galata has joined Renewco Power in Italy as Country Manager Italy. They were previously Head of Development - Italy at Cero Generation.

Sean Andersen has joined Treaty Oak Clean Energy in the USA as Vice President, Development. They were previously Vice President, Project Development at Pine Gate Renewables.

Dan Hughes has joined Envision Energy in the UK as Director of Construction and Operations Offshore Wind. They were previously Head of O&M Design & Implementation at RWE.



New Applications & Innovative Technologies

Our Q1 2026 client discussions were dominated by one key theme – the rapidly growing focus on clean energy solutions for the global AI / Data Centre boom.

Data centres are reshaping the energy and infrastructure landscape, transforming on-site generation, energy storage, and electrification systems from peripheral assets into core components of mission-critical operations. As data centres scale, they are evolving into multi-asset energy hubs, integrating solar, batteries, and EV-charging infrastructure into unified, AI-optimised ecosystems.

On-site solar provides predictable daytime generation that can charge BESS, reduce peak grid demand, and provide greater security of supply. Solar-plus-storage also helps operators hedge against volatile electricity markets and boost resilience by reducing reliance on diesel generators. Li-ion BESS is the dominant technology currently, but we're seeing emerging opportunities for alternative tech like redox flow batteries, sodium-ion batteries, thermal energy storage, with longer-duration capabilities and less risk over safety, degradation, and rising insurance scrutiny, as seen with li-ion BESS.

There is a rapid expansion of EV charging infrastructure aligned with fleet and logistics around data centre sites. Many operators are co-locating EV-charging facilities with data centres, enabling shared use of BESS assets to manage peak loads, smooth charging spikes, and reduce interconnection costs. AI-driven forecasting and flexibility platforms enhance these hybrid systems, allowing batteries to support both compute loads and EV charging without overbuilding grid capacity. In some cases, EV chargers themselves act as flexible loads that can be modulated to support grid stability during peak AI demand.

These shifts are not only transforming infrastructure, but they are also reshaping the talent market:

- **Senior commercial leaders** who can capture opportunities with data centre infrastructure developers, utilities, and large energy-intensive enterprises. These individuals must understand multi-asset energy systems and articulate the value of integrated solutions in a rapidly evolving market.
- **Grid and interconnection specialist**s - Demand is rising for experts in load-flow modeling, interconnection processes, utility coordination, and grid-stability analysis. These specialists are essential for navigating congested interconnection queues and designing systems that can handle AI-driven volatility.
- **Multi-asset project delivery talent** - Deploying integrated systems (BESS, solar, EV charging, and AI-based controls) requires project managers and engineers who can coordinate across technologies, vendors, and regulatory frameworks. This talent is in short supply, and companies are increasingly recruiting from utility-scale renewables, transmission, and large-scale industrial construction.
- **Supply chain experts** – As data centres evolve into energy-intensive grid assets, specialised supply chain talent is vital to navigate resource scarcity and lengthy interconnection delays. Success will depend on selecting vertically integrated technology integrators who can unify hardware deployment with real-time optimisation and power trading. This holistic approach ensures that infrastructure doesn't just consume energy but actively monetizes flexibility to maintain 24/7 uptime and grid stability.



Elevating your Search Partner to a Talent Business Partner

The value of having the right search partner for your business is enormous. A search partner brings a rigorous, research-driven and consultative approach. They proactively map the market, build longlists from deep industry networks and approach high-calibre passive candidates who are not actively seeking new roles. They understand the talent landscape you're competing in.

Where even greater value comes, is elevating this relationship to becoming a talent business partner. This is a true trusted advisor relationship to senior executives and boards. This goes beyond hiring individual roles in a transactional relationship, it's about offering true market intelligence, benchmarking and talent services.

Of course, this doesn't happen overnight. Trust is earned. Often over many years. Only after a search firm has really proven their value can the relationship deepen.

This can mean sharing privileged information with your search firm in order for them to be best placed to support the business. Providing advanced oversight of organisational changes impacting talent requirements can help enormously with creating smooth hiring processes.

A long-term client of ours recently provided advanced notification of some significant organisational changes in the business which would then create specific hiring needs. This gave us the chance to conduct advanced research and talent pooling. As soon as the business was ready to proceed with the search, we had a huge headstart, dramatically reducing our time to provide a candidate shortlist.

Partnering together over many years streamlines each search. Your talent business partner knows your company inside out, knows how to best assess candidate's cultural fit. They know the types of individuals that can be successful in the business.

Your talent business partner knows how to best sell your company to passive A players so that they are intrigued and engage.

Over and above a core search service, your talent business partner can add additional value through a range of talent intelligence services such as talent pipelining and succession planning, competitor talent mapping and analysis, and compensation and equity benchmarking.

Prior to commencing a board search last year, we conducted a compensation and equity benchmarking exercise for our client, where we mapped out the compensation packages for Chairs and NEDs in VC backed businesses at similar stages. This gave greater clarity for our client on how best to structure a competitive compensation package with the right mix of retainer plus equity.

For other long-term clients, we've advised senior leadership teams and boards on international talent landscapes in advance of overseas expansion decisions. Having recruited in 19 countries, we were able to use our knowledge of different markets to provide key talent insights to aid their business planning.

Elevating your search partner to a talent business partner relationship is based on trust and value provided, and it takes time. However, the time investment that goes into this relationship can be repaid exponentially in added value to your business.



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BoardSearch



Building boards that scale with purpose

At Hyperion Search, we work exclusively within cleantech and renewable energy. Drawing on over a decade of executive search expertise, our Board Search practice specialises 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 – 19 countries and counting
- 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

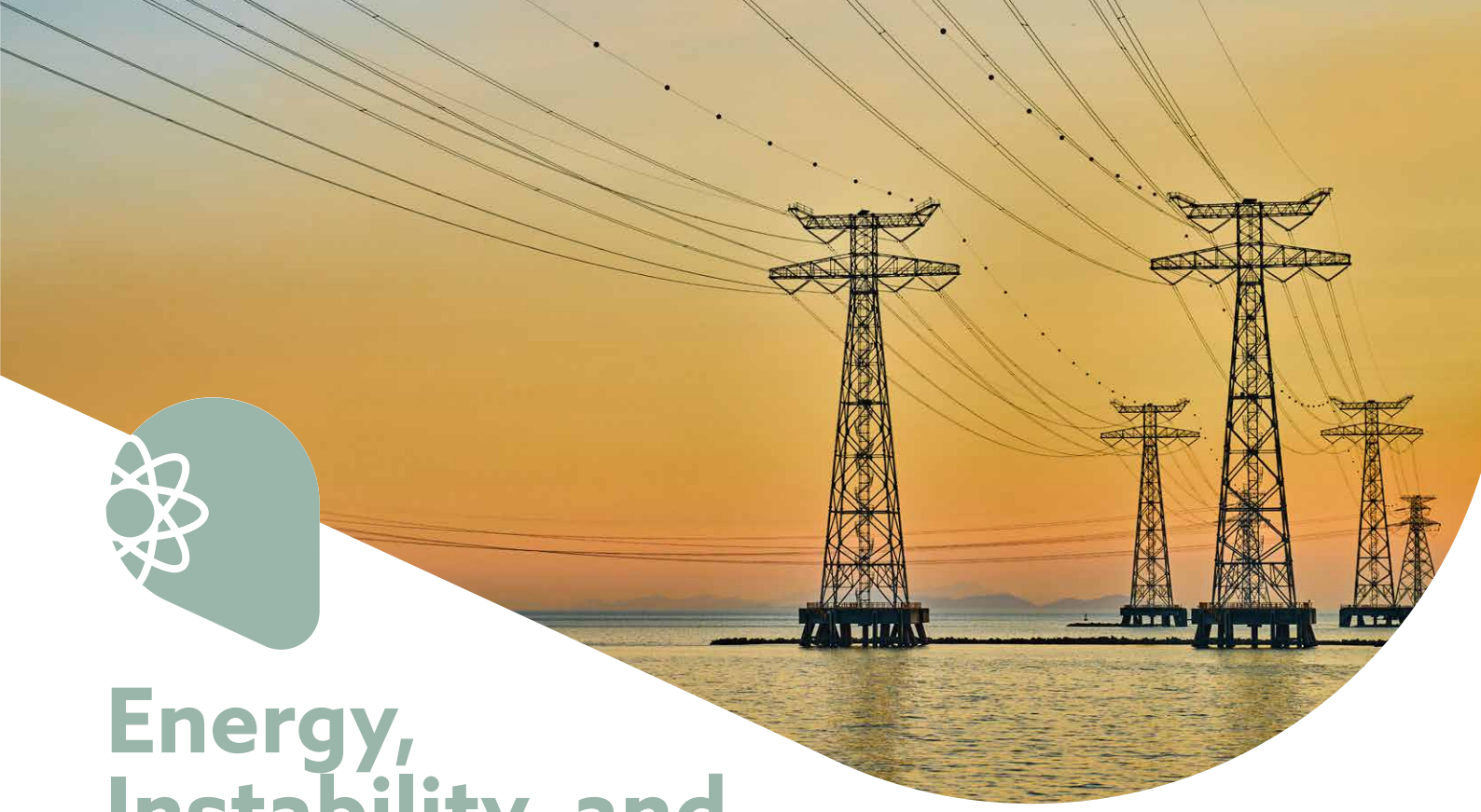
Hyperion Board Search is committed to supporting the clean energy transition by connecting transformative companies with visionary leaders.

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hyperion search

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Energy, Instability, and the Case for Renewables

At the time of writing, the conflict in Iran continues to unsettle global markets, we're once again reminded of how deeply the world's energy system is shaped by geopolitics.

Disruption in and around the Strait of Hormuz - through which a significant share of global oil and gas flows - has already pushed fuel prices higher across Europe and the UK. Governments are scrambling to cushion the impact, as we are faced with warnings across agriculture, construction, and logistics about rising diesel and input costs.

These price shocks aren't abstract market movements - they ripple through supply chains, household budgets, and business operations. They expose just how vulnerable fossil fuel dependent economies remain when global tensions flare.

But they also underline something more important: the strategic value of accelerating the transition to clean, domestic energy.

Wind, solar, energy storage, and electrified transport don't rely on contested shipping lanes or fragile supply routes. Once built, they aren't hostage to geopolitical flashpoints. They generate locally, predictably, and increasingly affordably. And although the transition requires investment in grids, infrastructure, and planning, the direction of travel is unmistakable.

For the companies we support across renewable energy, electrification, and cleantech, this moment reinforces the urgency of their work. For investors, it highlights why capital continues to flow into technologies that reduce exposure to volatile global markets. For talent, this paves the way for transitioning careers into cleaner, more impactful sectors. And for governments, it's a reminder that resilience and decarbonisation are now inseparable.

As a search partner to the organisations building this future, we see firsthand how leadership teams are responding. They're scaling faster, innovating harder, and treating energy independence not as an environmental ideal but as a strategic imperative.

In a world where conflict can send fuel markets into turmoil overnight, the case for clean energy has never been clearer or more compelling.

To everyone affected by the ongoing war in Iran – including our clients, candidates, and the friends and families connected to them, our thoughts are with you as you navigate this difficult and challenging period.

> **"Energy security is no longer just about access - it's about autonomy."**

Events

Events we attended in Q1:

- **PoweredUp**
- **Climate Coffee**
- **E-World**
- **Energy Storage Summit**
- **Energy Technology Live**
- **Future of Events**

Catch us in Q2 2026 at:

- **Energy Tech Summit**
  15-16 April, Bilbao
- **The Commercial Vehicle Show**
  21-23 April, Birmingham
- **Solar & Storage Live**
  29-30 April, London
- **Utility Week Live**
  19-20 May, Birmingham
- **The Battery Show Europe**
  9-11 June, Stuttgart

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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