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- People Moves
- Sector Trends & Insights
- How to Make a Successful Job Offer
- Data Centres & Energy Infrastructure



Market Review

Renewables and Cleantech Talent Trends Q2 2026

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Contents

Q2 Market Update & News 04

Renewables 06
Insights & People Moves

Energy Storage & Grid 09
Insights & People Moves

EV & Future Mobility 12
Insights & People Moves

Data Centres & Energy Infrastructure 16
Insights

How to Make a Successful Job Offer 18

About Hyperion 20



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Featured Searches

Most of our searches are 'under the radar', especially executive and strategically important hires. However, below are live mandates which can be accessed and applied to via our website.

Senior Market Expert

Hyperion has been retained by BSTOR, Belgium's leading independent BESS developer, investor, and owner, to appoint a Senior Market Expert. This strategic role will drive market intelligence, revenue forecasting, pricing, and commercial strategy, requiring strong expertise in power markets, energy trading, quantitative analysis, and battery storage economics.

VP Operations (BESS)

Leading the assets side of a BESS and Flex platform in Germany. The VP Operations will be responsible for strategic execution for a scaling pipeline, including driving standardisation (framework agreements etc), leading an EPC and Asset Management team, and adding valuable strategic input on future expansion activities.

Chief Scientific Officer

Hyperion has been retained by a rapidly scaling European energy storage company to appoint their Chief Scientific Officer. This executive leadership role will define the organisation's scientific and electrochemical strategy, driving the development and industrialisation of a next-generation non-lithium battery platform. Requires a PhD, deep electrochemistry expertise, scale-up experience from lab to industry, leadership of large R&D teams, and strong stakeholder engagement.

Chair of the Board

Our client, a rapidly growing energy storage business, is seeking an experienced Chair of the Board (Non-Executive) to guide its next phase of expansion. The role will provide strategic oversight, governance, and stakeholder engagement across the organisation. Requires board-level experience, strong investor credibility, energy-sector expertise, and the ability to support international scaling, fundraising, and corporate development initiatives.

> "Hyperion's industry knowledge and network meant that they understood the brief straightaway and sourced a very high calibre shortlist, very quickly. Very happy to recommend and I'm grateful for their support on finding us a valuable addition to our team!"

Rolle Nieminen, Head of Sales, Country Manager, UK & Ireland, Kempower

www.hyperionsearch.com/jobs



Execution, Leadership – and the Talent Reality

Q2 2026 has been less about announcement – and more about alignment.

If Q1 marked a clear shift from expansion to execution, Q2 has made it tangible. Across energy and mobility, we are now seeing industries re-engineer themselves around delivery, capital discipline and real-world constraints. The narrative hasn't just moved on – it has continued to mature, much like Q1.

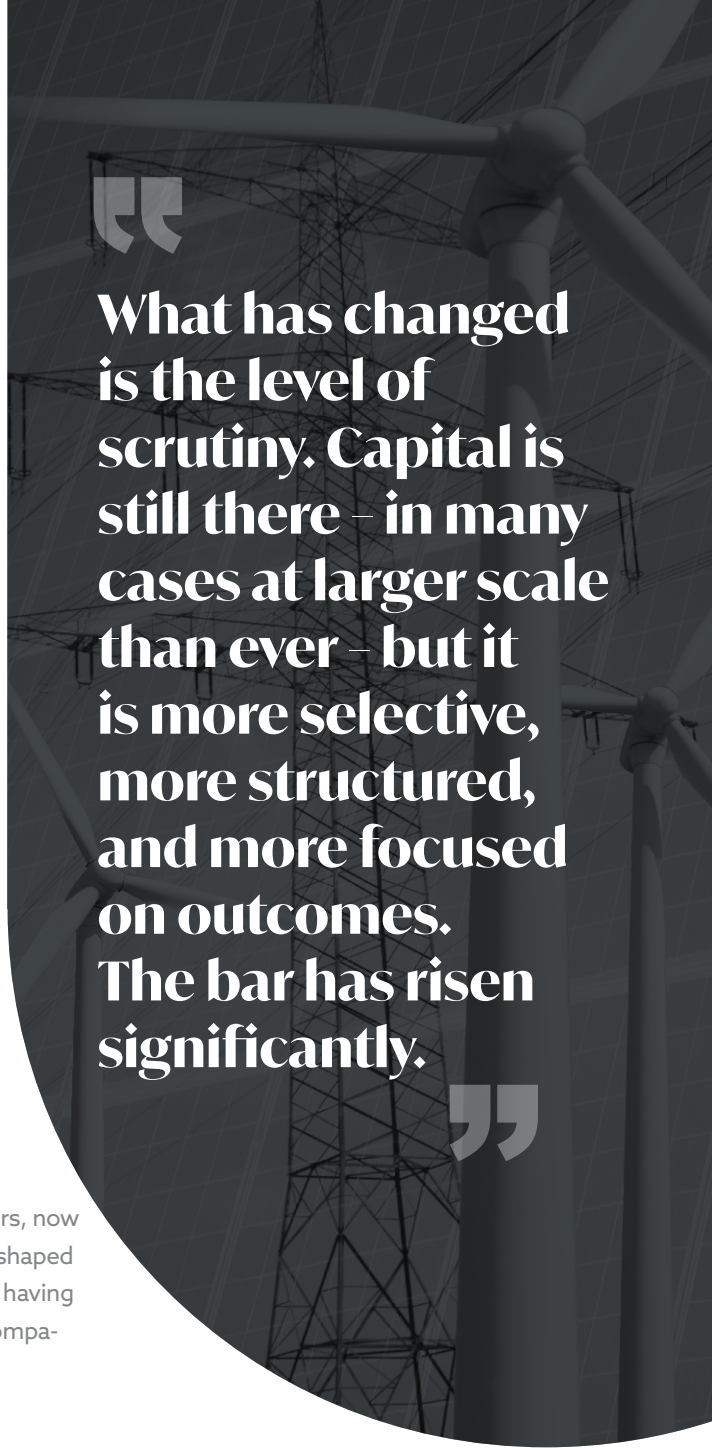
From our viewpoint, the signal is consistent. EV charging is no longer a fragmented growth story – it is consolidating into integrated platforms built around fleets, depots and energy systems. Storage continues its transition into critical infrastructure, attracting increasingly institutional capital while business models evolve away from pure merchant exposure. Renewables developers, under pressure from grid constraints, permitting and supply chain realities, are being forced to prioritise execution over pipeline – with co-location projects becoming increasingly prominent as standalone solar developments struggle to stack up commercially.

At the same time, the broader context has become more complex. Policy uncertainty has re entered parts of the conversation – just as geopolitical dynamics continue to reshape energy priorities and partnerships. Even with signs of easing global tension, including the recent Iran peace developments, the focus on energy sovereignty has not diminished – if anything, it has become more deeply embedded in national strategy. Yet, even against that backdrop, one thing is increasingly clear: the transition is no longer optional, and it is no longer early stage.

And as always, where capital and complexity intersect, leadership becomes the differentiator.

We are seeing a marked shift in how companies are building teams. Hiring is more selective, expectations are higher, and mandates are increasingly precise. This is not a volume problem – it's a specificity problem. Businesses aren't hiring for growth in the abstract anymore; they are hiring to solve clearly defined challenges. Whether that's entering a new market, building a commercial function, or scaling infrastructure delivery under constraint, the bar is much clearer – and much higher. As a result, while interest in roles remains strong, genuinely qualified profiles are far narrower. The gap between available talent and proven, directly relevant experience is becoming one of the defining dynamics of the market.

That's exactly where our work continues to sit. As Co-Managing Partners, now a full quarter into this next chapter leading Hyperion, our perspective is shaped not just by what we see in the market – but by the conversations we are having every day at the forefront of the industries we specialise and with the companies navigating growth in increasingly complex conditions.



> **What has changed is the level of scrutiny. Capital is still there – in many cases at larger scale than ever – but it is more selective, more structured, and more focused on outcomes. The bar has risen significantly.**

Q2 has reinforced what Q1 began: this is a market moving from promise to performance.

The upside remains significant.But it is now firmly defined by execution, integration and resilience — led by those with the capital to deploy at scale, and the ability to consistently attract and retain top talent.





David & Stephen, Co-Managing Partners
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Renewables

As we reach the midpoint of 2026, many of the themes that shaped the first quarter remain. Capital is still abundantly available, energy security concerns continue to drive the sector, and the rapid build out of AI infrastructure continues to strengthen the long-term demand for power. What appears to have changed is the nature of leadership conversations, and the maturity of market dynamics.

Across developers, IPPs, investors, utilities and service providers, the focus has decisively shifted towards execution. Choosing the right markets, navigating permitting, securing grid access and managing increasingly complex projects through to operation are the key differentiators.

Italy is a good example. Despite ongoing permitting, grid congestion and revenue visibility challenges, the country is still expected to attract between €8-10 billion of renewable energy investment by the end of 2026. Opportunities are significant, but success depends on navigating complexity vs simply identifying it.

Grid Access: Bottleneck to Asset Class

If there's been one topic that has dominated conversations this quarter, it's been grid infrastructure. Whilst access has always been necessary, the importance has moved to another level. A few years ago, grid constraints were viewed primarily as development risks, and today, interconnection rights are valued as strategic assets in their own right. Across Europe, developers continue to contend with lengthy connection queues, network reinforcement requirements and rising curtailment risk. In response, project design is evolving – storage and flexibility are often built into projects from the outset. The message from senior utility leaders has been consistent – Europe doesn't have a renewable generation problem, but a system integration challenge. Investment in networks, digitalisation and flexibility is now just as important.

A few notable Q2 deals:

- **Blackstone Infrastructure's** commitment of up to €2 billion into **Eurowind Energy** reflects continued confidence in scaled development and operating platforms.
- **Copenhagen Infrastructure Partners'** acquisition of **Ørsted's** European onshore business and subsequent launch of **Perigus Energy** demonstrates ongoing consolidation among larger market participants.
- **Enviromena** secured an £825 million financing package to support its UK solar pipeline.
- **Elgin** closed a £500 million debt facility for solar and storage construction.
- **Harmony Energy** secured financing to advance 3GW of battery storage development in Germany.



Capital: Chasing Certainty

Investor appetite for renewable energy remains robust, but Q2 has reinforced that capital is chasing certainty e.g. grid-secured pipelines! The largest transactions of the quarter largely follow a pattern, with investments flowing towards battery storage, hybrid projects, operational assets, construction-stage portfolios, and experienced management teams with proven delivery records.

From Merchant to Direct Power

Since our last edition, another notable development has been the growing influence of data centres and large power consumers on development strategies.

The relationship between AI and renewable energy is no longer simply focused on demand, but it's beginning to influence where projects are located, how they're structured and the routes through which power is sold.

Corporate PPAs remain a key route to market, but private-wire solutions are moving firmly into the mainstream. Conversations are increasingly centred on solar, wind and storage projects being designed specifically to fit the requirements of data centres and industrial users.

The implications are significant. Grid-connected development is no longer the only model available and developers are building around load centres, while data centre operators are evolving from customers into infrastructure partners, counterparties, and in some cases, the main drivers of site selection.

The Rise of Integrated Energy Platforms

One trend we continue to see is the lines between developers, IPPs, utilities and infrastructure investors blurring. As negative pricing events become more frequent and market participation grows more complex, the ability to manage flexible assets is becoming a significant competitive advantage. At the same time, consolidation remains a defining feature of the sector. Larger, well-capitalised platforms continue to acquire pipelines, teams and operating assets as they seek scale and diversification. Increasingly, success is not determined by the size of a development pipeline, but by the ability to optimise, finance, construct and operate assets across their full lifecycle.

Talent Trends

Hiring has remained highly targeted, but the talent market is increasingly active, and recent signs point to a busier H2. In many respects, the below talent trends mirror the wider industry transition to focus on delivery.

1. **Execution experience** continues to command a premium, particularly among leaders who have successfully delivered projects from development through construction and into operation.
2. **Grid specialists** are among the most difficult profiles to find and attract, reflecting the growing strategic importance of interconnection and permitting expertise.
3. **Battery storage** remains one of the busiest areas of the talent market, particularly across development, optimisation, trading and asset management.
4. **Experience across project finance**, PPAs, energy markets and revenue optimisation is becoming particularly valuable.
5. Perhaps most notably, **organisations are placing greater emphasis on leadership** capable of operating across multiple disciplines. As projects become larger, more complex and more integrated, the ability to align development, finance, engineering, construction and operations is becoming one of the most important differentiators in the market.

Nikita Miah, Director
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People Moves

Jens-Peter Saul has joined Cubico Sustainable Investments in Denmark as CEO. They were previously Group President and CEO at Ramboll Group.

Ivo Arnús has joined European Energy in the UK as Investor and Partnership Management Director. They were previously Managing Director at New Sparta Asset Management.

Marco Engelmann has joined Gokin Solar in Germany as Country Manager. They were previously Sales Director at Huayao PV.

Jorge Arenillas Gay has joined Encavis in Spain as Managing Director, Encavis Energy Solutions. They were previously Vice President - Global Energy Management at Sonnedix.

Dirk Stefels has joined Novar in the Netherlands as Chief Financial Officer. They were previously in a similar position at Joulz.

Gabor Csanak has joined hep solar in Germany as Director PPA Origination EMEA.

Dr. Cesar Alcazar Santos has joined ju:niz in Germany as Team Lead Finance and Investments. They were previously Head of Project Finance and Sales at ABO Energy.

Michael Klimsch has joined feld. energy in Germay as Managing Director, Asset Services (Agri-PV & Renewables.) They were previously Head of Operations & Maintenence at ju:niz.

Gregory Bartholome has joined OW Ocean Winds in Belgium as Country Manager BENELUX Offshore. They were previously Project Lead - Flexibile Clean Energy at ENGIE.

Ralf May has joined Solis Europe in Germany as Director Sales DACH. They were previously Head of DACH at Aiko Energy.

Monica Collings OBE has joined NESO in the UK as Chair - EMAC.

Philip Nurse has joined Gneiss Energy in the UK as Head of Renewables. They were previously Acting Commercial Manager at Vattenfall.

Paul Freunscht has joined Fichtner in Germany as Senior Project Manager. They were previously in a similar position at ABO Energy.

Jamie Corcoran has joined OX2 in Ireland as Head of Nordics Project Delivery. They were previously Portfolio Director - Northern Europe at Schroders Greencoat LLP.

Colin Freeman has joined Coppertech Renewables in the UK as Director of Operations. They were previously Solar/BESS Project Director at Private Energy Partners.

Filippo Ricci has joined European Energy in Italy as Country Manager. They were previously General Manager, Italy at Recurrent Energy.

Alex Herbert has joined WSP in the UK & Ireland as Major Projects Director. They were previously Head of Planning at Telis Energy.

Andrea Grotzke has joined KAIA Energy in Germany as CEO. They were previously Industry Partner at GREENPEAK Partners.

Wendy Whelan has joined Sonnedix in the UK as Senior Vice President, Strategic Finance. They were previously Finance & Strategy Director at Deliveroo.

Yusuf Thanawala has joined Green Giraffe Advisory in the UK as Senior Director – Head of UK & Ireland. They were previously Director, Energy Transition Investment Banking at Akereos Capital.

Nathanael Esposito has joined Akuo in France as Director for Development, Strategy & Market. They were previously VP Strategy & Portfolio, Downstream & Renewables at Shell.



Energy Storage & Grid

Q2 2026 saw further examples of the execution shift we observed in the previous two quarters. As such, the need for high quality EPC, Operations, and Asset Management talent is immense.

As markets mature in Europe, so do optimisation strategies, with less appetite for pure merchant exposure and the continued rise of tolls, floors, capacity mechanisms etc. On the tech side, Europe has faced another wake-up call, with the bankruptcy of Morrow Batteries, and there is now wider acceptance that Europe-China collaboration is the reality whilst still focusing on circular strategies and non-lithium options for certain applications.

News

Battery Show Europe takeaways

A few notable signals stood out from my visit to Stuttgart. Firstly, there's a noticeable shift in application focus, towards defence & aviation, high-end performance vehicles & motorsport, and robotics. Secondly, there seems to be a growing embrace for Chinese-Europe collaboration when it comes to production capabilities. Thirdly, battery circularity is growing fast, from repurposing EVs into BESS to battery materials recycling, with many seeing this as a key way to protect local supply chains.

Non-lithium LDES gaining traction

In the flow battery space, Energy Dome and Invinity advanced commercial projects in the US, and German solid-flow battery player CMBlu reached unicorn valuation status after their latest €50M Series C close led by Samsung Ventures. General Motors announced plans for sodium-ion batteries in future EV and stationary ESS applications. These signal growing investor and utility appetite for resilient storage chemistries aligned with FEOC-driven supply chain pressures and broader shifts toward diversified storage portfolios for multi-hour grid flexibility needs.

CATL Hard Launches Sodium Batteries

At this year's Smarter E event, CATL launched TENER, the world's first commercially validated sodium ion BESS, with 1 GWh of shipments expected by end 2026. This is a shot in the arm for sodium-ion, showing their viability due to improved supply chain resilience, and lower operating costs.

UK Secures £1.3bn Battery Investment

The UK announced £1.3bn in new battery storage investment at the G7. The scale and international backing reinforce the UK's position as a leading flexibility market and highlight growing institutional confidence in storage as critical national infrastructure.

German BESS Market Hits New Highs

Germany's BESS market continued its rapid ascent despite grid bottlenecks, permitting delays and tightening economics, with developers pushing ahead on record volumes of utility scale and C&I projects. Strong price volatility and a maturing merchant plus tolling model are key factors in sustaining investor confidence.



Talent Trends

- **Applications Leaders**
  Those who can translate a customer's vision into real, tangible project designs.
- **Market Analysis & Strategy Experts**
  Those who can provide the key data and intelligence to shape key strategic decisions, in such dynamic markets and regulatory changes.
- **Technical Execution Leaders**
  Particularly those who bring proven end-to-end experience from development through to post-COD commercialisation
- **CFOs**
  Those who can steer growth via M&A or capital raising. With increasing PE and InfraFund interests, those with backgrounds on "this side of the table" are in high demand
- **Asset Management**
  Masters in driving commercial returns on assets, whilst maintaining operational performance are critical.
- **Supply Chain Leaders**
  As Execution is priority number 1 for many BESS operators, securing the very best supply contracts is critical for margin protection.



David Beeston, Co-Managing Partner
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Wartsila divesting its Storage business

After an 18-month strategic review, Wärtsilä has folded its energy storage integration and optimisation division into a 50:50 joint venture with solar manufacturing specialist RCT Solutions. This represents a shift to a more vertically integrated, manufacturing aligned operating model. Despite criticisms, I see this as a positive move for non Asian supply chains in BESS manufacturing and vertical integration.

Grid Reform Acceleration

We continue to see the early impacts of major grid connection reforms in some key markets, each with an aim to unblock severe queue backlogs and prioritise flexibility driven infrastructure. In the US, FERC introduced an accelerated pathway for data centres co located with large scale BESS, with an aim to protect grid stability. Germany's AgNes reform updates in May confirmed grid fee exemptions would remain until 2029, accelerating deployment priorities. In the UK, June's Balancing Mechanism upgrade will enable batteries to be dispatched more efficiently and fairly for real time grid balancing.

Key Deals

Investments:

R.Power Renewables:
1. €64 million financing for its **150 MW / 300 MWh Jedwabno BESS** in Poland.

2. €46 million debt package for the 127 MW / 254 MWh Scorniçesti project in Romania

Aukera Energy and Weerts Group signed €97.5 million debt facility for Project Volt, a 170 MW / 340 MWh battery in La Louvière. This is de-risked by a 15-year contract under Belgium's CRM.

Octopus Energy Generation has agreed an investment partnership with ZE Energy, for a **98.5 MW / 895 MWh BESS** in Italy

Series Funding:

Nyobolt (Ultra-Fast Charging Battery Materials & Systems) - $60 million Series C, led by Symbotic and IQ Capital, giving them unicorn valuation status

CMBlu (SolidFlow Batteries) - €50 million Series C investment led by Samsung Ventures, giving them unicorn valuation status

Eclipse (Utility-scale BESS & Trading Optimisation) - €20 Million Series A investment, co-led by BNP Paribas and Noria

encosa (End-to-end C&I BESS) - €25 Million in Growth/Seed Funding, led by Realyze Ventures



People Moves

Ismir Fazlagic has joined Hithium in Norway as Sales Director. They were previously at BOS Power.

Limara Ballantyne has joined Ensmart Power Conversion & Energy Storage in the UK as Commercial Director UK. They were previously at Hellonext.

David Lau has joined Arteus Energy in Germany as Chief Financial Officer. They were previously at PARQ energy GmbH.

Mario García Cañedo-Argüelles has joined BW ESS in Spain as Investment Director. They were previously at Aquila Clean Energy.

Julian Foster has joined Anesco in the UK as Chief Operating Officer. They were previously at Gridserve.

Mark Roberts has joined Drax Group in the UK as Project Director. They were previously at RJ international.

Phil Hauxwell has joined Eelpower Energy in the UK as Chief Financial Officer. They were previously at VPI.

Maciek Stefanski has joined Ameresco in the UK as Head of Development & Utility Scale Assets. They were previously at InterGen.

Allan Swan has joined Automotive Cells Company (ACC) in France as Chief Executive Officer. They were previously at Panasonic Energy of North America.

Luca Di Primio has joined Island Green Power in the UK as Head of Procurement. They were previously at Nala Renewables.

Arnon Blum has joined 3D Battery in Israel as Chief Executive Officer. They were previously at Silib.

Jan Roschek has joined Polarium in Germany as Managing Director, Germany. They were previously at Enphase Energy.

Lucien Moolhuizen has joined Sonnen in the Netherlands as Director, Benelux. They were previously at Alfen.

Gillian Baker has joined Elexon in the UK as Chief Operating Officer. They were previously at Virgin Media O2.

Matthew Billson has joined Elexon in the UK as Chief Strategy Officer. They were previously at Piclo.

Chris Jacobs has joined Island Green Power in the UK as Chief Operating Officer. They were previously at CVC DIF.

Sophie Sax has joined Gore Street Capital in the UK as Head of ESG. They were previously at ERM.

Sebastian Wolf has joined WLF Energy GmbH in Germany as Chairman & CEO. They were previously at Volkswagen / PowerCo.

Marcel Smit has joined AI-InfraSolutions in the Netherlands as General Manager. They were previously at Energyworx.

Jan Dominik Lernhart has joined Harmony Energy in Germany as Head of Operations. They were previously at BayWa r.e.

Karsten Stärke has joined AMPYR Distributed Energy in Germany as Head of Investment, Germany. They were previously at ENVIRIA.

Fabien Le Templier has joined Kemiwatt in France as Supply Chain and Finance Manager. They were previously at Kerlys-AGROMOUSQUETAIRES.



EV & Future Mobility

Q2 2026 marks the point the European EV charging sector moved beyond consolidation and started re platforming for scale. Q1 signalled consolidation. Q2 showed what comes next - integrated, capital intensive platforms combining charging infrastructure, fleet electrification, energy management and software into a single, investable proposition.

The direction of travel is now clear. The market is no longer defined by how many chargers are installed, but by who can finance, operate and monetise them at scale. Capital is concentrating around fewer, more capable players, while business models are becoming more vertically integrated – particularly across fleets, depots and energy systems.

There are still headwinds. Policy uncertainty has re entered the conversation, and adoption remains uneven. But beneath the noise, electrification is accelerating, infrastructure is professionalising, and the sector is increasingly being treated as core energy and transport infrastructure – not a venture bet.

Top Funding Insights

- **Zenobē Secures £980m for Fleet Electrification** – Big push backing over 1,200 electric buses and the infrastructure to support them across the UK & Ireland.
- **GreenWay Raises €138m for CEE Expansion** – A sizeable round that shows how much institutional capital is now flowing into scaling regional charging networks.
- **TRATON Secures €850m for Electric Trucks & Buses** – Another clear signal that heavy transport electrification is gathering pace.
- **Einride Successfully Lists Publicly** – Feels like a strong validation of the integrated freight, autonomy, and charging platform model.
- **Emabler Raises €5.5m** – Continued investment into software, which I think is increasingly where a lot of the real value sits.
- **Decade Energy Secures €22m** – Focused on solving grid access, which as we know, is one of the biggest blockers in the space.
- **NexDash Secures €2.5m from EIT Urban Mobility** – Backing a model that combines fleet, electrification, and software to scale zero-emission logistics.

Strategic Deals & M&A

- **Edenred Acquires The Mobility House Solutions** – A clear move toward end to end fleet electrification across charging, energy and financial services.
- **Pod Point Acquires EO Charging** – A major UK consolidation play, strengthening fleet, depot and energy optimisation capabilities.
- **EZO Secures £176m Midlands Contract** – Public private partnerships are becoming a key route to regional scale.
- **InstaVolt acquires GeniePoint** – InstaVolt acquires 228 GeniePoint charging locations from Equans, adding more than 260 chargers to its network.

Sector Developments

- **Policy Uncertainty Re-enters the Conversation** – UK softening its 2030 ZEV target brings uncertainty back, but things could shift again post-Starmer.
- **Europe Holds Firm on CO_2 Targets** – Pushback on easing rules keeps the long-term direction intact.
- **Germany Surpasses 200,000 Charging Points** – A clear sign the market is scaling and maturing.
- **Sub-10-minute Ultra-Rapid Charging Moves Forward** – BYD's Flash charging in the UK is a big leap for convenience and utilisation.
- **Energy & Charging Continue to Converge** – Octopus x CATL points to what's next: combining storage, charging and energy to solve grid limits and scale electric trucking.

This is not just growth – it's industrialisation. Capital is larger, timelines are longer, and expectations are higher. The conversation has shifted from rollout to returns, utilisation, uptime and energy integration. The winners won't be those who deploy fastest – but those who can finance, operate and optimise entire ecosystems.

Talent Trends

Fewer Roles – Higher Stakes

- Hiring is more selective, with a clear focus on high impact senior talent. We may be seeing fewer roles, but there is a much sharper focus on senior candidates who can navigate real complexity and deliver at pace.

Execution Leadership Is Critical

- Leaders who can deliver at scale while navigating grid constraints and cost pressure are in highest demand.

Commercial & Financial Talent in Focus

- Demand is rising for leaders who understand infrastructure capital, project finance and long term contracts.

Platform Thinking Driving Product Hiring

- The most valuable talent can connect hardware, software and energy into one platform.

Geographic & Contractual Complexity Is Back

- Growth is increasingly driven by large contracts and cross border expansion, requiring leaders who can navigate both.

What This Means for Q3 and Beyond

The sector is no longer in early stage build out – it's entering a phase defined by capital discipline, operational excellence and strategic resilience. Policy will matter more again. The UK's ZEV discussions are a reminder that regulatory certainty underpins investment. At the same time, the scale of capital being deployed shows the transition is now structurally embedded – policy alone won't stop it.

The companies pulling ahead are those who:

- **Deploy capital efficiently**
- **Integrate charging with fleets, energy and software**
- **Build leadership teams capable of operating complex, multi market platforms**

The next phase won't be defined by ambition – but by execution under real world constraints.
The opportunity is enormous but so is the complexity.



Stephen Robinson, Co-Managing Partner
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People Moves

Kevin Pugh has joined Amp Assist in the UK as Vice President of Sales Europe UK. They were previously in a similar position at Tritium.

Oliver van Bilsen has joined Electric Vehicles UK in the UK as Chief Operating Officer. They were previously Director of Services at Hubject.

Teresa Bristol has joined Voltloader in the UK as Chief Operating Officer. They were previously Operations Director at Gridserve.

Mike Potter has joined ParkRecharge in the UK as Commercial Director. They were previously Director at Drive Electric.

Clare Nicol has joined Steer Automotive Group in the UK as Head of Brand. They were previously Head of Marketing at Polestar.

Mathias Wiecher has joined Spirii in Denmark as Chief Executive Officer. They were previously General Manager Energy & Charging at Einride.

Emma Chetwynd Jarvis has joined Gigawatt Industries Ltd in the UK as Development Director - EV Charging & Grid Connections. They were previously in a similar role at Mitie.

Ian Braime has joined EVTEC Group in the UK as Chief Commercial Officer. They were previously VP Business Development & Sales Europe at ADS-TEC Energy.

James Burgess has joined Be.EV in the UK as Chief Operating Officer. They were previously Project Director at Mott MacDonald.

Paul Swain has joined TUAL in the UK as Senior Business Development Manager. They were previously Business Development & Investments Manager at VEV.

Peter Bjarkam has joined Nordic Charge in Denmark as Head of Commercial. They were previously Director of Sales at EOSVOLT.

Anastas Pushkarov has joined AMPECO in Bulgaria as Chief Financial Officer. They were previously Head of Commercial at Glovo.

Ali Ghate has joined AMPECO in London/ UAE as Director of Business Development - UK/IE & Middle East. They were previously Country Director - UK & Ireland (Home & Business / Fast Charging & ESS) at Wallbox Chargers.

Alan McCleave has joined TUAL in the UK as Chief Revenue Officer. They were previously Head of FordPro Charging Europe at Ford Pro.

Ibrahim Berber has joined vaylens in Germany as Team Lead Sales DACH. They were previously Managing Director at Heiner GreenEnergy.

Bart de Groot has joined Sungrow Europe in the Netherlands as Head of Partnerships Emobility BENELUX. They were previously Country Manager BENELUX at chargecloud.

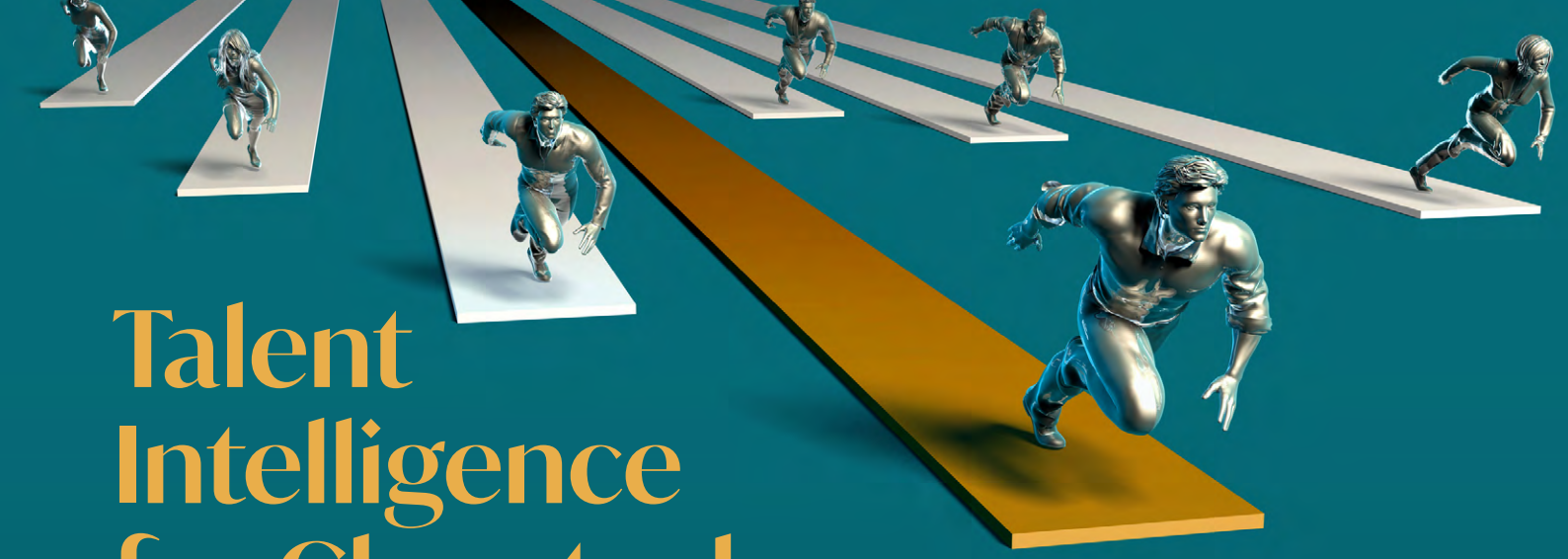
Lennart Verheijen has joined Evesto in the Netherlands as Chief Product Officer. They were previously Implementation Manager at Krachtwerk.

Sarah Wodehouse has joined Fastned in France as Country Director, France. They were previously Head of Business Transformation / Cost Optimization & New Business Development at BlaBla Car.

Roger Hunter has joined Fuuse in the UK as CEO. They were previously Senior Adviser at Autel Energy.

Matthew McMullan has joined Humax EV Charging in the UK as Director Automotive & Energy. They were previously Senior Business Development Manager - OEM & Lease Co's at Indra Renewable Technologies.

Matthew Lloyd has joined Fuuse in the UK as Senior Product Manager. They were previously Head of Networks at Zapmap.



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**
- **Honest compensation benchmarking grounded in real market data**
- **An assessment of who is realistically accessible and under what conditions**
- **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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"In this market, the right team isn't just an asset - it's your competitive advantage. We give you the intelligence to build it with precision."

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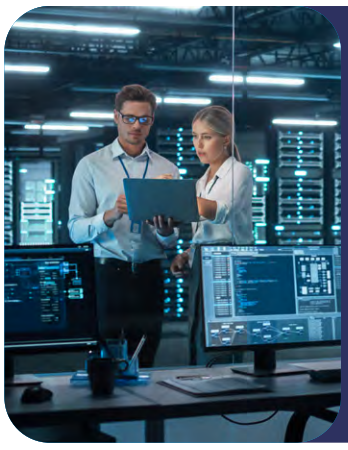


Data Centres & The Critical Energy Infrastructure for the Digital World

In our Q1 2026 edition, we explored how the Data Centre boom was reshaping clean energy talent needs across solar, storage, and electrification.

Q2 has taken that conversation a step further, with operators now confronting the harder reality - scaling AI infrastructure demands not just more clean energy, but new forms of flexibility, resilience, and on site power expertise that the market is only beginning to supply. The truth is that the global AI build-out is being constrained – not by ESG reporting or renewable PPAs – but physical reality. Grid bottlenecks, interconnection delays, lack of firm capacity, and the need for multi asset flexibility systems that work under extreme stress.

The roles that matter most are the ones who can design, build, and operate resilient energy systems at scale, not just talk about them.



1. Flexibility Architects

These are senior technical commercial leaders who can design multi duration storage portfolios and orchestrate hybrid assets (BESS, thermal, mechanical, EV loads) into a coherent flexibility strategy. They understand how to stack revenue streams, avoid overbuilding, and to turn a data centre into a controllable grid asset.

This is the single most scarce talent pool right now. The real controversial question that operators are now wrestling with: Does this flexibility stack ultimately include gas peakers or even SMRs - and if so, what does "clean resilience" actually mean in practice?

2. Resilience & Autonomous Power Systems Engineers

As AI loads surge, operators need people who can build layered resilience architectures that don't just rely on diesel. These engineers design hybrid backup systems, long-duration storage (LDES) integration, microgrid grade controls, and islanding and grid reconnection.

This is the backbone of "clean resilience," and almost no one has done it at hyperscale in practice?





3. Transmission & Interconnection Strategists

Some people will think policy and regs specialists. No, we mean true builders who can model load growth, negotiate with utilities, design phased interconnections, and plan around multi year transmission constraints.

These individuals determine whether a site gets power in 2027 or 2032.

4. Multi Asset Delivery Directors

Project leaders who can deliver solar + BESS + thermal + EV + smart controls as a single integrated system, not five separate projects. They typically come from utility scale renewables and BESS, industrial EPCs, or complex infrastructure megaprojects environments.

This is where most Data Centre operators are weakest.





5. Controls & Real Time Optimisation Leaders

The people who ensure the whole system works how it should. They're those rare, technical whizzes who build AI driven forecasting, dispatch algorithms, load shaping logic, and real time optimisation across compute + energy storage + EV + grid.

This is the talent that turns infrastructure into flexibility, and these rare individuals are some of the most business critical in the data centre energy ecosystem.



How to Make a Successful Job Offer

The job offer can be won (or lost) at the start of the process. Alignment on the role suitability, cultural fit and salary expectations should be established very early, to avoid any surprises when it comes to making an offer.

Senior candidates expect a structured, efficient process. Along with the interviews, the offer process gives the candidate an insight into how the business operates. Moving decisively but thoughtfully sets the right tone, impression and intent of the business. Speed must be balanced with professionalism to avoid a chaotic experience. Make sure all internal approvals etc. can be covered prior to the final decision to move to offer. We consistently see that offers that are made swiftly have a higher acceptance rate. Last year, a former client of ours verbally communicated that an offer was incoming for our candidate, only for the official offer to be presented nearly three weeks later. Positive momentum had then dissipated, and another competing company accelerated their process to offer stage, resulting in the candidate joining that business. Timing is critical.

> We consistently see that offers that are made swiftly have a higher acceptance rate

Making the offer should be personal and high-touch. This should come either verbally by the hiring manager or the search partner. This should then be followed up promptly with all of the details in writing. Some of our clients have really excelled at this, creating personalised decks for the offer, referencing why the candidate was chosen, what they can achieve in the role and looping back to the candidate's aspirations and motivations. They're also packed with content on the business culture which helps candidates create a stronger emotional connection to the business and gets them excited to join the mission. We've seen first-hand that these offer presentations rarely get turned down.

The financial package needs to reflect both the seniority of the role and the market reality. Full clarity should be given on any variable elements and long-term incentives, e.g., equity. Your search partner should always advise on the candidate's expectations when the candidate is shortlisted. Candidates are often well aware of the market benchmarks for compensation, particularly in highly competitive and high-growth areas like energy storage. A below market offer can risk eroding the candidate's excitement and leave them demotivated even if they accept and can lead to offers being rejected despite strong interest in the role.

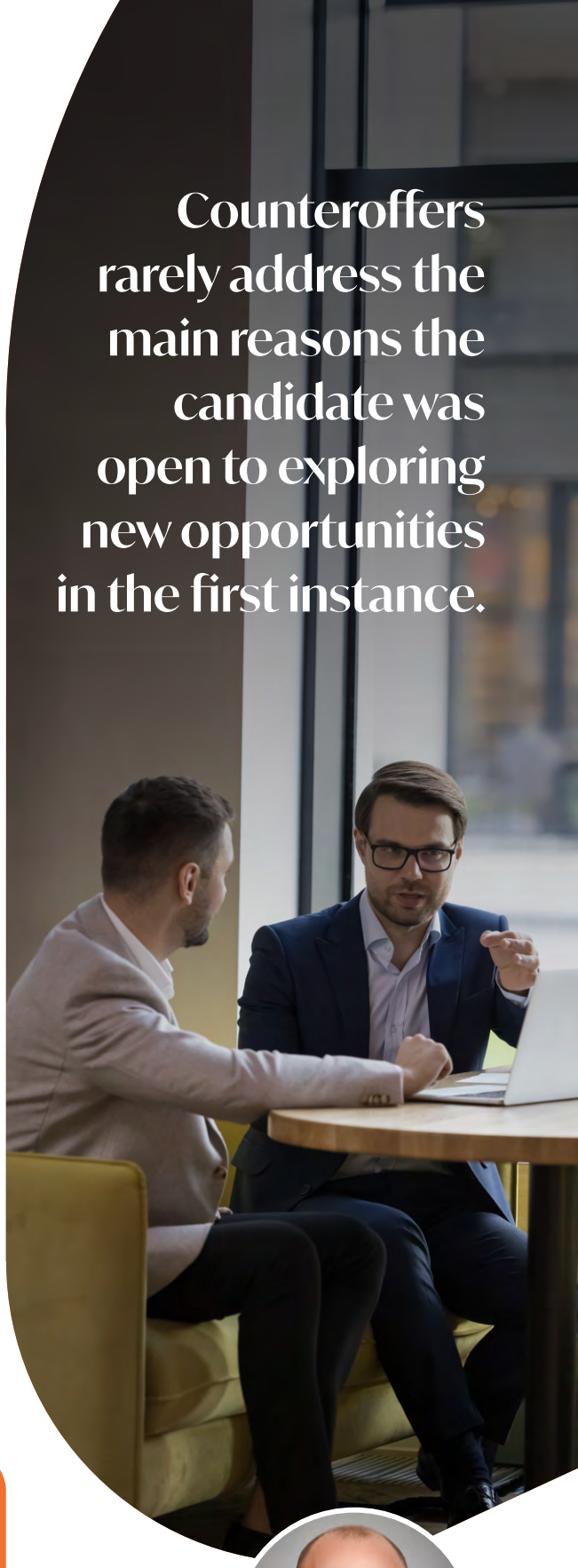
Some level of negotiation should be expected at senior level. Being open and transparent about constraints is important, as is the willingness to flex where it's possible. Avoid rigid "take it or leave it" approaches unless absolutely necessary.

A key part of our role as a search partner is to anticipate and manage counteroffers. Businesses hate losing good people and when faced with a key employee resigning, many extend a counteroffer as an easy fix to avoid business disruption. However, counteroffers rarely address the main reasons the candidate was open to exploring new opportunities in the first instance. Your search partner should always prepare candidates for this eventuality during the resignation process and help candidates navigate through this. Top talent always has options, and your search partner should have visibility on the candidate's situation and be able to advise on risk management to ensure your offer is accepted. The right advice at the right time aligned to the candidate's main motivations can make all the difference.

Engagement levels should be high during this time. We would encourage additional conversations with the hiring team so that the candidate can ask any additional questions and cover all of the details they need in order to make their decision. This is also an opportunity to reinforce the positive feeling and the impact they can have in the role. Keeping momentum is vitally important.

Once an offer is accepted, you should quickly transition to pre-onboarding engagement, keeping up good contact levels until the candidate starts. If there are a few months before the candidate can start, try and meet informally, invite them to socials, introduce them to some of their future colleagues etc. Even just arranging a coffee meet can be a great way to keep engaged.

Counteroffers rarely address the main reasons the candidate was open to exploring new opportunities in the first instance.



What separates successful offers from missed hires?
It consistently comes down to five things:

- **Clarity** - no surprises at the final stage
- **Speed** – momentum without chaos
- **Personalisation** – making the candidate feel chosen
- **Storytelling** – connecting the role to the impact and purpose
- **Trust** – collaborative, not transactional negotiation

In a competitive cleantech market, these marginal gains are often the difference between winning and losing top talent.



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Events

Events we attended in Q2:

- Energy Tech Summit
- Solar & Storage Live
- Utility Week Live
- The Battery Show Europe
- MOVE: Mobility Reimagined

Catch us in Q3 2026 at:

- **ICNC** — 1-3 September, Berlin
- **Solar & Storage Live** — 22-23 September, London

About Hyperion

Hyperion is a specialist boutique search firm for the clean technology and renewable energy sectors.

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

Since 2014, we have partnered with a range of organisations, from venture capital-backed startups to global energy corporates, placing senior and business critical talent across renewables, energy storage & grid, e-mobility and data centre and energy infrastructure 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.

> The team at Hyperion really understand our industry, which helps a lot, but finding the right leaders is more than the job spec. It's also about understanding the culture, level of ambition and stage the organisation is at and Hyperion really get it. They came up with some great candidates and were super responsive throughout the process.

David Tuohy,Chairman, iwell

Sectors we serve

Energy Storage & Grid

Renewables

EV & Future Mobility

Data Centre & Energy Infrastructure

Functions we place

C-Level & Board

Senior Leadership

Commercial

Finance

Operations

Technical & Engineering

Our global reach





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