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Market Review

Renewables and Cleantech Talent Trends Q3 2026

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.

Managing Director, UK

Senior commercial leader sought to lead and grow a UK clean energy business, with responsibility for sales, market share and overall country performance. The role will lead a multi-functional team, expand installer partnerships and drive growth, while building a premium solar, storage and energy management proposition through strong customer and market engagement.

Channel Product Management Lead, US

Hyperion has been retained by PassiveLogic in the US, a pioneering building autonomy platform, to appoint a senior Channel Product Management Lead. This strategic role will own the productisation and channel rollout of three initial offerings, working across product, technology and commercial teams to build repeatable routes to market through distributors, contractors and MSIs.

Director, Deployment Program Management, US

Our client, PassiveLogic, is also looking to appoint a Director, Deployment Program Management, who will be responsible for the delivery of direct-channel projects across Europe and the US. This operational leadership role will oversee multi-site deployments from contract handover through commissioning and acceptance, building a scalable delivery model across project teams, engineering and specialist subcontractors.

Country Manager, Poland

Senior energy markets commercial leader to establish and scale a renewables and BESS trading and optimisation business in Poland. The role will lead market entry, commercial growth, strategic partnerships and industry relationships across storage and power markets, requiring strong sector credibility, an established network and proven deal-making experience to build pipeline, win customers and grow market share.

> "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

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Global Markets, Evolving Priorities

Welcome back after an eventful summer across renewables and cleantech.

Q3 has been shaped by a combination of accelerating energy demand, geopolitical uncertainty and the growing need for system resilience. Across Europe, extreme summer weather events have once again highlighted the impact of climate volatility on energy infrastructure, while ongoing tensions in the Middle East have continued to influence global energy markets and reinforce the strategic importance of energy security and domestic supply chains.

At the same time, unprecedented growth in AI and data centre development is driving investment across power generation, grid infrastructure, battery storage and flexibility solutions, with governments, utilities and investors increasingly focused on ensuring reliable, affordable and secure energy systems. Despite wider economic uncertainty, capital deployment and deal activity have remained robust, reflecting long-term confidence in the energy transition and the technologies enabling it.

Q3 has reinforced just how important being a truly global business is to Hyperion. International reach has been central to our growth, with successful placements made across 19 countries since our inception. As talent markets become increasingly interconnected, our focus remains on helping clients access the very best people, wherever they are in the world.

This quarter, two markets in particular have stood out: Germany and the United States.

Germany continues to be one of Europe's most dynamic energy transition markets. Over the last quarter, we have supported a broad range of businesses, from rapidly scaling IPPs and C&I BESS developers to flow battery pioneers, BESS system integrators and smart buildings innovators. Across the market, demand for high-calibre commercial, project delivery, engineering and operational talent remains exceptionally strong, underlining the pace at which the sector continues to evolve.

In the US, ongoing efforts to strengthen domestic energy supply chains, supported by FEOC provisions and wider industrial policy initiatives, are continuing to drive investment across renewables, battery storage and grid infrastructure. At the same time, the unprecedented growth of data centre development is accelerating demand for reliable power generation, energy storage and grid-balancing solutions. Natural gas and nuclear generation are increasingly being viewed as key components of the future energy mix, while renewable energy, battery storage, microgrids and virtual power plants (VPPs) continue to attract significant investment and talent demand.

While the forces shaping the energy transition continue to evolve, one constant remains: the importance of attracting and retaining exceptional talent. As technologies converge, markets mature and project complexity increases, access to the right expertise will be critical in turning ambitious growth plans into successful outcomes.

> **Natural gas and nuclear generation are increasingly being viewed as key components of the future energy mix, while renewable energy, battery storage, microgrids and virtual power plants (VPPs) continue to attract significant investment and talent demand.**

For organisations across the energy ecosystem, the ability to secure and develop that talent will remain a key differentiator in the years ahead.





David & Stephen, Co-Managing Partners
david.beeston@hyperionsearch.com
stephen.robinson@hyperionsearch.com



eMobility

If Q2 was characterised by growth, Q3 was defined by execution.

Across Europe, EV adoption continued to rise and infrastructure investment remained robust. However, the focus is shifting from charger deployment towards scaling successfully. Grid constraints, freight electrification, energy management and network utilisation are becoming increasingly important as charging infrastructure evolves into a core part of Europe's energy system.

Competitive advantage is increasingly being driven by operational capability rather than deployment alone. This is changing the talent required to succeed, with growing demand for leaders who combine technical, commercial and operational expertise.

Freight Charging Moves Centre Stage

One of the defining themes of Q3 has been the acceleration of heavy-duty charging infrastructure, a frequent focus at many of the events I have attended this past quarter including ***ICNC*** and ***EV Charge Live.***

Tesla announced plans to launch a European megawatt charging network across 21 sites, whilst Gridserve and Voltloader expanded their public eHGV charging partnership in the UK. Industry forecasts suggest electric truck charging demand could exceed 200TWh annually by 2045.

This is creating a new infrastructure class, with developers, investors and operators increasingly targeting logistics corridors, freight depots and commercial fleet hubs where utilisation is expected to be higher.

For the talent market, this shift is creating demand for leaders who understand transport, infrastructure, energy management and commercial operations.

Grid Access Becomes the Key Differentiator

Access to grid capacity has become one of the sector's most valuable assets. Operators across Europe face connection delays, reinforcement requirements and increasing competition for available capacity, particularly for ultra-rapid charging hubs and commercial fleet infrastructure.

Sites with secured grid connections are attracting investor attention, while energy management, battery integration and smart charging are becoming critical to development strategies.

This is reflected in demand for Grid Connection Managers, Power Systems Engineers and energy infrastructure specialists, as optimising power consumption becomes as important as deploying infrastructure.

Consolidation Continues Across the Market

Q3 reinforced the consolidation trend across Europe's charging landscape. Several notable transactions highlighted the market's increasing maturity:

- **Soregies** acquired **bp pulse's** fast-charging network in France.
- **EVN** acquired **BayWa Mobility Charging.**
- **Edenred** completed its acquisition of **The Mobility House Solutions.**
- **Cubos** acquired **TotalEnergies'** German B2B charging business.

These transactions demonstrate a growing focus on network density, customer utilisation and software capabilities rather than simply expanding charger numbers. As networks mature, scale alone is no longer enough, increasing demand for leaders who can improve utilisation and build scalable operating models.

EV Adoption Remains Strong

The UK recorded its strongest July for EV registrations to date, whilst Norway's EV market share reached 97.6%. Electrification is moving towards mass-market deployment, creating sustained demand for charging infrastructure and the leadership talent needed to scale it.

Capital Remains Available

Investor appetite for charging infrastructure remains strong. Q3 activity included:

- **EZO securing €150 million to accelerate charging network expansion across the UK and Ireland.**
- **VINCI investing €90 million into a megawatt charging system (MCS) truck charging network.**
- **Meridiam investing €23 million into commercial charging specialist Chargepoly.**
- **DepotCharge raising €2.7 million to develop shared truck charging networks.**
- **TOGL securing funding to support depot electrification planning and infrastructure deployment.**

Much of this investment focused on fleet electrification, depot charging and commercial vehicle infrastructure rather than traditional public charging alone. This reflects confidence in commercial transport electrification as a major driver of charging demand, and the need for leaders capable of turning infrastructure investment into scalable, high-utilisation operations.



The Talent Landscape

Q3 reinforced a trend we've been seeing throughout 2026: hiring remains active, but increasingly specialised.

As infrastructure scales and integrates with wider energy systems, organisations are prioritising professionals who combine technical, commercial and operational expertise. Key areas of demand include:

Grid & Power Infrastructure Expertise

- Demand continues for Grid Connection Managers, Power Systems Engineers and energy infrastructure specialists.

Fleet Electrification & Depot Charging Leaders

- Demand is growing for professionals combining transport, infrastructure and energy management expertise. Deployment Managers remain in high demand.

Energy Management & Flexibility Specialists

- Hiring continues across smart charging, load management, flexibility markets and battery-integrated charging.

Software, Product & Platform Talent

- Demand is rising for product, platform and software professionals focused on utilisation, uptime and customer experience.

Infrastructure Investment & Asset Management

- Investors and operators are seeking professionals who can maximise long-term asset value through optimisation, utilisation and portfolio management.

Looking Ahead

As we move into Q4, Europe's EV charging sector remains highly attractive, but success is increasingly defined by execution rather than expansion alone. EV adoption continues to grow, charging infrastructure investment remains resilient, and the electrification of commercial fleets is creating a new generation of opportunities across the market.

The organisations best positioned to succeed will be those that can secure grid capacity, optimise energy costs, improve charger reliability and deliver compelling customer and fleet propositions. We're also seeing growing focus on depot charging, shared charging models and energy management solutions as operators look to maximise utilisation and improve asset returns.

Europe's charging market is no longer simply a deployment story. It is increasingly an infrastructure, operations and optimisation story, where long-term value will be created by those able to efficiently manage assets, energy and customer demand at scale. As a result, the talent requirements across the sector continue to evolve, with growing demand for expertise spanning energy, software, operations and fleet electrification.



Stephen Robinson, Co-Managing Partner
stephen.robinson@hyperionsearch.com

People Moves

Daniel Brown has joined ENAPI in the Netherlands as Director - Growth. They were previously Senior Director, Product Management at ChargePoint.

Faizan Ahmad has joined Neot in the UK as Advisor. They were previously Decarbonisation Programme Director at First Bus.

Karsten Sanders has joined Kempower in Germany as Sales Manager. They were previously a Member of the Sales Directors Board at Ekoenergetyka.

Leandro Gatti has joined Kempower in Spain as Solutions Project Manager Iberia. They were previously Senior Project Manager DACH, Spain, Italy at Milence.

David Edel has joined ENGIE Vianeo in Germany as Senior Product Manager Heavy Duty Charging. They were previously Manager Industrialization & Technology Development at CellEQ GmbH.

Julie Taylor has joined Driivz in the Netherlands as Chief Revenue Officer. They were previously Vice President of Global Sales at ev.energy.

Franck Pascault has joined NexDash in Germany as CFO. They were previously Managing Director & CFO at Tourlane.

Curt Bonn has joined ev.energy in the USA as Director of Sales & Client Success. They were previously Director, Utility Partnerships at Renew Home.

Heinz-Hermann Tiben has joined K2 Mobility GmbH in Germany as Commercial Lead. They were previously Business Development at simpLITTI GmbH.

Gergö Birkàs has joined NexDash in Germany as Head of M&A. They were previously AI & Automation Consultant at Zeeg.

Marc Clausing has joined Depotcharge in Germany as Chief Commercial Officer. They were previously Corporate Account Director at DB Schenker (now DSV).

Dr. Stefan Perras has joined E.ON Drive Germany GmbH as COO & Managing Director. They were previously Vice President E-Mobility Solutions at DRÄXLMAIER Group.

Lars Freig has joined ABB E-Mobility in Germany as Head of Public Charging DACH. They were previously CEO / Geschäftsführer at GARO E-mobility GmbH.

Shayne Rees has joined ODS in the UK as Gul-e Director. They were previously Senior Partnership Consultant at char.gy.

Christoph Brunner has joined Delta Charge in Germany as Sales Lead. They were previously Senior Sales Manager for E-Mobility Deployment at The Adecco Group.

Fritz Wolff has joined Delta Charge in Germany as Technical Sales Manager. They were previously in a similar role at HÖRMANN Gruppe.

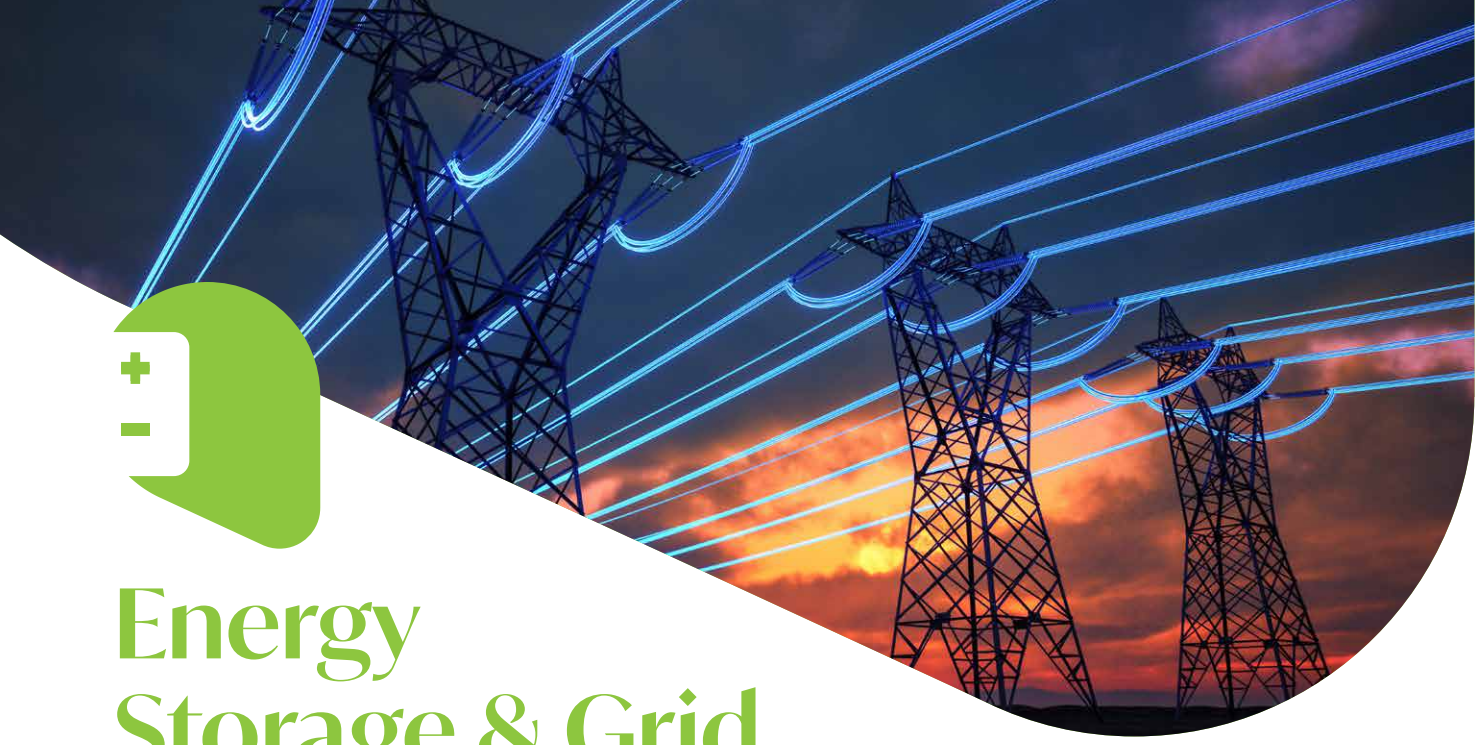
Stephanie Seegmuller has joined Kempower in Germany as Commercial Director, Service. They were previously Vice President, Solutions Consulting at ChargePoint.

Nicolas Garnier has joined TEAL Mobility in France as Chief Executive Officer. They were previously Managing Director TotalEnergies Charging Solutions UK & Chairman, SOURCE EV at TotalEnergies.

Jan Haugen Ihle has joined BYD Europe in Norway as Head of Flash Charging – Northern Europe. They were previously Senior EV Charging Advisor at Elevathors.

Adrien Moullé-Berteaux has joined Decade Energy in France as VP Finance & People. They were previously International Controlling & Consolidation Manager at GIVENCHY.

Paride Piovan has joined BYD Europe in the Netherlands as Head of Flash Charging Deployment – Europe, Middle East & Africa, Central Asia. They were previously COO and Regional Manager, Southern and Central EU at Swish.



Energy Storage & Grid

If Q2 reinforced energy storage's transition from emerging technology to critical infrastructure, Q3 has highlighted just how central it has become to energy security, grid resilience and power market stability. Extreme weather events across Europe, escalating geopolitical tensions in the Middle East, and evolving US FEOC regulations have all exposed the same reality: electrification and renewable generation are accelerating faster than the grid's ability to adapt.

The investment case for storage has never been clearer. Price volatility continues to widen, flexibility is becoming increasingly valuable, and investors are deploying capital at record levels into platforms capable of delivering reliable, dispatchable power. Yet while capital remains abundant, grid constraints, permitting challenges and policy complexity continue to slow deployment across many markets.

From a talent perspective, we are seeing growing demand for leaders who can bridge the gap between infrastructure and commercial performance. Asset management, optimisation, trading, structuring and risk management capabilities remain highly sought after, whilst competition for experienced storage professionals is intensifying in key growth markets including Poland, Germany and Southern Europe.

Market News

Volatility Widens at Both Ends

Record European summer heat and surge renewable output drove extreme wholesale price volatility - derating dispatchable gas capacity (e.g., ~25GW lost in GB) during peak demand while triggering negative prices during generation spikes. This widening spread significantly strengthens the commercial case for storage arbitrage, evidenced by Spain projecting its battery capacity to nearly triple to 700MW by year-end.

US Targets 225GW/1TWh of Storage Deployments by 2032

Over 300% growth from current capacity levels, driven by AI, electrification and industrial demand. At the same time, Section 301 tariffs and FEOC rules are accelerating the shift toward domestic and non-Chinese supply chains.

Market Expansion:

European BESS installations are forecast to grow 78% in 2026 to 57GWh (EUPD Research), with Germany, the UK, Italy, Spain and CEE remaining the region's key growth markets.

Policy & Subsidy Injections:

The EU Modernisation Fund disbursed over €2.5 billion from EU ETS revenues to support grid modernisation, renewable integration, and standalone battery storage projects across 11 EU nations (notably Romania, Poland, Czechia, and Lithuania). In Germany, regulators confirmed that BESS projects commissioned before August 2029 will retain key grid-fee exemptions, helping stabilise project economics amidst broader network tariff reforms.

UK Cap & Floor Updates

Ofgem reached a key milestone for the UK's LDES Cap and Floor scheme, provisionally approving 16 projects totalling 7.6GW/137GWh (pumped hydro, CAES, and flow batteries). Industry consultations on license conditions also opened to enable final contract awards by autumn 2026.

AI-Driven Infrastructure Consolidation

Recent transactions, including the Brookfield—Aypa, KKR-EDP, and NextPower-Prevalon deals (below), highlight growing investor appetite for integrated power platforms combining renewables, BESS, and grid flexibility. There is an increased demand for energy infrastructure assets capable of delivering reliable, dispatchable power, placing greater emphasis on securing scarce commercial, grid and storage expertise alongside capital deployment.

M&A, Investment & Financing Deals

Deal / Transaction	Market / Location	Key Details & Deal Themes
Drax Acquisition of Bluefield Solar Income Fund (BSIF)	UK	£548 million deal. Taking control of 2.9GW total pipeline including 2 GW of BESS
Alpiq acquires 90% stake in Harmony Energy	Europe	Absorbing 400MW of BESS assets under construction and multi-GW development pipeline
Brookfield acquires Aypa Power	US/Global	Valued at approximately US$7 billion
KKR acquires EDF Power Solutions	Global	Deal valued at approximately US$4.2 billion
NextPower acquires Prevalon Energy	US	Deal worth approx. US$365 million.
Flex acquires EPC Power	US	A hugely significant PCS/inverter acquisition deal worth US$ 4.4 billion
Masdar & Luxcara Partnership	Germany	€5 billion partnership for BESS and wind projects in Germany
Aura Power & Verdant Merger	UK/ Europe	Creating a significant solar and BESS IPP. M&A deal facilitated by CVC DIF and Eiffel Investment.
Form Energy - Series G	USA	US$750 million bringing total equity raised to over US$2 billion
Ore Energy - Series A	Netherlands	€38 million for this LDES startup
Antora Energy – Series C	USA	$550 million to scale their thermal battery manufacturing

Key Talent & Recruitment Trends

- **Contract Structuring Expertise:** As pure merchant exposure is increasingly being mitigated by floors, tolling structures, and long-dated capacity agreements, developers and investors are heavily recruiting **Commercial Structuring Managers, Risk Management Leads, and Route-to-Market (RTM) Specialists**
- **Grid & Interconnection Engineers:** As ever, grid congestion and connection queues remain the primary operational bottleneck across Europe and the US. High demand persists for **Grid Connection Managers, HV Systems Engineers, and Power Systems / Transmission Planning Analysts.**
- **C&I Commercial Leaders:** There is increased opportunity for behind-the-meter Storage across fleet electrification depots, industrial plants, data centres. There is a surge in demand for top sales and BD leaders who can drive business in this C&I landscape.
- **Software, Optimisation & Trading Talent**: Algo trading and automated dispatch are critical for revenue maximisation. Asset managers and IPPs are strengthening in-house capabilities such as **Quants, Data Scientists, and Origination talent**.
- **Technical Project Leaders in New Markets Expansion:** As large utility-scale hybrid and standalone projects expand into CEE and Southern European markets, there is high talent competition for cross-border **Technical Project Directors and EPC Contract Managers** accustomed to local regulatory compliance.

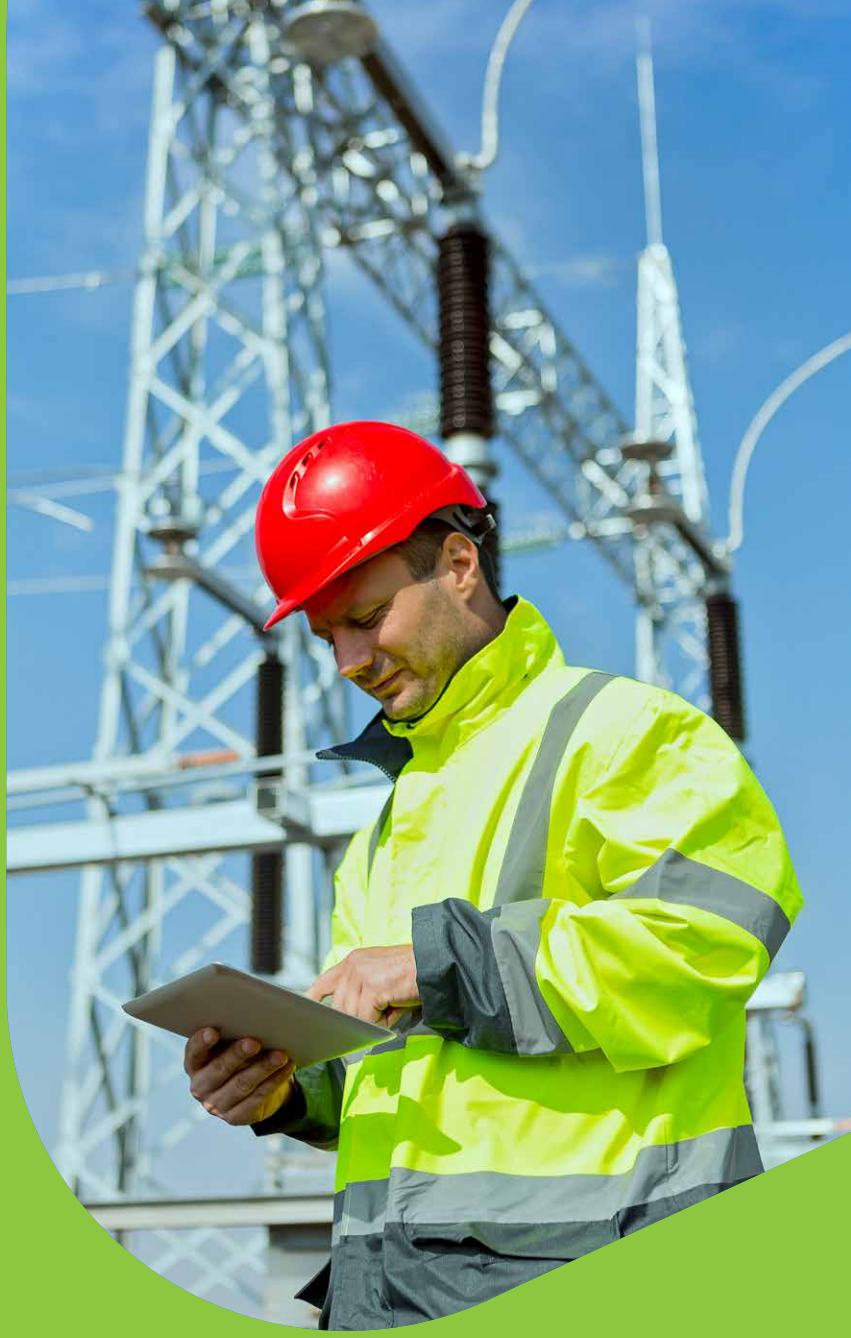
David Beeston, Co-Managing Partner
david.beeston@hyperionsearch.com



Matthew's Perspective:

Alongside these broader market trends, our Search Consultant Matthew Hunter shares his perspective on some of the developments currently shaping the storage and grid market, from grid investment and software-led optimisation to electrification and infrastructure demand:

Storage Flexibility & Grid



Grid investment across Europe is increasingly shifting from network expansion towards maximising existing infrastructure. Flexibility, digitalisation and intelligent energy management are becoming critical tools for addressing congestion, accelerating electrification and integrating higher volumes of renewable generation. Analysis highlighted by Enlit World suggests that smart EV load management alone could reduce required grid investment by €10.6 billion by 2030, underscoring the growing value of demand-side flexibility.

Battery storage remains one of the most active segments of the power infrastructure market, but increasing value is being created through the software layer that enables optimisation, trading and asset performance management. The recent funding secured by German energy software company Furo reflects growing demand for AI-driven platforms capable of responding dynamically to power prices, weather patterns and site-level demand. As volatility increases across European electricity markets, software is becoming a key differentiator for revenue maximisation and operational resilience.

Electrification of industrial and logistics infrastructure continues to gather pace. Partnerships such as Cavotec and EVIAS' deployment of automated charging solutions within port environments highlight the growing requirement for reliable charging infrastructure across ports, airports, logistics hubs and other energy-intensive facilities. This trend is creating new opportunities across grid connections, energy management, and behind-the-meter storage deployment.

Grid access remains one of the sector's largest constraints. The European Commission estimates that approximately 120GW of renewable energy projects face connection delays due to network bottlenecks and lengthy interconnection queues. As highlighted earlier in this review, these constraints continue to support investment in battery storage, network digitalisation and interconnection infrastructure as stakeholders seek to unlock flexibility and improve network efficiency.



Matthew Hunter, Search Consultant
matthew.hunter@hyperionsearch.com



People Moves

Tomasz Poznar has joined Cyclic Materials in Poland/Canada as CCO. They were previously at Ascend Elements.

Nathan Murray has joined Fluence in the UK as Director, Commercial Strategy & Innovation. They were previously at Eku Energy.

Mark Böhmer has joined Delta Capacity in Germany as Head of Offtake & Commercial Asset Management. They were previously at Boehmer Advisory.

Daniel Kiremidjian has joined BELECTRIC UK as CEO. They were previously at ib Vogt GmbH.

Jossy Thomas Jose has joined HiTHIUM Energy Storage in the Netherlands as Sales Director Benelux. They were previously at Fluence.

Dr. Ralph Petersen has joined Customcells in Germany as Chief Executive Officer. They were previously at Blohm+Voss.

Vincent Günzel has joined Bnewable in Germany as Head of Project Development & Operations Germany. They were previously at Lintas Green Energy.

Valerio Pelizzi has joined BELECTRIC UK as Director of Operations and Maintenance. They were previously at PowerG Corporation.

Mikkel Hesselbæk has joined Danske Commodities in Denmark as Vice President, Head of Asset Management. They were previously at Centrica Energy.

Dirk Holzrichter has joined MIRAI Power in Germany as COO. They were previously at Goldbeck Solar.

Marie Bartle has joined Greensolver in the UK as BESS Director. They were previously at RINA.

Jon Ferris has joined Blunomy in the UK as Director Power Markets and DERs. They were previously at LCP Delta.

Richard Chaffe has joined Island Green Power in the UK as CFO. They were previously at Low Carbon.

Neill Parkinson has joined WLF Energy in the UK as Senior Vice President, BESS Europe. They were previously at Jinko Solar.

Kai-Uwe Wollenhaupt has joined WLF Energy in Germany as Executive Vice President, Energy Solutions.

Philip Graves has joined STABL Energy in Denmark as Commercial Strategy. They were previously at Spirii.

Kaj van Alem has joined E-magy in the Netherlands as CEO. They were previously at AkzoNobel.

Caroline O'Connor has joined EdgeConneX in the UK as Senior Director, Market Development EMEA. They were previously at Wärtsilä Energy Storage.

Alicky Wibaut has joined Greener Power Solutions in the UK as Country Director, UK & Ireland. They were previously at HyKit.

Bernerd da Santos has joined Fluence in North America as Executive Vice President and COO. They were previously at The AES Corporation.



Renewables

As Q3 2026 draws to a close, the European renewables market continues to shift from growth-led development towards execution and delivery. Energy security, electrification and AI-driven power demand remain major growth drivers, while grid access, storage integration and project optimisation are becoming increasingly important.

Summer 2026 demonstrated the strength of solar as a resilience asset during extreme heat, but also exposed the need for much more storage and grid flexibility to manage evening demand and increasing renewable penetration.

Across developers, IPPs, investors and utilities, success is becoming less dependent on pipeline size and more dependent on the ability to deliver projects, secure grid capacity and maximise long-term asset performance. Capital remains available, but investors are increasingly favouring businesses with proven delivery records, high-quality pipelines and clear routes to market.

System Integration Moves Centre Stage

One of the defining themes of Q3 has been the continued convergence of solar, storage and flexible demand. Negative pricing events remain common across several European markets, reinforcing the importance of co-located battery storage and sophisticated optimisation strategies.

Solar-plus-storage is rapidly becoming the default project structure rather than a competitive advantage. At the same time, private-wire opportunities and direct energy supply arrangements are attracting growing interest as developers seek alternatives to increasingly constrained grid infrastructure.

The influence of AI infrastructure and data centres continues to strengthen this trend. Renewable projects are increasingly being aligned with major power consumers, creating new opportunities for long-term contracted revenues and improving project bankability.

Grid Access: The Key Differentiator

If one issue has dominated conversations this quarter, it has been grid infrastructure.

Across Europe, connection rights are increasingly viewed as strategic assets in their own right. Developers continue to face connection queues, network reinforcement requirements and permitting challenges, whilst ongoing reforms have yet to fully address deployment bottlenecks.

The consequence is clear: projects with secure grid access are commanding premium valuations and attracting the majority of investor attention. In many markets, grid availability has become a greater determinant of project success than development capability alone.

The Talent Landscape

Q3 has reinforced a trend that emerged earlier in the year: hiring remains active, but significantly more targeted. The market continues to favour professionals with proven delivery experience rather than purely development-focused backgrounds.

At Hyperion, we are seeing this reflected in the briefs coming to market, with greater emphasis on leaders who can take projects through the full lifecycle and operate across development, finance, engineering, construction and operations. As projects become larger, more integrated and increasingly exposed to merchant market dynamics, organisations are prioritising leaders who can align development, finance, engineering, construction and operations.

From Development to Optimisation

Renewable portfolios are maturing, creating growing demand for professionals who can maximise value across the full asset lifecycle.

Revenue optimisation, energy trading, PPAs, flexibility services and asset management are becoming increasingly important functions as investors and asset owners focus on long-term returns rather than simply adding megawatts.

Utilities, Developers and Investors Compete for Talent

The convergence of utilities, IPPs, infrastructure funds and developers is reshaping talent dynamics across the sector. At Hyperion, we are seeing organisations increasingly targeting the same candidate pools, particularly within grid strategy, energy markets, commercial leadership and asset management. This is creating significant competition for experienced professionals across Germany, Italy, Spain and the UK.

Key Deals

- **TotalEnergies** agreed to acquire **Shell's** European onshore renewables business, absorbing 500 MW of active assets and a 3.5 GW development pipeline covering solar, wind, and battery storage across Italy, the UK, and Spain.
- **Qualitas Energy** acquires **Cero Generation platform from Macquarie** Qualitas is buying a 5.8 GW solar-plus-storage development pipeline across the UK, Italy and Spain from Macquarie, one of the largest platform deals of the year.
- **Drax Group** complete £548 million acquisition of renewable energy company **Bluefield Solar Income Fund Limited (BSIF)** adding solar and wind assets to their generation portfolio for the first time.
- **Sonnedix** secures €730 million financing to accelerate development across Southern Europe.
- **Elawan Energy** closed €760 million of financing for a 1.3 GW mix of solar, wind and BESS assets in Spain

Key Talent Trends

1. **Execution-Focused Leadership**
   Leaders with a track record of taking projects from development through construction and into operation continue to command a premium.
2. **Grid & Interconnection Expertise**
   Grid specialists remain among the most difficult profiles to attract as network access becomes increasingly strategic.
3. **Commercial Asset Management**
   Demand continues to grow for professionals capable of maximising operational and financial performance across renewable portfolios.
4. **Revenue Optimisation & Energy Markets**
   Experience across PPAs, energy trading, flexibility and route-to-market strategies is becoming increasingly valuable.
5. **Integrated Infrastructure Leadership**
   Businesses are placing greater emphasis on leaders capable of operating across development, finance, engineering and operations functions.
6. **Digital & Analytical Capability**
   Forecasting, optimisation and data-driven decision making are becoming increasingly important as portfolios become more complex and merchant exposure increases.

As we move toward Q4, the long-term outlook for renewables remains highly positive. Capital, demand and project pipelines remain significant. However, the market is increasingly rewarding execution, integration and operational excellence. The businesses that can successfully combine these capabilities with strong leadership teams will be best placed to capitalise on the next phase of Europe's energy transition.

Ross Hoare, Director of Delivery
ross.hoare@hyperionsearch.com





People Moves

Angela Hepworth has joined Scottish Renewables in the UK as CEO. They were previously Corporate Affairs Director at Drax Group.

Michael Geib has joined Ennogie GmbH in Germany as Managing Director. They were previously Strategic Partnerships Leader at Tesvolt.

Fermin Bustamente has joined Solarwatt Germany as Senior Vice President Central Europe. They were previously Vice President Sales and Marketing at Sonnen GmbH.

Parminder Singh Panesar has joined TSUNESS in the UK as Vice-President of Sales EMEA. They were previously in a similar role at APsystems.

Nick Bradford has joined R-2ENERGY in the UK as Group CEO. They were previously Chief Operating Officer at Hygen Energy.

Dr. Markus Forstmeier has joined Mondas GmbH in Germany as Managing Director. They were previously Business Development Officer at InnoEnergy.

Marina Campbell has joined DWT UK Onshore in the UK as Managing Director.

Carl Cook has joined SOFAR in the UK as Head of UK & Ireland. They were previously Head of Overseas Channel Development at Sunhome.

Zaid Sharab has joined Metlen in Germany as Project Director. They were previously Program Manager Solar PV and BESS at Statkraft.

Andreas Bach has joined Solea GmbH in Germany as Chief Executive Officer. They were previously Chief Operating Officer at GoldenPeaks Capital.

Andrew Johnstone has joined BayWa r.e. in the UK as Head of Business Development - Asset Operations. They were previously Head of Sales - Asset Management - Northern Europe at RES.

Daniel Syddall has joined EDSP Solutions in the UK as Commercial Director. They were previously Managing Director - O&M and Business Development at Recurrent Energy.

Felix Grolman has joined Cube Green Energy in Germany as Executive Chairman.

José Luis Lázaro Bejarano has joined Greening in Spain as Director of Legal & Compliance. They were previously Head of Corporate Legal Advisory at sacyr.

Paolo Formica has joined Enerqos in Italy as CEO. They were previously Director Program Management Office at NVA Renewables.

Anna Mascolo has joined Vestas in the UK as President of Northern & Central Europe and Global Offshore. They were previously Executive Vice President, Low Carbon Solutions at Shell.

Tom O'Brien has joined Perigus Energy in Ireland as Chairperson and Non-Executive Director.

Eamonn Boland has joined Perigus Energy in Ireland as CCO.

Declan McCarthy has joined Perigus Energy in Ireland as CFO. They were previously in a similar role at Luminace.

Ioannis Andronikidis has joined Vantage RE in the UK as CEO. They were previously Head of Solar and Storage Construction UK at RWE.

Pierre Devillers has joined Tractebel in Brussels as CEO. They were previously Regional VP Europe & Latin America at Engie.

Matthias Brandt has joined Saxovent Renewables in Germany as Managing Director. They were previously CEO & Member of the Executive Board at Deutsche Windtechnik AG.

Chris Eichorn has joined Volta Polska in Poland as Investment & Finance Director.



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**
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How to Manage a Successful Onboarding

Hiring the right person is only half the battle. The work doesn't stop when a candidate signs their contract. A successful onboarding process can accelerate time to productivity, improve engagement and significantly increase the likelihood of long-term retention. Yet many businesses invest heavily in attracting talent and comparatively little in preparing for their arrival.

> Momentum remains important after an offer is accepted. Excitement is often highest at this point but can quickly fade during a lengthy notice period if communication drops off.

Consistent, thoughtful engagement helps reinforce that the candidate has made the right decision and reduces the risk of second thoughts or counteroffers.

- **What information can you share with them that will give them a headstart in the new role?**
- **Can you meet them informally for a coffee?**
- **Can you invite them to team social events and start integrating them into the business before day one?**

We occasionally hear from candidates who haven't received even basic information about their first day. First impressions matter, and a lack of communication can quickly undermine confidence in their decision to join.

A detailed plan for the first few weeks in the role should be planned in advance of their start. This should be communicated with your new starter before their first day to help them feel prepared for what is to come.

This plan should include the key stakeholders they need to meet - diarise these meetings in advance. Which colleagues are best to have short informal meetings with, perhaps over coffee or lunch? Plan the essential training for the first few weeks around internal systems, products etc.

Prioritise what needs to be done in person and what can be done remotely if the new starter is in a hybrid role. Build free time into the plan – don't overload the first few weeks. Allow time for information to be digested.

We would encourage clients to think beyond the first days and plan the first 90 days. A successful onboarding process is not an event, it's a structured transition into the role.

Around ten years ago, we placed a candidate into a large corporate organisation. Within hours of joining, they discovered that the role they had accepted differed significantly from the opportunity that had been presented during the recruitment process. Their onboarding experience was also poorly coordinated. There was no formal induction, duplicate administrative tasks, missing IT access, delayed equipment and little evidence that their arrival had been planned for. The disconnect between expectation and reality created such a poor first impression that the candidate resigned after just two days. It remains one of the strongest examples I've seen of how quickly a great hire can be lost despite a successful recruitment process.



"A successful onboarding process is often the difference between a new hire thriving and questioning whether they've made the right decision."



Ross Hoare, Director of Delivery
ross.hoare@hyperionsearch.com

Before your new starter joins, ensure there is complete alignment on the role, expectations and success measures. What should success look like after 30, 60 and 90 days? A lack of clarity early on often leads to frustration on both sides. The most successful onboarding programmes create clear objectives and provide regular feedback throughout the first few months.

Your search partner should remain actively involved throughout the notice period and during the first few months of employment. They can act as an independent sounding board, helping to identify and resolve minor issues before they become larger problems.

Successful onboarding isn't about elaborate programmes or excessive formality. It's about preparation, communication and delivering on the promises made during the hiring process. Get it right and you'll accelerate performance, improve retention and maximise the return on the time and investment spent securing great talent. First impressions really do count.

Events

Events we attended in Q3:

- ICNC
- European Power Investment Summit
- Solar & Storage Live

Catch us in Q4 2026 at:

- **Climate Tech Summit**
  10 November, Antwerp
- **Climate Coffee**

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

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Energy Storage & Grid

Renewables

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Senior Leadership

Commercial

Finance

Operations

Technical & Engineering

Our global reach





David Beeston
Managing Partner
+44 (0)7537 157 008
david.beeston@hyperionsearch.com

Stephen Robinson
Managing Partner
+44 (0)7537 157 009
stephen.robinson@hyperionsearch.com

Ross Hoare
Director of Delivery & Operations
+44 (0)7537 157 030
ross.hoare@hyperionsearch.com

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