

CANDIDATE PACK

EXECUTIVE SEARCH CONSULTANT - Renewable Energy

Oxford HR

PAGE 1 — COVER PAGE

Lead the Talent Behind the Global Energy Transition

Executive Search Consultant - Renewable Energy

Oxford / London / Brighton (Hybrid)

PAGE 2 — WELCOME TO OXFORD HR

Oxford HR is a global leadership consultancy working at the intersection of people, purpose and planet. For more than 25 years, we have partnered with organisations tackling some of the world's most urgent challenges: climate justice, energy transition, sustainability, environmental resilience and inclusive growth.

With teams in the UK, Europe, Africa, Asia and North America, we support organisations across renewable energy, global philanthropy, global development, trade and economic development and climate, nature and sustainability.

As a certified **B Corporation**, we commit to ethical, transparent and environmentally responsible recruitment practices.

PAGE 3 — THE OPPORTUNITY AT A GLANCE

A pivotal role in helping shape senior leadership in renewable energy across Europe and beyond.

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|-----------------------|---|
| Role | Executive Search Consultant - Renewable Energy |
| Team | Europe - Executive Search |
| Reports to | Managing Director - Europe |
| Location | Oxford, London or Brighton (Hybrid) |
| Hybrid pattern | Minimum 2-3 office days per week |

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|---------------|--|
| Role | Executive Search Consultant - Renewable Energy |
| Salary | £50,000-£60,000 depending on experience+ commission + benefits |

This role will help lead and grow Oxford HR's Renewable Energy practice, identifying leaders who drive decarbonisation, climate innovation and sustainable infrastructure.

PAGE 4 — WHAT IS RENEWABLE ENERGY LEADERSHIP?

Strategic leadership shaping the global clean energy future.

Present as a **visual grid** using icons or tiles:

Renewable Power

Solar, onshore wind, offshore wind, floating platforms, hydro, geothermal.

Emerging Climate Technologies

Green hydrogen, electrolyzers, ammonia, advanced storage, carbon capture.

Grid Modernisation & Smart Systems

Digital grids, interconnection, demand management, optimisation and AI.

Sustainable Engineering

Climate-resilient infrastructure, green materials, circular economy systems.

Climate Finance & Investment

DFIs, green infrastructure funds, blended finance, project finance.

Energy Transition & Decarbonisation

E-mobility, clean fuels, energy efficiency, and industrial decarbonisation.

Just Transition & Social Impact

Fair labour practices, community benefits, equitable access, and local development.

Nature & Climate Adaptation

Resilience planning, biodiversity protection, ecosystems-based solutions.

PAGE 5 — WHY YOUR LEADERSHIP MATTERS

The transition to renewable energy is reshaping economies, industries and communities. The leaders you recruit will influence:

- Clean energy growth and large-scale project delivery
 - Climate mitigation and resilience strategies
 - Governance across energy systems
 - Investment decisions shaping infrastructure and innovation
 - Policy, regulation and future energy markets
 - Sustainable engineering and decarbonisation
 - Fair and equitable transition strategies
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PAGE 6 — ABOUT OXFORD HR

A values-driven global search firm with deep climate and sustainability expertise.

- 25+ years supporting purpose-driven leadership
 - Presence across Europe, Africa, Asia and North America
 - 40+ staff and 45 associates
 - Deep networks in climate, energy, environment and sustainability
 - Certified **B Corporation**
 - Commitment to social impact, equity and environmental responsibility
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PAGE 7 — THE ROLE

A strategic mix of business development, executive search delivery, sector engagement and leadership advisory.

Business Development

- Grow Oxford HR's renewable energy portfolio across Europe.
 - Identify new client opportunities in emerging and mature markets.
 - Contribute to proposals, pitches and thought leadership.
 - Strengthen Oxford HR's visibility in the climate and energy ecosystem.
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Search Leadership

- Lead end-to-end recruitment of senior leaders across the renewable energy and climate ecosystem.
 - Deliver longlists, shortlists, market intelligence and insights on talent flows.
 - Conduct interviews, leadership assessments and detailed due diligence.
 - Ensure inclusive, fair and transparent recruitment processes.
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Sector & Network Development

- Build strong networks with developers, IPPs, OEMs, EPC firms, utilities, climate tech innovators and sustainable infrastructure players.
 - Engage with climate finance institutions (e.g., DFIs, impact investors, green funds).
 - Represent Oxford HR at climate and energy events, roundtables and conferences.
 - Track emerging trends in hydrogen, offshore wind, grid optimisation and storage.
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Client Engagement

- Shape leadership profiles for technical, commercial, policy and investment roles.
 - Advise clients on market trends, compensation, candidate expectations and sector dynamics.
 - Support clients navigating the regulatory environment and just transition considerations.
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Internal Contribution

- Building a team around you over time to develop this area
- Mentor junior colleagues; support capability building across the team.
- Share insights from the renewable energy market to strengthen collective expertise.

- Contribute to internal projects and continuous improvement of search processes.
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PAGE 8 — WHAT YOU BRING

Essential

- Experience in executive search, talent acquisition or senior recruitment.
 - Interest or networks within renewable energy, engineering, climate or sustainability.
 - Ability to headhunt in competitive and specialised technical markets.
 - Strong commercial instincts and disciplined project management.
 - Excellent communication, assessment and client engagement skills.
 - Values aligned with sustainability, fairness and ethical leadership.
 - Ability to understand the technical landscapes: wind, solar, hydrogen, grid, storage.
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Desirable

- Experience recruiting for IPPs, OEMs, EPCs, grid operators or climate funds.
 - Understanding of permitting, compliance, environmental impact assessments and energy regulation.
 - Experience working in emerging or Global South markets.
 - Additional languages — particularly French, Portuguese or Spanish.
 - Familiarity with climate finance and investment trends.
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PAGE 9 — WHAT SUCCESS LOOKS LIKE (12 MONTHS)

- A developing portfolio of renewable energy clients across Europe
- Delivery of multiple senior-level searches
- Visibility in energy and climate networks
- Strong client and candidate satisfaction

- Active contribution to Oxford HR's climate and sustainability knowledge base
 - Supporting the expansion of the renewable energy practice through building a team of consultants
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PAGE 10 — WHY JOIN OXFORD HR?

Purpose. Autonomy. Collaboration. Growth.

You'll find:

- A global team committed to social and environmental impact
 - Genuine autonomy to build a specialist practice
 - A collaborative, supportive culture
 - Hybrid flexibility and trust
 - Professional development and mentoring
 - Opportunities to work with climate innovators across continents
 - A role with direct climate and sustainability impact
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PAGE 11 — VOICES FROM THE TEAM

"Supporting organisations accelerating the energy transition is both meaningful and energising."

"Every assignment feels connected to something bigger — the work genuinely matters."

[Space for team photos]

PAGE 12 — THE APPLICATION PROCESS

Simple, transparent and supportive.

1. Submit CV and cover letter
2. Screening conversation
3. First interview with the Europe leadership team
4. Final conversation

5. Offer

Application link: <https://rcr.li/QEAT>

Deadline: 11th January 2026

Informal enquiries about the role

If you would like an informal conversation about the role before applying, you are welcome to contact Thibaut Mills, Managing Director for Europe, at tmills@oxfordhr.com to arrange an exploratory chat.

PAGE 13 — Ready to shape the future of renewable energy?

We'd love to hear from you.

Apply: [Insert link]

Questions about the application process

If you have any questions about the process or need adjustments to support your application, please contact **Suzie Li** at sli@oxfordhr.com