

THE NET ZERO SEARCH QUARTERLY NEWSLETTER



WINTER 2024/2025 ISSUE

A Message from the CEO

Uncertainty would be the 'word of the quarter' in the Energy Transition space, with several key developments shaping the energy transition sector. Here's my take:



Matt Churchward
CEO

Net Zero Search

- **US Election:** The US election is causing uncertainty in the energy transition space. Will Trump scale back the IRA? His plan to cut EV subsidies might seem bad for Tesla, but it could work in Elon's favour. With billions in EV factory investments on hold, senior roles are also being delayed.
- **COP29:** Even with COP29 wrapped up, the challenges remain clear. Editor of Business Green @James_BG via Twitter described the climate finance talks as being stuck in "the circles of hell," with fears of contagion if Argentina exits the Paris Agreement. The pressure is on global leaders to deliver ambitious action.
- **Rising Employer Costs:** The hike in National Insurance contributions is straining hiring budgets, prompting companies to delay or reevaluate their growth plans. Results via my LinkedIn indicated that 42% of voters will reduce hiring as a result.



Current Trends Shaping Our Future

The renewable energy sector continues its dynamic evolution, shaped by bold policy commitments and intensifying global competition. Here's a quick dive into this quarter's most influential developments and insights for 2025:

UK and Europe: The UK government has unveiled its largest offshore wind energy contract package yet, designed to fast-track the country's commitment to 50 GW by 2030. Europe overall is seeing a drive toward hydrogen-based solutions, particularly with Germany's renewed push to scale up green hydrogen production to support the continent's transition away from fossil fuels.

United States: Since the Inflation Reduction Act's implementation, the U.S. renewable sector has been breaking records, with investments in solar, wind, and storage growing at an unprecedented pace. There is strong momentum in domestic manufacturing of renewables as part of the U.S. strategy to secure energy independence and create jobs across the clean energy supply chain.

Asia-Pacific: Japan and South Korea are accelerating their offshore wind and solar projects, aiming to establish themselves as regional clean energy leaders. Notably, China has announced new renewable energy targets, including a 60% renewables share by 2035, showcasing its sustained commitment to clean energy in the face of surging domestic demand.

As governments and corporations commit to accelerated timelines, the need for skilled professionals who can drive innovation, oversee complex infrastructure projects, and navigate new regulatory landscapes has never been higher. This heightened competition for specialised talent means energy companies must be proactive and innovative in their hiring strategies to attract and retain the industry's top talent.

Fuel for Thought - Top Podcasts for Energy Leaders

Here are our favourite podcasts for insights on renewable energy's latest shifts and big-picture industry news this quarter.

- **Renewable Energy Podcast, Who benefits the most from IRA?** - Catch up on the biggest stories in cleantech—this episode features Washington Post's Shannon Osaka on surprising political trends in Inflation Reduction Act investments, plus a spotlight on Colin Hughes' insights into e-cargo bike sharing in Rotterdam. [Spotify](#) | [Apple](#).
- **Wind Power** - This episode of Wind Power covers key issues affecting the wind industry, from technical troubles with GE's offshore turbines to the U.K.'s renewed wind energy push and EU concerns over China's manufacturing dominance. [Spotify](#) | [Apple](#).

Energyinsiders, Trump is back, and the frog is still boiling - Donald Trump is back. Richie Merzian from the CEIG joins the podcast to discuss the likely impact on climate efforts, COP29, and the outlook in Australia as its big renewable tender is accelerated. [Spotify](#) | [Apple](#).

Have any recommendations of your own? We'd love to give them a listen. Reply to this email with any of your suggestions.



LinkedIn Roundup: Top Posts from the Quarter

As we reflect on the past quarter, here are the top posts from our LinkedIn that sparked discussions in the Energy Transition space:

- Election Results in the US: How a Republican Shift Will Impact Talent Acquisition in Renewable Energy... [Read more](#).
- Employers in the UK! Will the (ridiculous) hike on employers NI affect your hiring plans for the next 12 months?... [Read more](#).
- 🌱 What's the actual cost of offering sponsorship to international talent?...[Read more](#).

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Executive Insights: Real Talk from Industry Leaders

This quarter, we had the pleasure of speaking with David Scaysbrook who shared his insights on the challenges facing the renewable energy sector. We asked him, “**What do you think is the biggest challenge for the industry in the next 12 months?**” Here’s what he had to say:

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“The impact of shifting trade policy under Trump2.0 and rising geopolitical tensions are **likely to reshape supply chains and the cost of key renewables generation and storage equipment.** Developers counting on ever decreasing solar and battery prices when evaluating their project feasibilities might be in for some inconvenient developments.”

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David Scaysbrook
Managing Partner

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Thanks for reading!

We're always available to offer advice or consultation for any projects you have upcoming. If you have any projects kicking off in the next 3-6 months please get in touch, we'd love to help.

If you're looking to hire junior-mid level roles, our sister company, [Net Zero People](#), can assist you with that.

Best regards,

Matt Churchward

Managing Director, Net Zero Search

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