THE NET ZERO SEARCH QUARTERLY NEWSLETTER

A Message from the CEO

“It’s Q4 and Capital and Talent are on the move again”

In the UK, NESO’s grid reforms are finally cutting through the noise – **trimming a 750 GW queue** that’s ten times current connected capacity.

Early modelling suggests half of that will be released for projects that are genuinely ready to build. That’s already shifting the tone of hiring – from deferral to mobilisation.

We’re seeing renewed demand for grid, EPC, and project execution talent as developers push ahead under the new rules.

In the US, despite political turbulence and uncertainty around the IRA, the fundamentals remain strong.

Clean energy now supports **3.5 million American jobs,** growing **three times faster** than the broader workforce. Even with $14 billion in projects paused or cancelled, larger balance sheets are consolidating pipelines, not retreating from them.

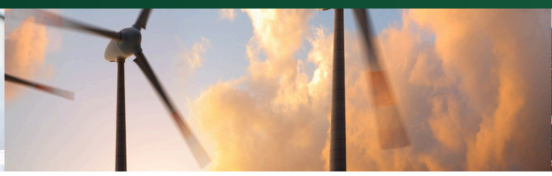
A Message from the CEO Cont.

Across both markets, **job flow is up,** particularly in construction and delivery. The trends are showing that capital is moving to projects that are real, financed, and ready.

Momentum is returning – but it's selective. The winners in this next phase won't be those who wait for perfect clarity, but those who are ready to build when others pause.

Matt Churchward
CEO

Net Zero Search



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:

1. "BP is cutting 6,200 office-based jobs. Apparently, if you can't out-think Energy Transition, you can always out-spreadsheet it."
2. "It's not every day a policy change quietly restores billions in business confidence."
3. "A few themes I'm hearing consistently from the strongest C-suite candidates in the U.S. energy transition right now"

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Asking the MD: "What's the Hardest Role to Hire for Right Now?"

Harry Davies
MD & Managing Partner

Answer: "Director/VP of Grid Integration or Storage Engineering in the US."

The talent is out there but it's neither abundant nor actively looking.

Why?

- The overlap: you need someone who not only knows renewables (solar + wind + storage) but also grid integration, control systems, battery chemistry etc.
- As energy systems shift (storage, long-duration, hybrid assets, microgrids, digitalisation), there are new domains requiring integration of old energy systems + software/control/analytics.
- Many younger engineers have renewables interest but lack real-world experience (e.g., long-duration storage commissioning, grid integration for battery assets, hybrid solar + storage).
- Senior level talent who are experienced in "battery + grid + renewables operations" are still relatively rare, and the pool of talent is getting smaller (aging workforce, retiring, etc.).

The Salary Report: Expectations in Energy Transition

US: CEO, Renewable Energy (IPP & Development)

$400–500K base + 100% bonus + LTIP

We're seeing continued upward pressure on compensation in the US market, with candidates expecting not only strong cash packages but also meaningful equity participation that aligns with long-term growth and investor outcomes.

Looking for a candidate? Email matt@netzero-search.com

US: Head of Engineering (Storage & Grid Integration)

$300–350K base + 50% bonus + equity

This is a critical technical leadership role in one of the most complex corners of clean energy. Compensation reflects the need for rare cross-domain expertise spanning storage, grid integration, control systems, and hybrid asset design. This role isn't just abot engineering. It's about making the whole system work reliably, at scale, and under pressure.

Fuel for Thought - Top *Podcasts* for Energy Leaders

1. REDEFINING ENERGY

The Seven Deadly Sins of the Energy Transition

Three energy vets call out the most overhyped tech in the transition – carbon capture, hydrogen, fusion – and why we're backing the wrong horses.

Apple | Spotify

2. THE WALL STREET JOURNAL

The Uncertain Future of Renewable Energy

The US is pulling clean energy subsidies fast – this one breaks down what it means for solar, jobs, and the pace of the transition.

Apple | Spotify

3. TALKING WEALTH

The Energy Revolution Shaping Our Future

Big picture chat on where clean energy's heading, who's leading it, and a wild thought: what if energy replaced money?

Apple | Spotify

NET ZERO SEARCH

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 Partner, Net Zero Search

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THE NET ZERO QUARTERLY

Net Zero Search

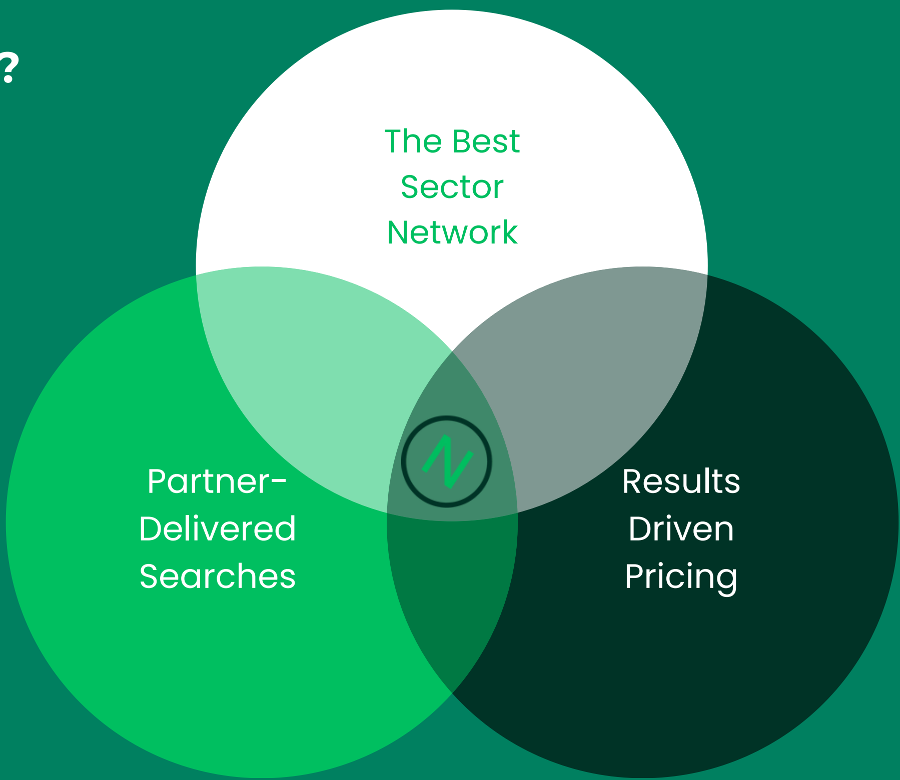
Our Leadership Team

Matt Churchward
CEO & Managing Partner

Harry Davies
MD & Managing Partner

Why are we different?

No one else sits in the middle...



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