

THE **NET** **ZERO SEARCH** QUARTERLY NEWSLETTER



A Message from the **CEO**

“Over the last few months, the Energy Transition executive hiring market has been cautious rather than quiet. Activity hasn’t disappeared, but it’s become more deliberate: fewer speculative hires, more pressure on every role to be directly value-accretive.

Boards and investors are prioritising operators over visionaries-people who can execute in messy, capital-constrained environments, not just talk strategy. CFOs, investment leaders, and technically credible CEOs are still in demand, particularly where projects are moving from concept into delivery, but mandates are taking longer to green-light and processes are tighter.

Compensation inflation has cooled slightly at the very top, but expectations around track record have gone up, not down. In short: the market has sobered up, not shut down and strong candidates with real delivery ability are still moving.”



Matt Churchward
CEO





Asking the MD: “What’s the Hardest Role to Hire for Right Now?”

Answer: Head of Origination (Power/Commercial)

is one of the hardest senior commercial roles to hire for in the U.S. energy transition because it now sits at the intersection of revenue, risk, and bankability. The role has expanded well beyond “selling PPAs” into owning complex offtake structures (corporate PPAs, hyperscalers, data-center load, BESS hybrids, merchant tails, credit and market risk), where a single commercial misstep can kill financing or destroy value. The best candidates are rare because true origination leadership requires both demand creation and deep structuring capability, credibility with sophisticated buyers, and enough judgment to walk away from bad deals. Most are already well paid, equity-aligned, and highly selective about moving, which makes the market exceptionally tight and unforgiving of mis-hires.

Why?

- The role has evolved faster than the talent pool: sales + structuring + risk + execution are now expected in one person
- Hyperscalers and large corporates demand speed, sophistication, and credibility – lightweights are exposed instantly
- Origination now directly dictates financeability, valuation, and cost of capital
- True “seller-structurers-closers” are extremely scarce
- Top performers are already embedded, equity-comped, and only move for platform quality and upside
- A bad hire can set a platform back 18–24 months, making boards extremely cautious



Harry Davies
MD, Net Zero Search



Net Zero Jobs: Current Openings

US: Chief Revenue Officer –
Data Centers

**400k base + 100% bonus +
Equity**

This is a critical leadership role for a scaling data center developer on the US West Coast. The company is in growth mode and is offering equity as part of the overall compensation package. They are seeking a polished business development professional who can operate as a hands-on contributor while leading and developing a small team of individual contributors. The role requires a balance of commercial thought leadership and practical execution, with responsibility for securing long-term tenants on 10-year or longer agreements and maximising future data center capacity.

US: Operating Partner – PE
Energy & Infrastructure Investor

**\$450K base + 100% bonus
+ LTIP.**

This is a senior operating leadership role with a global PE Energy and Infrastructure Investment firm, focused on driving performance and value creation across a diversified US portfolio spanning power generation (renewables and thermal), transmission & distribution, midstream, utilities, digital infrastructure, transport, and other essential infrastructure assets; the Operating Partner will work hand-in-hand with investment teams and portfolio company leadership to optimise operational performance, capital efficiency, commercial strategy, risk management, and long-term returns, bringing deep asset-level and board-level judgment to complex operating situations while helping establish scalable operating and asset management playbooks across the platform.



Fuel for Thought - Top *Podcasts* for Energy Leaders

1. ENERGY INSIDERS

*Why batteries are
getting bigger and
marrying solar*

[Apple](#) | [Spotify](#)

2. THE KARL STEFANOVIC SHOW

*Australia should be
completely self-
sufficient*

[Apple](#) | [Spotify](#)

3. SCIENCE WEEKLY

*Will China own the green
energy future?*

[Apple](#) | [Spotify](#)

OUR LEADERSHIP TEAM



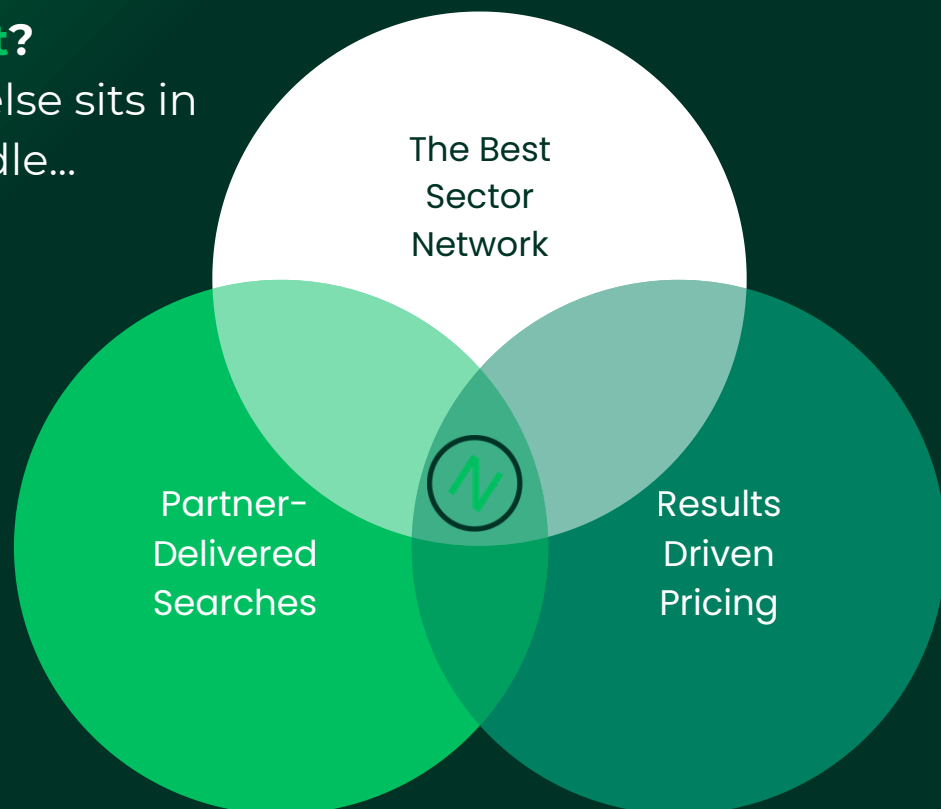
Matt Churchward
CEO & Managing Partner



Harry Davies
MD & Managing Partner

Why are we **different?**

No one else sits in
the middle...





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
CEO, Net Zero Search

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