

THE NET ZERO SEARCH QUARTERLY NEWSLETTER



SUMMER 2025 ISSUE

A Message from the CEO

“Market fundamentals remain strong, but the pace of decision-making is being set elsewhere.”



Matt Churchward
CEO

Net Zero Search

Tariffs, Certainty, and the Hiring Chain Reaction

In both the US and UK, the tone of our conversations with clients has become increasingly consistent... we're waiting:

- Waiting on clarity around tariffs.
- Waiting on how China's position in critical materials and manufacturing will shape policy.
- Waiting on the investment case to settle, so hiring can follow.

This limbo is especially visible in project execution and supply chain roles, where decisions about hiring are often deferred until there's certainty on where and how projects will be built.

A Message from the CEO Cont.

But history suggests that what comes next, once the regulatory picture stabilises (even if the outcome isn't perfect), the market responds quickly.

Investors gain confidence, projects unlock and hiring accelerates.

Where we land depends heavily on China's role in rare earths and clean tech manufacturing. Until that becomes clear, most are focused on scenario planning and delaying deployment until there's more visibility



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 [“£320k Base Salary for a Nice Candidate Who Wasn't Even Looking”...](#)
- 2 [“2 CEOs. 2 Exits. 1 Hour.”...](#)
- 3 [“\\$400k base. Zero scale-up experience. But hey - they had “Shell” or “BP” on their Resume, right?”](#)

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

Answer:

“Senior Procurement & Project Delivery in the US.”

The market’s tight, and not just the candidate pool. Getting anyone on the phone is a small win in itself.

Why?

Because after a lull in development, the best people are locked into the few live projects left standing.

When you’re mid-way through something high-stakes (and fully funded), no one's rushing to jump ship.



Harry Davies
MD & Managing Partner

The Salary Report: Expectations in Energy Transition

UK: CEO, Renewable Energy (IPP & Development)

£300–350K base + 100% bonus + LTIP

We're seeing a marked increase in expectations around long-term incentives. Candidates want to see a meaningful upside linked to execution and alignment with investors on time horizon and exit strategy.

US: VP of Origination (IPP & Development)

\$300–400K base + 50–100% bonus + 401k match: 6–10%

This role continues to be one of the most competitive in the US market. The compensation structure reflects the strategic nature of origination: access to deals, credibility with counterparties, and ability to shape the pipeline.

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



Fuel for Thought - Top *Podcasts* for Energy Leaders

AEMO ON AIR:

'Record Renewables and Lower Emissions: Breaking down Q1 2025 Energy Trends'

Kerry Galloway from AEMO unpacks the latest Quarterly Energy Dynamics report, revealing renewables hit a record 41.6% share of electricity supply in Q1.

ENERGY INSIDERS:

'Dealing with the gas death spiral'

Hosts Giles Parkinson and David Leitch speak with former regulator Ron Ben-David about the looming collapse of Australia's gas distribution networks.

THE CLIMATE QUESTION:

'Trump and the planet: The first 100 days'

The BBC's climate team reviews President Trump's first 100 days back in office, including his second withdrawal from the Paris Agreement.

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 Director, Net Zero Search

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Net
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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...

