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**People Moves Report  
H1 2023**

Americas



# Introduction

With Infrastructure and Climate Change being such important topics of conversation worldwide, the private markets have continued to stay active. With that, hiring activity has also remained high and we've seen the infrastructure market get larger with investors from industrials, technology, real estate and other sectors pivot their careers toward infrastructure to "join the party" as it were. The data to follow in this edition of One Search's People Moves Report for North America showcases the last half-year's career moves of investment, investor relations & fundraising professionals, and ESG, sustainability & impact professionals. We're pleased to congratulate everyone who has made a career move in H1 of 2023 and wish them the best in their new roles.

New entrants, expansions and product diversification continues to contribute to the movement in the market. This is no new trend, but some of this year's headlines include the finalization of DigitalBridge's acquisition of the AMP Capital Infrastructure Equity team, now known as InfraBridge. Others include Arch Street Capital Advisors, a real estate investment firm that has announced their expansion into infrastructure, and Innagreen Investments who have formally announced the launch of their investment platform marked by an initial capital commitment and their first acquisition. In the world of earlier-stage investments, S2G announced a new \$300m ClimateTech fund, TDK Ventures launched their \$150m third fund targeting InfraTech, and Gigascale Capital has emerged to invest from Pre-Seed to Series A.

As deals were announced throughout the first half of the year, one sector seemed to have tailwinds and consistently hit the press. Investors were deploying capital in low carbon fuels like RNG, hydrogen, ammonia, SAF, and others. Conversations with our clients around areas of interest and additive candidate experience support this observation. Headline deals from funds included IFM Investors' majority interest in GreenGasUSA through their Net Zero Infrastructure Fund, Quinbrook Infrastructure Partners' acquisition of PurposeEnergy, and the launch of NeuVentures by the newly re-branded Lotus Infrastructure Partners team. Corporates like Buckeye and Marathon Petroleum were also active with investments in BAES Infrastructure and LF Bioenergy, respectively. At the project level, strategic partnerships led the way with Copenhagen Infrastructure Partners and Sustainable Fuels Group teaming up on a blue ammonia project in the Gulf Coast, OCI and Linde committing \$1.8bn into Hydrogen, and Amber Infrastructure Group and Green Impact Partners partnering on RNG development.

In our Investor Relations & Fundraising practice, we continue to see demand from multi-strategy asset managers looking to hire Infrastructure Product Specialists to bring sector expertise to the generalist sales and distribution teams. Notable closes included Ares Infrastructure Debt Fund V at \$5bn, Andros Energy Capital II at \$750m, ArcLight Capital Partners closing a Continuation Fund at \$407m and Vision Ridge Partners closing the SAF Annex Fund as they pick up Chris Tehranian as Head of Investor Relations. RBC's Infrastructure fund and Excelsior Capital both achieved first closes while DIF Capital Partners, Basalt Infrastructure Partners, Macquarie, and Brookfield all pulled in significant capital commitments from institutional investors.

In our last report, we predicted 2023 would be the year of Credit, and our predictions look correct. During the previous six months, we have heard that most of the Infra Credit Funds are raising capital seamlessly with a target to close Q1 next year. That said, there has been an increase in hiring across the Private Credit space. The US Capital Market space is picking up. Most Private Equity firms in Europe have established Capital Markets / Financing Teams. However, we have realized this is not as prevalent in the States. We have already seen an increase in Capital Markets opportunities. Still, we believe this is just the beginning, as we have had conversations with many Private Equity firms discussing building this function on their teams. New players have entered the chat in the US Market. DC Advisory has built a team in New York with the hires of two Managing Directors, Anthony Edwards & Hannah Schofield. Jennifer Powers and Reiner Boehning have merged into ECP's dedicated credit investing business and launched a sustainable credit platform named ECP ForeStar.

Although we may have been secretly hoping for a slight slowdown in the summer, I hate to be the bearer of bad news, but it doesn't look like that is the case this year. As for the year's second half, we don't see a slowdown anytime soon. However, given increased interest rates, some institutions may take a hit in the next 12 months. Only time will tell. Until then, please enjoy the following report which compiles public moves made with the Americas Infrastructure, Energy, & Digital space over H1 2023. Should you have any questions or want information on how One Search may be able to support your hiring plans or compensation review, please be in touch.

## Authors



**Patrick Reyes**  
Principal, Equity



**Giuseppina Abbate**  
Principal, Credit



**Tidimalo Padi**  
Consultant, IR & ESG



**Jake O'Donovan**  
Consultant, IR

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# Equity Senior Moves

84% Male 16% Female



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Name	Leaving	Joining	Title	Location
Anna (Ring) Nitschke	Pear VC	Activate Capital	Chief Operating Officer	CA
Adam Baxter	Macquarie Group	Argo Infrastructure Partners	Managing Director	NY
Wayne Chen	Rosewood Investment Corporation	Argo Infrastructure Partners	Infrastructure Investments	NY
Timothy Radcliff	Solomon Partners	Denham Capital	Managing Director	NY
Mike Schroepfer	Facebook	Gigascale Capital	Partner	CA
Victoria Beasley	Prelude Ventures	Gigascale Capital	Partner	CA
Mark Segel	CPP Investments	Harbert Management Corporation	Senior Advisor, Infrastructure	NY
Leticia Rodriguez	Credit Suisse	I Squared Capital	Principal	FL
Ben Moncrief	C Spire	iCON Infrastructure	Director	AL
Tae Youn Kim	Iron Point Partners	IPI Partners	Managing Director	DC
Alex Bell	Tikehau Capital	JP Morgan Asset Management	Partner, Sustainable Growth Equity Investing	NY
Thomas Hill	Lincoln Rackhouse	Landmark Dividend LLC	Senior Vice President of Acquisitions	TX
Mauel Zafra Solas	GLOBALVIA	Meridiam	Senior Investment Director	DC
Goncalo Bernardo	OMERS Infrastructure	Palistar Capital	Partner	NY
Diego Kuschnir	Leucadia Asset Management	Pickering Energy Partners	Managing Director	NY
Danny Knight	New Fortress Energy	Rithm Capital	Managing Director	NY

# Equity Senior Moves

84% Male 16% Female



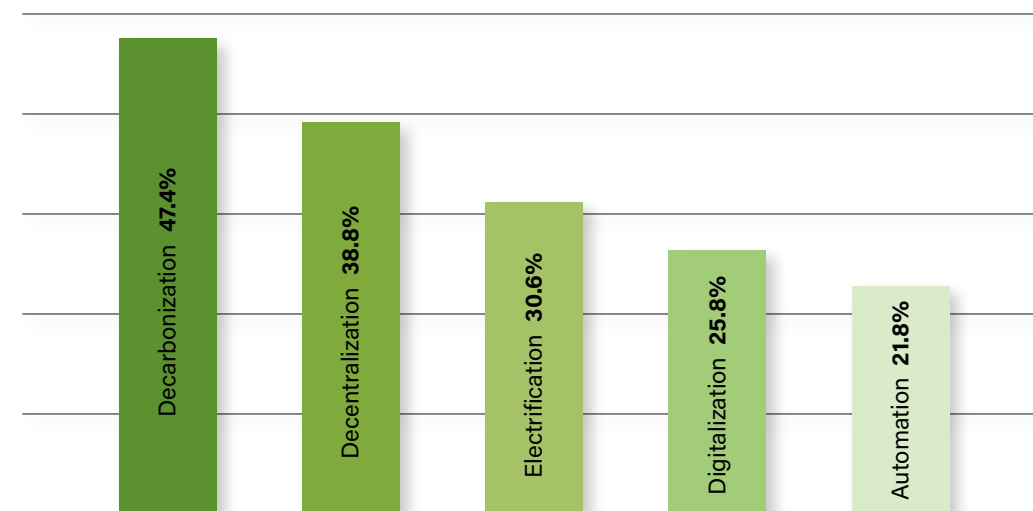
Name	Leaving	Joining	Title	Location
Carter Old	Continuum Technology Capital	SDC Capital Partners	Operating Partner	TX
Alejandro Batista	Goldman Sachs Asset Management	Searchlight Capital Partners	Managing Director	FL
Saurabh Anand	Denham Capital	The Carlyle Group	Managing Director	TX
Martin Torres	BlackRock	Wren House Infrastructure Management	Managing Director, Head of the Americas	NY

## The Rise of Thematic Investors

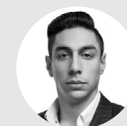
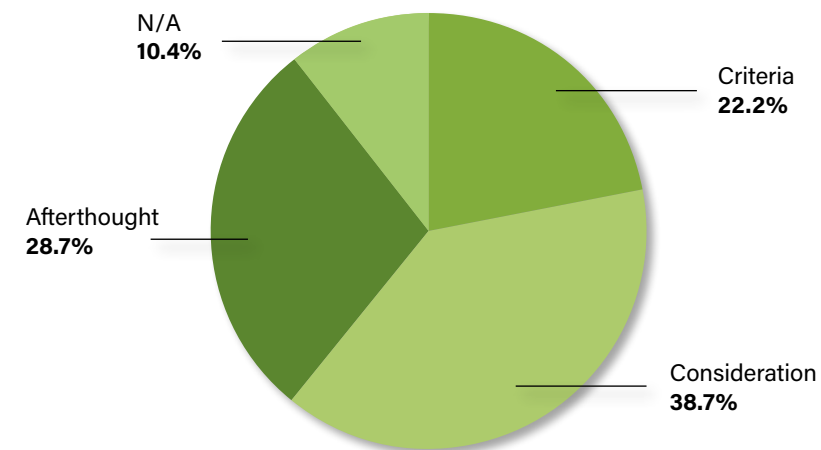
From the outside looking in, Infrastructure as an industry can seem quite niche. In fact, we as search professionals have heard in the past that it is too niche from industry-agnostic investors. However, we like to say that the further you zoom in, the broader the industry gets.

Historically, investment strategies and the search mandates we cater to those strategies have been focused on alignment with industry verticals such as transportation, renewables, telecommunications, agriculture, etc. More recently, we've seen an uptick in searches tailored toward finding investment professionals with experience in specific themes that have application across infrastructure verticals and even industries outside of Infrastructure. Notably, the themes of particular interest include: Decarbonization, Decentralization, Electrification, Digitalization and Automation.

Throughout all major industries like Infrastructure, Industrials, Technology, Consumer & Retail, Real Estate and others, we are seeing investment platforms providing capital across all areas of the supply and value chains on the basis that the portfolio company has a product, service or technology with one of these thematic applications. Over the course of the past half-year and all the career moves represented in this report, we took the opportunity to discuss with and survey a sample of the movers. When asked whether one or several of these themes would play a part of their new role, the following percentages of movers said yes:

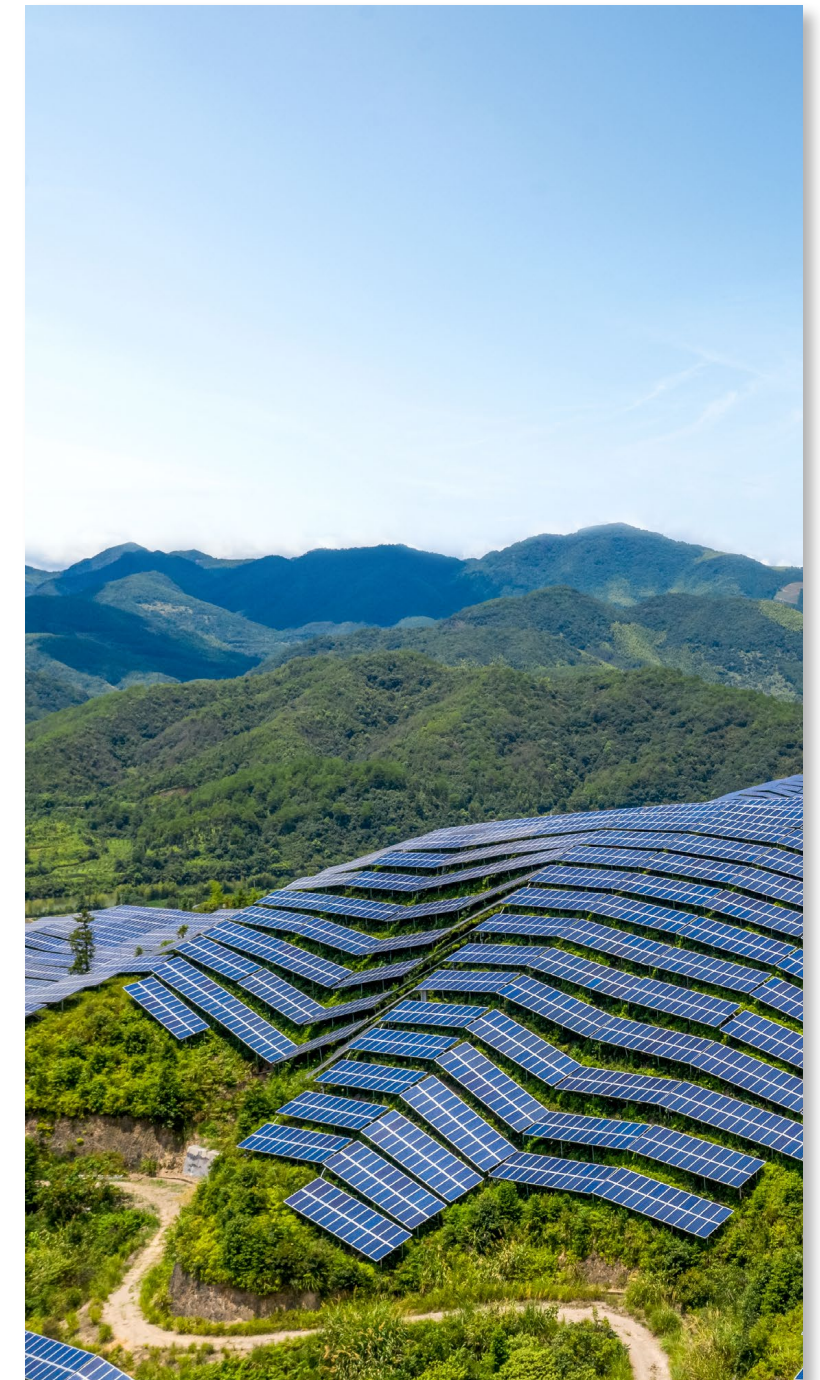


Now, it feels quite easy to say that one or more of these themes will play a role in an investment strategy, but we were curious as to what degree of seriousness it was being taken on. The discussions continue to explore whether this theme was part of the investment criteria, a consideration during the evaluation of potential investments, or simply an afterthought that would be reported on later. In the pie chart below, the responses are broken down and those without a clear position on the topic are accounted for:



**Patrick Reyes**  
Principal, Equity

*As our first American employee appointed in 2018, Patrick has played an integral role in developing our presence in the Americas. He currently leads our Equity practice in North America and partners with some of the leading Private Equity and Venture Capital firms on executive-level searches. Patrick has spent the entirety of his search career as a specialist in the Energy & Infrastructure private markets, and has a passion for the innovation and emerging technologies that support and service the transition in the industry.*





# Equity Mid-level Moves

64% Male 36% Female



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Name	Leaving	Joining	Title	Location
Emma Bell	Sidewalk Infrastructure Partners	Activate Capital	Vice President	CA
Isaac Shmulewitz	New Fortress Energy	Antin Infrastructure Partners	Director, NextGen Infrastructure	NY
Manuel Ferreira Gomes	AMERRA Capital Management	Ara Partners	Vice President	MA
Anna Tachau	Interogo Holding	Basalt Infrastructure Partners	Vice President	NY
Saumil Agrawal	GIC	Blackstone	Principal	NY
Cody Evans	Macquarie Capital	Breakthrough Energy	Director, Catalyst	TX
James Blake	LS Power	Breakthrough Energy	Associate Director, Catalyst	NY
Steve Dorsey	Navi & E/Marconi	Bregal Sagemount	Principal	NY
Igor Lemos Garcia	Ullico Inc.	CIM Group	Associate Vice President, Infrastructure	CA
Feras Amacheh	Jefferies	CIM Group	Associate Vice President, Infrastructure	NY
Brian Seong	Instar Asset Management	CIM Group	Investment Professional, Infrastructure	CA
Matthew Cohen	Pangaea Ventures	Clean Energy Ventures	Principal	AZ
Anthony Kim	Lightsource BP	Climate Adaptive Infrastructure	Vice President	CA
George Freyermuth	CreateMe	Closed Loop Partners	Director of Investments, Circular Services	NY
Nicole (Lake) Makela	Advanced Power	Copenhagen Infrastructure Partners	Vice President, Investment Management	NY
Rebecca Singer	Temasek	Decarbonization Partners	Vice President	NY

# Equity Mid-level Moves

64% Male 36% Female



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Name	Leaving	Joining	Title	Location
Andreina Mesalles	Systemiq Capital	Decarbonization Partners	Investor	NY
Alexander Dempsey	Quinbrook Infrastructure Partners	EnCap Energy Transition	Vice President	TX
Evan McMullin	Stand Up Republic Foundation	Enlightenment Capital	Principal	UT
Mark Lee	Sidewalk Labs	Fifth Wall	Climate Investor	CA
Juan Felipe Diaz	Astatine Investment Partners	GCM Grosvenor	Principal	NY
Evaline Tsai	Fine Structure Ventures	Gigascale Capital	Principal	CA
Emma Sissman	SJF Ventures	Goldman Sachs Asset Management	Vice President - Sustainable Investing Group	NY
Alex Kelley	American Infrastructure Funds	iCON Infrastructure	Investment Professional	NY
Yiti Wang	Ontario Teachers' Pension Plan	IMCO	Senior APM	T.O CA
Jeff Lanes	GIC	Instar Asset Management	Principal	T.O CA
Drew Goldsmith	The Olnick Organization	IPI Partners	Vice President	IL
Gavin Flynn	Linesight	IPI Partners	Director, Development Optimization	TX
Yolanda Kanavarioti	Sumitomo Mitsui Banking Corporation	John Laing	Associate Director, Project Management	NY
Yuliya Lavrinok	CFG	Macquarie Group	Manager, Portfolio Performance Group	NY
Rachel Sacknoff	Goldman Sachs	Macquarie Group	Senior Manager, Green Investment Group	NY
Erin Larson	Generate	Neos Partners	Investment Professional	CA

# Equity Mid-level Moves

64% Male 36% Female



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Name	Leaving	Joining	Title	Location
Tanya Jamb	Brookfield Asset Management	OMERS Infrastructure	Associate Director	NY
Juan Lopez Barcelo	Itau BBA	Ontario Teachers' Pension Plan	Principal, Infrastructure & Natural Resources	T.O CA
Alex Meisel	Solanas Capital	Pickering Energy Partners	Vice President	NY
Elizabeth Sabino-Rice	RBC Capital Markets	QIC	Portfolio Management, Global Infrastructure	NY
Kathryn Meng	Energetic Insurance	RA Capital Management	Director	MA
Michael Gilkes	Cleveland Avenue	S2G Ventures	Vice President	IL
Rishabh Sinha	H.I.G. Capital	Stonepeak	Principal	NY
Ethan Siderowicz	Credit Suisse	True Green Capital Management	Vice President	CT
Frances Wu	Plenary Americas	University Pension Plan Ontario	Manager, Infrastructure	T.O CA
Stephen Scuderi	DigitalBridge	Warren Equity Partners	Vice President	FL
Brian Hess	AE Industrial Partners	Warren Equity Partners	Vice President	NY
Sarah Yu	SQN Investors	Warren Equity Partners	Vice President	NY
Marshall Wills	ESG Operations, Inc.	White Deer	Vice President	TX



## Where Else Investment Talent Lands

In the introduction to the last edition of this report, we pointed out that a high number of moves from industry into private markets funds was being observed. Over the course of H1 2023, another interesting trend and the opposite flow of traffic has emerged with a significant number of professionals transitioning from banks and funds to join portfolio companies. Now, while this report may not show that set of data today, placing talent at the portfolio companies of our clients is a key pillar of One Search and we've noticed several key factors that attribute this shift.

First and foremost, there is an increasing emphasis on portfolio company-level capital deployment across infrastructure and energy transition verticals. Examples of this can be seen all around the industry like in January, when DigitalBridge's portfolio company Landmark Dividend brought on Thomas Hill to lead Data Center acquisitions across the US and Canada. This was a very competitive process and appealing opportunity that attracted the candidacies of private equity and investment banking professionals alongside those already in the data center industry.

In addition to the achievement and expansion of commercialization, the rise in portfolio company-level capital deployment is also caused by the growing importance of ESG investing, the increasing size and complexity of deals, and several other factors. As portfolio companies secure investments from private markets funds, the need for professionals with the skills and experience to help manage and grow these businesses through investments, structuring and capital markets becomes urgent. This level of direct impact on the business becomes very compelling to the talent market for these roles. There is a portion of investment professionals who believe that by focusing on a specific portfolio company, rather than being spread across multiple companies at the fund level, they can make a concentrated and meaningful difference. Seasoned individuals often assume positions such as Chief Investment Officer or Strategic Chief Financial Officer, where they can leverage their expertise to drive the growth of a single business.

Another prominent reason for this trend and a draw factor for opportunities

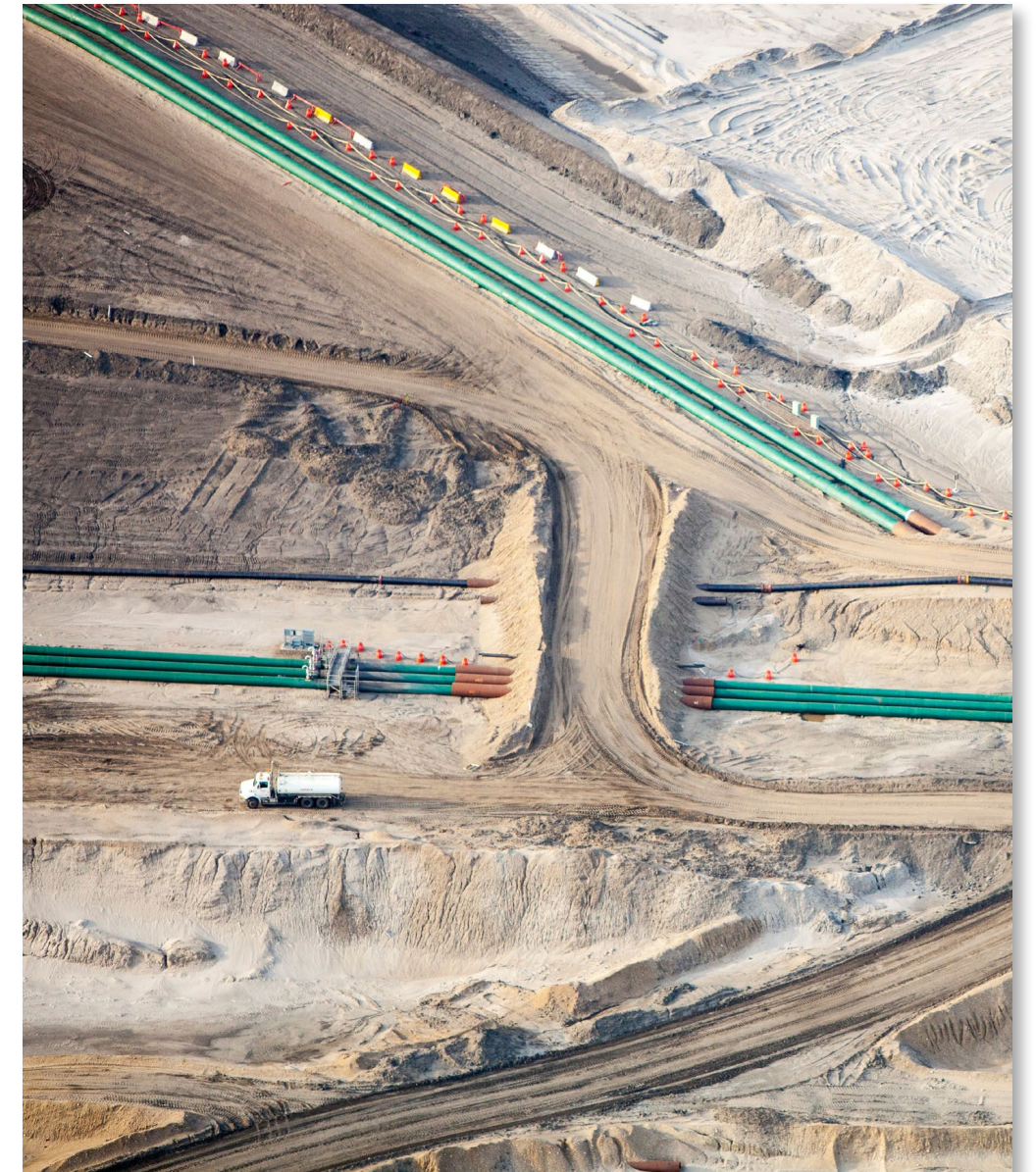
at various portfolio companies, is location. Time and again, we come across stories of talented candidates who recognize the perfect opportunity for their career growth, only to find that the location doesn't align with their personal circumstances or the needs of their family. Conversely, we have also encountered situations where candidates are currently residing in one city but are actively seeking new employment to facilitate a move to another location. This relocation aspect has been a significant motivator for investment professionals in the past year, as they are willing to leave their current financial services firms and transition into portfolio company roles, often accepting lower cash compensation, yet still having significant equity upside. Despite the potential and often decrease in pay, these professionals recognize the value of utilizing their similar skill sets in a new firm that caters to their personal location needs.

As this trend continues to gain traction, it is essential for organizations and professionals to understand the opportunities and implications it presents. By embracing the shift and understanding its drivers, firms, and investment, professionals can position themselves for success within the evolving landscape of Infrastructure and Energy Transition private markets.



**Conor Meagher**  
Senior Associate

*Conor joined One Search in 2022 and works across the Equity and Portfolio practices. A Floridian hailing from Key Biscayne, he now splits his time between his home state and New York City. Prior to joining One Search, Conor spent two years working for a retained search firm, Charles Aris, recruiting for private equity-backed businesses across a variety of different industries. He aligned with their finance and accounting practice where his placements ranged anywhere between FP&A Executives to CFOs.*



# Equity Early Moves

69% Male 31% Female



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Name	Leaving	Joining	Title	Location
Avery Park	Nomura Greentech	Activate Capital	Investor	CA
Christopher Wong	UBS	Ajax Strategies	Senior Associate	CA
Rheanna Henney	Helena	Aligned Climate Capital	Senior Associate	NY
Jackson Baker	TD Securities	Antin Infrastructure Partners	Senior Analyst	NY
Muhammad Usman	Solomon Partners	Ara Partners	Associate	TX
Madeline Dolaway	Altus Group	Argo Infrastructure Partners	Analyst	NY
Eric Yao	17 Asset Management	Azolla Ventures	Investments	NY
Madison Propp	Scotiabank	Basalt Infrastructure Partners	Private Equity Associate	NY
Omar Smith	Columbia University MBA	Blackhorn Ventures	Senior Associate	NY
Connor Dixon	Natural Power	BlackRock	Associate - Technical Operation, Climate Infrastructure	WA
Shaili Datta	BlackRock	Brookfield Asset Management	Associate, Renewable Power & Transition Group	NY
Connor Challis	Goldman Sachs	Brookfield Asset Management	Senior Associate, Infrastructure	T.O CA
Kunwar Singh	IMCO	CIM Group	Associate, Infrastructure	CA
Samuel Shoyeju	Ardian	CIM Group	Associate, Infrastructure	CA
Micha Ben-Naim	Lawrence Livermore National Laboratory	Clean Energy Ventures	Investor	CA
Wynston Reed	MIT Sloan	Clean Energy Ventures	Investor	MA



# Equity Early Moves

69% Male 31% Female



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Name	Leaving	Joining	Title	Location
Henry Riehl	Hall Capital Partners	Climate Adaptive Infrastructure	Associate	CA
Brendan Keefe	Liberty Mutual Investments	Closed Loop Partners	Analyst	NY
Anna Hoover	Harbert Management Corporation	Columbia Capital	Senior Associate	VA
Igor Mitschka	Global Infrastructure Partners	Copenhagen Infrastructure Partners	Senior Associate	NY
Jared Foxhall	Credit Suisse	Copenhagen Infrastructure Partners	Junior Associate	NY
CC Miziolek	Scotiabank	Copenhagen Infrastructure Partners	Associate	NY
Andre Chusan	John Laing	Cubico Sustainable Investments	Associate	NY
Daisy Chak	BMO Capital Markets	DIF Capital Partners	Associate	T.O CA
Jeremy O'Flynn	Marathon Capital	DIF Capital Partners	Analyst	NY
Colton Borle	Northland Power	DIF Capital Partners	Associate	T.O CA
Michael Wong	IMCO	DIF Capital Partners	Associate	T.O CA
Enrique Marquez	Palladium Equity Partners	ECP	Senior Associate	NY
Brian Carney	Grant Thornton	ECP	Analyst	NY
Christian Hebert	JP Morgan Chase & Co.	EIG	Analyst	TX
Jude Eziashi	PJT Partners	EIV Capital	Associate	TX
Nathanael Robinson	Rockland Capital	EnCap Energy Transition	Associate	TX

# Equity Early Moves

69% Male 31% Female



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Name	Leaving	Joining	Title	Location
Natalie Rathjen	JP Morgan Asset Management	EnCap Energy Transition	Associate	TX
Bryant Ebright	Intelis Capital	Energy Impact Partners	Senior Associate	NY
Aneesh Bhattacharya	The Forest Road Company	Equilibrium	Senior Associate	CA
Annie Wang	Nomura Greentech	Equilibrium	Senior Analyst	CA
Dustin Hwang	Waterfall Asset Management LLC	Fortress Investment Group	Investment Professional	NY
Khalid Alkaabi	Mubadala	Global Infrastructure Partners	Analyst	NY
Adrian Perez Vargas	IPI Partners	Global Infrastructure Partners	Associate	NY
Tara Sabharwal	Hudson Structured Capital Management	Global Infrastructure Partners	Associate	NY
Alison Greene	Morgan Stanley	Global Infrastructure Partners	Associate	NY
Odeth Salomon	Bank of America Merrill Lynch	Global Infrastructure Partners	Associate	NY
Sam Sisney	Credit Suisse	Global Infrastructure Partners	Associate	NY
Katharine Jessiman-Ketcham	Brentwood Associates	Goldman Sachs Asset Management	Associate - Sustainable Investing Group	NY
Zixu Zhao	University of Michigan MBA	Harbert Management Corporation	Senior Associate, Infrastructure	NC
Adam Hodgson	Ara Partners	I Squared Capital	Associate	FL
Brittany Beavers	Truist	IFM Investors	Associate	TX
Aayush Thakur	HSBC	IMCO	Senior Analyst, Infrastructure	T.O CA



# Equity Early Moves

69% Male 31% Female



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Name	Leaving	Joining	Title	Location
Sinclair Jones	Global Infrastructure Partners	InfraBridge	Senior Associate	CA
Dustin Ashley	BMO Capital Markets	Instar Asset Management	Associate	T.O CA
Marco Martino-Coons	National Bank Financial	Instar Asset Management	Associate	T.O CA
Max von Rommel	JP Morgan Asset Management	IPI Partners	Associate	NY
Eric Helfgott	Stanford MS	Lowercarbon Capital	Associate	NY
Alex Prather	Woodwell Climate Research Center	Lowercarbon Capital	Associate	NY
Alex Labuik	Evercore	LS Power	Associate	NY
Kimberly Ludas	Guggenheim Partners	LS Power	Associate	NY
Spiridon Al Hourani	Columbia University M.S.	Meridiam	Analyst	NY
Suyash Surana	TD Securities	Morgan Stanley Energy Partners	Senior Analyst	NY
Dwight Clark	Fidelis Infrastructure	NGP	Associate	TX
Seun Olufemi	KPMG	OMERS Infrastructure	Senior Associate, Strategy	T.O CA
John McGowan	Citi	OMERS Infrastructure	Associate	NY
Catherine Yang	CIBC Capital Markets	Onex	Associate, Transportation	NY
Thomas Rego	PointClickCare	Ontario Teachers' Pension Plan	Associate, Infrastructure & Natural Resources	T.O CA
John Brooker	Desjardins	Ontario Teachers' Pension Plan	Analyst, Infrastructure & Natural Resources	T.O CA

# Equity Early Moves

69% Male 31% Female



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Name	Leaving	Joining	Title	Location
Drew Sussman	Hodes Weill	Partners Group	Associate, Private Infrastructure	NY
Ryan Kozar	Wells Fargo	Pickering Energy Partners	Associate	TX
Jonathan Jones	Mizuho	Pickering Energy Partners	Associate	TX
Valérie Beaupré	Montreal Exchange	PSP Investments	Senior Analyst, Investment Support	MTL CA
Renaud Deschâtelets-Lussier	CDPQ	PSP Investments	Associate, Infrastructure	MTL CA
Kamil Skrzypek	Ontario Techers' Pension Plan	QIC	Associate, Infrastructure	NY
Marisa Lindeman	Ernst & Young Capital Advisors	Rockland Capital	Associate	TX
Olivia Gomez	TD Securities	S2G Ventures	Senior Analyst	IL
Miles Russo	Marathon Capital	S2G Ventures	Associate	IL
Carina Hahn	Citi	Sandbrook Capital	Associate	NY
Ryan Thompson	Nomura Greentech	SER Capital Partners	Associate	CA
Cindy Soifer	Foros Group	Stonepeak	Associate	NY
Elizabeth Overton	KKR & Co.	Stonepeak	Senior Associate	NY
Yobo Bello-Asemota	EQT Partners	ValueAct Capial	Associate	CA
Federico Ruiz-Reyes	Calculate	Vision Ridge Partners	Senior Associate	NY
Benjamin Zhao	Barclays	Vision Ridge Partners	Associate	NY



# Equity Early Moves

69% Male 31% Female



Name	Leaving	Joining	Title	Location
Andrew Dallakoti	Boston Consulting Group	Vision Ridge Partners	Analyst	CO
Steve Markus	Tesla	Voyager Ventures	Associate	CA
Jason Dorgant	Stronghold Resource Partners	White Deer	Associate	TX
Cen Chen	Scotiabank	Wren House Infrastructure Management	Associate	NY
Adam Wilck	Barings	Wren House Infrastructure Management	Associate	NY



## Hiring Manager



**Luisa Fuentes**  
Managing Director, Head of Energy  
Transition and Sustainable Finance, U.S

## Brief Overview of CIBC

CIBC is a leading Canadian-based global financial institution with a reputation as a strong, reliable banking partner focused on delivering customised products and services built on innovative thinking and leading technology. CIBC enjoys a global presence with offices in North America, South America, Europe, Asia and Australia, focused on power and infrastructure clients. CIBC's platform harmonises industry expertise, product knowledge and global connectivity. In Europe, CIBC has c. 25 people in Corporate Banking and c. 20 people in Investment Banking/ Global Markets in London and Luxembourg focussed on Energy, Power, Mining, Utilities and Infrastructure Sectors. CIBC has an established corporate lending and derivatives platform across a range of asset classes and jurisdictions. Additionally, a growing advisory team focused on full-service advisory including debt, hedging and M&A. CIBC is a market leader in sustainable finance and has committed to mobilize \$150 billion in environmental and sustainable finance by 2027

## Candidate



**Luis G. Rios**  
Executive Director, Energy Transition and Sustainable Finance

### What does your role entail?

I will be responsible for helping develop and grow CIBC's U.S. energy transition franchise with a focus on debt structuring and advisory across the following sectors: hydrogen, renewable and low-carbon fuels, carbon sequestration and e-mobility.

### What strength in your background will benefit you the most in your new role?

Over my career in finance, I have had the opportunity to work in different sectors including investment banking, direct infrastructure and energy investments, as well as development of complex energy and energy transition projects. As such, I bring a non-traditional background and point of view to a nascent sector that is composed of an amalgamation of traditional industries and frameworks. Also, having worked on different elements of the capital structure gives me a holistic view to every opportunity we advise on and structure.



# Credit Senior Moves

82% Male 18% Female



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Name	Leaving	Joining	Title	Location
Michael Panteloganis	Investec	Apterra Infrastructure Capital	Co-Chief Executive Officer	NY
Ralph Cho	Investec	Apterra Infrastructure Capital	Co-Chief Executive Officer	NY
Daniel Jimenez	Deutsche Bank	Barclays	Director	NY
Brian Marszycki	KEB Hana Bank	Caithness Energy	Director	NY
Yvette Dennis	AIG	Canada Life	Managing Director	NY
Rainer Kraft	BBVA	CIBC	Managing Director	NY
Luis Rios	Levo Mobility	CIBC	Executive Director	NY
Emma Raine	Commonwealth Bank	CIBC	Director	NY
Kyle Hatz	Deutsche Bank	CIM Group	First Vice President	NY
Hannah Schofield	BlackRock	DC Advisory	Managing Director	NY
Anthony DeAngelis	CIBC	Deutsche Bank	Director	NY
Brian Callahan	Boralex	Evercore	Managing Director	NY
Jamie Matos	ABN	ICBC	Director	NY
Chido Ugochukwu	CIT	JP Morgan	Managing Director	NY
Harlan Cherniak	The Forest Road Company	Macquarie Asset Management	Head of Infrastructure Debt	NY
Adam T. Heath	Caithness	Onward Energy	Vice President	NY

# Credit Senior Moves

82% Male 18% Female



Name	Leaving	Joining	Title	Location
Gareth Davis	CIBC	Santander	Executive Director	NY
Nicole Czarny	Credit Suisse	SMBC	Executive Director	NY
Michael Boarts	CIBC	Societe Generale	Director	NY
Michael Leitner	BlackRock	Stonepeak	Senior Managing Director	NY

# Credit Mid-level Moves

67% Male 33% Female



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Name	Leaving	Joining	Title	Location
Parker Montgomery	Fitch Ratings	Bank of China	Vice President	NY
Emma Raine	Commonwealth Bank	CIBC	Director	NY
Secil Topak Gerson	AK Bank	CIT	Assistant Vice President	NY
Tola Alli	Goldman Sachs	Commerzbank	Assistant Vice President	NY
Zoe Silver	ECP ForeStar	Cordelio Power	Manager	NY
Alister Kefford	Macquarie Group	DC Advisory	Vice President	NY
Robert Cowick	KeyBanc Capital Markets	Fifth Third Bank	Vice President	NY
Ahmed Hadque	Bank of America	Fifth Third Bank	Senior Vice President	NY
Evan Schenkel	Morgan Stanley	Goldman Sachs	Vice President	NY
Jerome Briens	EIG Global Energy	Greenbacker	Assistant Vice President	NY
Stephen Erskine	Fifth Third Bank	Huntington National Bank	Vice President	NC
Zachary Brownsword	KeyBanc Capital Markets	Huntington National Bank	Assistant Vice President	NY
Peter Malone	Fifth Third Bank	Huntington National Bank	Senior Vice President	NY
John Keenan	Credit Agricole	ING	Vice President	NY
James Dee	Societe General CIB	Macquarie Group	Vice President	NY
Jenny Hong	TD Securities	Macquarie Group	Director, Financing Strategy	NY



# Credit Mid-level Moves

67% Male 33% Female



Name	Leaving	Joining	Title	Location
Anna Millington	CIT	Marathon Capital	Vice President	NY
Michael McConnel	S&P Global Ratings	MUFG	Vice President	NY
Phoebe Nguyen	ING	Nomura	Infrastructure and Power Finance	NY
Julia Najafi	MUFG	Pivotal Group	Principal	AZ
Thomas Calley	ANZ	RaboBank	Vice President	NY
Mark Pallai	SVB	RaboBank	Vice President	NY
Sho Matsumoto	Actis	Silicon Valley Bank	Vice President	NY
Kevin Cartoski	Truist	Societe Generale	Vice President	NY

# Credit Early Moves

71% Male 29% Female



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Name	Leaving	Joining	Title	Location
Julian D. Bishop	Intersect Power	AIR COMPANY	Strategic Finance Analyst	NY
Josh Kowalczyk	CIBC	Allianz Global Investors	Associate	NY
Anthony Grieco	Societe Generale	Allianz Global Investors	Associate	NY
Jonathan Schneck	Morgan Stanley	Apollo	Associate	NY
Josh Lee	The Carlyle Group	Apollo	Associate - Credit Controllers Group	NY
Frank Levier	ING Capital	Ares Management	Associate	NY
Duncan Manley	Safari Energy LLC	Arevon Energy, Inc.	Analyst, Finance & Investment	NY
Eric Buffenour	BNP Paribas	Astris Finance	Senior Analyst	NY
Kyle Eisenmann	Northleaf Capital Partners	BlackRock	Associate	NY
Chris Doyle	Moody's Investors Services	CIBC	Assoicate	NY
Bentley Ahl	Nuveen Green Capital	CIBC	Analyst, Portfolio Management	NY
Nathanaël Zobel-Pantalacci	Natixis	CIC	Analyst	NY
Paul Marande	SMBC	Citi	Anayst, Infrastructure Finance	NY
Symba Xu	SMBC	CohnReznick	Analyst	NY
Daniela Arreaza	Credit Suisse	DC Advisory	Associate	NY
Ido Dotan	CIBC	The D.E. Shaw Group	Analyst	NY



**Sophia Jafet**  
Investment Banking Analyst II

**Why was this firm and opportunity of interest to you?**

This opportunity will allow me to work across advisory debt and M&A transactions while being part of a new established team in the U.S. The ability to work on a lean team is very exciting and will help me grow in my career. Coming from a project finance position, I am excited to work on a variety of different mandates across the infrastructure space.

**Why were you attracted to making this move?**

I was previously working on infrastructure deals within the Latam market, I am excited to work across U.S infrastructure deals.

**What new strengths do you look forward to building in your new role?**

I look forward to learning the U.S Infrastructure Market and gaining experience on M&A transactions.

Name	Leaving	Joining	Title	Location
Sophia Jafet	SMBC	DC Advisory	Senior Analyst	NY
Sofia Raziq	Financial Technology Partners	Energy Impact Partners	Investor	NY
Spencer Kelly	Moelis & Company	FMI	Investment Banking Associate	NY
Tim Miller	CIT	GIP	Associate	NY
Galen Cadley	Heitman	Greenbacker	Analyst	NY
John Colendenski	JP Morgan	HBK Capital Management	Analyst	NY



# Credit Early Moves

71% Male 29% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Laura Wood	Goldman Sachs	ING	Associate	NY
Silvia Gonzales-Rockmore	Citi	Intersect Power	Project Finance Specialist	NY
Haley Walraven	Nautilus Solar Energy LLC	Invenergy LLC	Associate, Finance & Capital Markets	NY
Isabella Marmolejo	Ember Infrastructure	Macquarie Group	Senior Associate, Private Credit	NY
Brian Gringras	CGE	Mizuho	Analyst, Portfolio Management	NY
Pierre-Antoine F	Credit Suisse	Mizuho	Investment Banking Associate	NY
Michael Cantone	SMBC	MUFG	Associate, Portfolio Manager	NY
Adam Ren	PEI	Nuveen	Energy Infrastructure Credit Associate	NY
Mujtaba Warsi	Citi	PEI	Investment Banking Associate	NY
Andrew Murphy	SMBC	RBC Capital Markets	Investment Banking Associate	NY
Praveen Ashokkumar	Sunrun	Silicon Valley Bank	Associate	NY
Neil Nagpal	MUFG	SMBC	Associate, Portfolio Manager	NY
Alan Sweet	Mizuho	SMBC	Associate	NY
Brent Wajdowicz	Enchanted Rock	Societe Generale	Associate	TX
Benjamin Dalezman	Royal Bank of Canada	Sumitomo Mitsui Trust Bank	Associate	NY
Elizabeth Reyzin	ING Capital	The Carlyle Group	Associate	NY

# IR Senior Moves

63% Male 37% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Natasha Socolof	King Street Capital Management	Ares Management Corporation	Principal, Relationship Management	NY
Todd Fowler	KeyBanc Capital Markets	Autotech Ventures	Director, Strategic Partnerships	CA
Ally Harada	Benedict Canyon Equities	Azolla Ventures	Chief of Staff	MA
Gregory Budetti	MGG Investment Group	Closed Loop Partners	Director	NY
Dan Ellis	Intermediate Capital Group	Coatue	Investor Relations	NY
Pat Cunningham	UBS	DigitalBridge	Managing Director, Capital Formation & Investor Relations	NY
Phil Casparius	Manulife and John Hancock Investment Management	ECP	Managing Director	NY
Suzanne Donohoe	KKR	EQT Group	Chief Commercial Officer and Head of EQT Ext (CXO)	NY
Eugene Park	Mercury Capital Advisors	FirstPoint Equity	Managing Director	NY
Kate Neubert Wade	Cadre	Galvanize Climate Solutions	Investor Partnerships	NY
Michael Lapidés	Goldman Sachs	GE	Vice President, Investor Relations	NY
Christina Anzel	True Green Capital Management	Generation Investment Management	Director, Client Team	CA
Ted Hart	Macquarie Group	Glenmede Investment Management	Director of Institutional Investos and Consultants	PA
Melissa Richards	Brookfield Asset Management	H.R.L. Morrison & Co	Partner, Head of Strategy, Product & Growth	NY
Alicia Lobo	AIMPERA Capital Partners	Instar Asset Management	Head of Investor Relations	NY
Parsram Dhanraj	Atlantic-Pacific Capital	Investcorp	Managing Director	NY

# IR Senior Moves

63% Male 37% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Alexa Singer	PJT Partners	IPI Partners	Director and Head of Capital Solutions	NY
Ash Jaidev	BlackRock	Kohlberg & Company	Director, Investor Relations	NY
Miguel Zablah	I Squared Capital	Leste Group	Director, Head of Investor Relations & Marketing	FL
T. Craig Watkins	AMP Capital	NextEnergy Capital	Director, Fundraising & Investment Relations, The Americas	NY
William Allis	BlackRock	Northleaf Capital	Director	NY
Irene Mavroyannis	Sera Global	Partners Group	Managing Director and Global Co-Head, Business Development, Infrastructure	NY
Pwin Tuntasood	Jefferies Credit Partners	Partners Group	Senior Client Relationship Manager	NY
Peter Rand	Siguler Guff & Company	Portfolio Advisors	Managing Director, Head of Client Services	CT
Joe Maertens	Atlantic Pacific Capital	Probitas Partners	Director	NY
Tim Smith	AMP Capital	Quinbrook Infrastructure Partners	Senior Advisor, Capital Formation & Investor Engagement	TX/NY
Meredith Imber	Brookfield Asset Management	The Carlyle Group	Managing Director	NY
Chris Tehranian	First Sentier Investors	Vision Ridge Partners	Head of Investor Relations	NY



# IR Early Moves

60% Male 40% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Mina Park	JP Morgan	Ares Management	Product Management & Investor Relations	NY
Thomas Guida	Cerberus Capital Management	Brookfield Asset Management	Associate	NY
Tyler Wagman	T. Rowe Price	Brookfield Asset Management	Analyst	NY
Natalie Carvajal Friedenreich	Sculptor Capital Management	Denham Capital	Investor Relations	NY
Scott Kotush	Deloitte	DIF Capital Partners	Associate	T.O CA
Tatiana Jimenez Espinosa	Cambridge Associates	EIG	Analyst, Investor Relations	DC
Alexander Münter	Copenhagen Infrastructure Partners	Global Infrastructure Partners	Investor Relations	NY
Tyler Alexandra Lee	EquityZen	Grain Management	Associate, CFIR	NY
Justin Williamson	Selina	InfraRed Capital Partners	Capital Formation	NY
Erik Hanson	Citi	IPI Partners	Investor Relations	IL
Fitzpatrick Stein	Forest Avenue Capital Management	Kimmeridge	Associate, Investor Relations	NY
Lauren Noe	JP Morgan	Kohlberg & Company	Associate, Investor Relations	NY
Kyle Ozuna	Portfolio Advisors	Siris Capital Group	Associate, Investor Relations & Value Creation	NY
Nick Becker	Berkery, Noyes & Co	Stonepeak	Analyst	NY
Samantha Winshall	PJT Partners	Tiger Infrastructure Partners	Senior Associate	NY

## ESG USA Market Overview

In the past two years, a number of infrastructure funds made deliberate and focused efforts to build out their ESG teams to drive value creation by ensuring that they brought in strong leadership to spearhead their sustainability efforts and this trend has continued in 2023 for those funds that were behind the curve or those that were taking on new energy transition or climate strategies.

In H1 of 2023, we have seen the beginnings of a transition towards ESG integration into the investment portfolios and the investment firms' general business dealings in the European landscape. This year has been marked by a significant focus on regulation, disclosure, and targets for ESG. This has been largely led by developments in the EU and the U.K. However, the United States, despite the anti-ESG sentiments, has made some regulatory and disclosure progress through the guidelines proposed by the Securities and Exchange Commission (SEC). This has led global infrastructure funds to hire either dedicated teams or specialists to drive the data collection, and analysis, integration, and reporting. Limited Partners have placed added pressure on General Partners to comply with these regulations.

The types of skills required for these teams vary in part due to the size and focus of each fund and in part due to the current market composition (which includes sustainability / ESG professionals who could have either a consulting, strategy, scientific, or financial / investment background). On this basis, it is clear that this is a fluid and evolving talent pool, therefore funds need to be clear on their strategy in order to build a fit-for-purpose team across all sustainability roles if they intend to reach their goals. Funds that have recently made hires in this area include but are not limited to Global Infrastructure Partners, KKR, EQT, Blackrock, etc.

From a portfolio company perspective, there is still a high demand for Sustainability Executives and Non-Executive Directors or Advisors and we expect this trend to continue well into H2 and 2024. At the

fund level, generalist ESG hires have continued at a slower rate at the mid to senior levels. Our report reflects that the average percentage of females appointed at the senior levels was 57% and 80% at the junior levels (excluding any promotions). Other market trends include a focus on climate change, diversity and inclusion, and strong governance practices.



**Tidimalo Padi**  
Consultant, IR & ESG

*Tidimalo is a seasoned executive search professional with a demonstrated track record of delivering on several global sustainability & ESG, IR, and C-suite mandates on behalf of infrastructure funds, investment funds, and portfolio companies. She has produced mandates in Europe, UK, Africa, UAE and USA. She has delivered on roles such as Head of Investor Relations, Head of Sustainability, Chief Investment Officer, Investment Partner, Chief Executive Officer, Chief Financial Officer among others. Tidimalo has partnered with several companies on their succession planning and leadership development initiatives. Prior to joining One Search, Tidimalo worked across other industries, including venture capital, banking, telecommunications, and technology.*



# ESG Senior Moves

45% Male 55% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Anne Lescure	PwC	Ardian	Senior Associate, Sustainability	NY
Susan Gray	S&P Global Ratings	Argo Infrastructure Partners	Head of Energy Transition & Sustainability	NY
Paul Bodnar	BlackRock	Bezos Earth Fund	Director of Sustainable Finance, Industry, and Diplomacy	NY
Gaby Infante	T Rowe Price	BlackRock	Director, Corporate Sustainability	DC
Lavinia Macovschi	CIBC	Blackstone	Principal ESG	NY
Meaghan (Mann) Muldoon	BlackRock	BNY Mellon	Chief Sustainability Officer	NY
Cory Bender	MSCI Inc.	Cohen & Steers	Associate Director, ESG Analyst	NY
Elias Habbar-Baylac	British International Investment	EQT Group	Advisor - Private Capital, Sustainability & Impact Investing	CA
Heather McGeory	APCO Worldwide	Fifth Wall	Head of Climate & ESG Partnerships	NY
James Andrus	California Public Employees Retirement System	Franklin Templeton	Vice President of Sustainability Global Markets	CA
Christine Shaw	State of Connecticut, Office of the Treasurer / Connecticut Retirement Plans and Trust Funds	Franklin Templeton	Senior Advisor for Stewardship and Sustainability	CT
Anant Udpa	Overdeck Family Foundation	Galvanize Climate Solutions	Vice President, Impact Measurement	NY
Andrew Aulisi	PepsiCo	Global Infrastructure Partners	ESG Principal	NY
Charlie Gailliot	Goldman Sachs	KKR & Co	Co-Head a Debut Climate Fund	NY
Jody Freeman	Archibald Cox Professor of Law at Harvard Law School	Norges Bank Investment Management (NBIM)	Climate Advisory Board Member	MA
Jennifer Morris	Chief Executive Officer of The Nature Conservancy	Norges Bank Investment Management (NBIM)	Climate Advisory Board Member	DC



# ESG Senior Moves

45% Male 55% Female



Name	Leaving	Joining	Title	Location
Jude Chisom Erundu	UN Sustainable Development Solutions Network	Nuveen	Director, Responsible Investing	NY
Yilin Zhang	London Stock Exchange Group	Nuveen	Director, Responsible Investing	NY
Drew Schechtman	AIG	Platinum Equity	Head of ESG & Sustainability	NY
Elena Iannaccone	Blackstone	Social Finance	Director of Impact Investing	NY
Caroline Ott	RMI	Vision Ridge Partners	Director of Climate Impact	CO

# ESG Early Moves

20% Male 80% Female



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Name	Leaving	Joining	Title	Location
Taylor Babbitt	Stonepeak	Ares Management Corporation	ESG Associate	NY
Emily Menz	Nasdaq	IPI Partners	ESG Associate	CA
Mel Peh	Graduate Consultant World Resources Institute	KKR	EDF Climate Corp Fellow	NY
Grace McCleary	Rivian	Macquarie Group	Research & Advisory Associate, Climate Intelligence Unit	NY
Ben Tran	The Carlyle Group	Morgan Stanley	Real Assets Associate ESG	NY
Vijeta Shivdasani	Boston Consulting Group	Nuveen	Wharton ESG Integration Project	PA
Kevin Crawford	TriLinc Global	Nuveen	Responsible Investing Analyst	NY
Chloe Barroukh	Align Impact	Nuveen	Senior Analyst, Responsible Investing Strategy & Solutions	CA
Madeleine DeNezza	Elon University	Pickering Energy Partners	Analyst, ESG Strategy & Integration	TX
Cindy Soifer	Foros Group	Stonepeak	Associate	NY

# Get in Touch



 <b>Dan McCarthy</b> Founder & CEO	 <b>Patrick Reyes</b> Principal, Equity	 <b>William Wordie Stancer</b> COO	 <b>Marcus Beale</b> Partner - Head of Global CFO Practice
 <b>Giuseppina Abbate</b> Principal, Credit	 <b>Benedetta Abbate</b> Consultant, Credit	 <b>Nameesha Sharma</b> Principal, Credit	 <b>Liam Dunne</b> Principal, Equity
 <b>Henry Mockridge</b> Consultant, Credit	 <b>Dimitrios Zampoulakis</b> Consultant, Equity	 <b>Henry Pepperell</b> Principal, IR	 <b>Tim Walton</b> Principal, Portfolio
 <b>Conor Meagher</b> Senior Associate		 <b>Dariya Tolumbayeva</b> Consultant, Equity	 <b>Megan Howard</b> Consultant, Credit
		 <b>Luke Wilmot-Sitwell</b> Consultant, Equity & Portfolio	 <b>Mercedes Perez</b> Consultant, Credit
		 <b>Tidimalo Padi</b> Consultant, IR & ESG	 <b>Jake O'Donovan</b> Consultant, IR
		 <b>Clare McKenna</b> Senior Associate	 <b>Laura Carl</b> Associate
			 <b>Michael Naylor</b> Senior Advisor
			 <b>Jack Atkins</b> Principal, Equity & Portfolio

We work as a single global team covering all Americas markets, so on each engagement you will benefit from our collective approach and effort, plus the expertise of our functional and sector specialists.

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