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People Moves Report
H1 2023

EMEA

Introduction

With Infrastructure and Climate Change continuing to be such important topics of conversation globally, the private markets have continued to stay active. One of the core consequences of this is that hiring activity remains high as the Infrastructure market gets larger with investors who traditionally have had a background in industrials, real estate and other sectors pivot their careers towards Infrastructure. New entrants, expansions and product diversification continue to contribute to movements in the market.

The data that follows in this new One Search People Moves Report for EMEA showcases the moves and promotions that have happened in the first half of 2023 – in Credit, Equity, Investor Relations and ESG. Detailed introductions precede each of the sections in the Report and reflect what we are seeing in the market.

In Credit, the higher interest rates and concerns around inflation have been front on mind but it has not had a noticeable impact on Infrastructure and the Energy transition sector and we have seen continued hiring across all levels. As we look to the second half of the year we are predicting continued stable levels of hiring.

In Equity, whilst fundraising has been difficult, hiring has remained consistent and in fact grown year on year in comparison to our H1 2022 report, with numerous major platforms continuing to bolster their teams.

In Investor Relations, the fund raising landscape for Infrastructure Funds has presented an array of challenges as many of you will know from first hand experience. What we have noticed in the year to date is that experienced General Partners have been bolstering their teams to tap into untapped geographies and attract a new wave of Limited Partners into funds.

In ESG, Europe remains well ahead of what we are seeing in North America currently. Infrastructure Funds across EMEA are making deliberate and focussed efforts to build out their ESG teams and there have been a number of senior hires brought in to provide strong leadership in spearheading sustainability and preparing for the significant disclosure reporting requirements that are being rolled out across Europe.

We are pleased to congratulate everyone who has made a career move in the first six months of the year and wish them every success in their new roles.



Author



Nameesha Sharma
Principal, Credit



Liam Dunne
Principal, Equity



Tidimalo Padi
Consultant, IR & ESG



Jake O'Donovan
Consultant, IR

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Equity

Throughout H1 2023 there has been caution in the air, with the broader economy already suffering the repercussions of high interest rates and an inflationary market. In such circumstances, it is common for companies to reduce costs by scaling back on recruitment, and we saw this with Global Investment Banks as they implemented hiring freezes after multiple rounds of layoffs. The fundraising market has become increasingly challenging, and although funds with strong track records maintain optimism about achieving their hard cap targets, one unavoidable factor is the extended lead time. However, amidst these economic hardships, the Infrastructure Private Equity sector continues to buck the trend.

In comparison to our H2 2022 report, we have observed an 8% increase in hiring across all levels of seniority within the Infrastructure Private Equity sector, which may come as a surprise to some. Here are a few key takeaways:

- 1) Established teams are consistently expanding their investment teams. Partners Group, for instance, made a strong start to the year by appointing Oleg Shamovsky as a Managing Director in their Investment team. This move highlights their commitment to enhancing origination capabilities across Europe.
- 2) New entrants in the market demonstrate confidence despite prevailing circumstances. Earlier this year, we saw the launch of Vesper Infrastructure, a new GP focusing on mid-market value-add Infrastructure investments. We are delighted to feature Vesper Infrastructure in this report, which can be found on page 8.
- 3) Funds are placing significant emphasis on hiring senior sector specialists in high-growth sectors, particularly Energy Transition and Digital Infrastructure. Notable examples include Stonepeak's appointment of Georg Hoefler in January, who will lead their Renewables & Energy Transition strategy in Europe. Additionally, OMERS Infrastructure expanded their team by bringing in Chris Hogg as a Digital Infrastructure specialist in June.

Overall, while a sense of caution continues to linger, so does that resilient sense of optimism which so characterizes our asset class. The Infrastructure Private Equity sector remains sturdy as it continues to navigate the economic headwinds, demonstrating its ability not only to survive, but thrive.



Liam Dunne
Principal, Equity

Liam has been at One Search since 2018 and leads our Equity practice in the EMEA region. He partners with many of the leading Private Equity firms on mid to senior-level searches across Infrastructure, Energy Transition and Decarbonisation related sectors. As well as supporting traditional infrastructure investors to grow their existing teams, Liam spends time advising non-traditional infrastructure investors seeking to launch infrastructure products in establishing formative investment teams. He has supported firms such as Antin Infrastructure Partners, Igneo Infrastructure Partners, InfraVia, Partners Group, and H.I.G. Infrastructure on multi-hire projects amongst others.



Equity Senior Promotions

96% Male 4% Female



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Name	Company	Previous Role	New Role	Location
Tim Power	Ancala Partners	Director	Partner	London
Ankur Ajmera	Ancala Partners	Director	Partner	London
Rosario Mazza	Ardian Infrastructure	Managing Director	Senior Managing Director & Head of Italy	Milan
Stephane Tetot	BlackRock	Director	Managing Director	London
Andreas Brandt	Copenhagen Infrastructure Partners	Associate Partner	Partner	Copenhagen
Florian Küster	Copenhagen Infrastructure Partners	Associate Partner	Partner	Hamburg
Robert Helms	Copenhagen Infrastructure Partners	Associate Partner	Partner	Copenhagen
Kristina Negendahl	Copenhagen Infrastructure Partners	Director	Associate Partner	Copenhagen
Jessen Brian Jensen	Copenhagen Infrastructure Partners	Director	Associate Partner	Copenhagen
Steffen Andersen	Copenhagen Infrastructure Partners	Director	Associate Partner	Copenhagen
Nico Schnackenberg	Copenhagen Infrastructure Partners	Director	Associate Partner	Hamburg
Magnus Brogaard Larsen	Copenhagen Infrastructure Partners	Director	Associate Partner	Copenhagen
Jacob Durck	Copenhagen Infrastructure Partners	Director	Managing Director	Copenhagen
Oliver Sadik	DWS	Investment Manager	Senior Investment Principal	London
Tim Marahrens	Energy Infrastructure Partners	Co-Head of Investments	Partner	Zurich
Peter Schuemers	Energy Infrastructure Partners	Co-Head of Investments	Partner	Zurich

Equity Senior Promotions

96% Male 4% Female



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Name	Company	Previous Role	New Role	Location
Daniel Anderson	Fiera Infrastructure	Vice President	Director	London
Ross Driver	Foresight Group	Director	Managing Director	London
Mohamed Adel El-Gazzar	I Squared Capital	Partner	Senior Partner	London
Alastair Neill	Igneo Infrastructure Partners	Director	Managing Director	London
Achal Arora	Macquarie Asset Management	Associate Director	Managing Director	London
Stefano Giulietti	Tiger Infrastructure Partners	Vice President	Senior Vice President	London
Omar Rahman	Vantage Infrastructure	Investment Director	Managing Director	London



Fund Focus

Vesper Infrastructure is a mid-market, “value-add” infrastructure investor, targeting mid-to-high teen returns and at least 2.0x MOIC, with an equity investment sweet spot of EUR100-150m. For the right situations, investments can be larger or smaller, so long as there’s a clear path to scale.

Vesper in a nutshell:







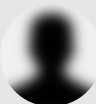
- Fully partner-owned and independent advisor & GP – entirely aligned with investors and dedicated to the fund strategy and its success
- Thematic investor, looking at opportunities in four key themes: (1) decarbonised energy; (2) decarbonised logistics and transport; (3) data infrastructure; and (4) circular economy, resource efficiency and healthy living
- Combined >120 years of infrastructure and real asset, principal investing, advisory, industrial, and operational experience across the four themes
- A deep network of sector expertise and capital for transformative change, development and growth
- OECD-focus, with 80% in Europe
- Control / co-control investor

Our investment thesis focuses on opportunities that have three key characteristics: (1) exposure to megatrends; (2) solid capital protection features; and (3) actionable and viable value-add strategies.

We are delighted to have partnered with One Search in building out our junior team and capabilities in London, bringing on board a top-level Investment Associate, who embodies the culture and values of Vesper. Together with the other founding Partners, this is establishing a strong base for us to develop and grow and help to drive our investment strategy forward as we look to further build out the team across Milan and London.

Many thanks to Liam and Dariya for their insightful, specialised knowledge and guidance through a well managed and thorough search.

Recent Hirings

Name	Title	Most Recent and Previous Roles	Location
 Livio Fenati	Founder & Managing Partner	Co-Head European Infra Equity, Partners Group Atlantia Arcus Infrastructure Babcock & Brown	Milan
 Alfredo de Falco	Founder & Partner	Head of Client Solutions, UniCredit	Milan
 Paola Rastelli	Founder & Partner	Global Head of M&A and Energy Transition, Snam PSP Arcus Infrastructure Babcock & Brown	Milan
 Giacomo Rossi	Co-Founder & Partner	CEO & MD UK, Ireland & North Sea, Snam BP Carlyle Perella Weinberg Rothschild	London
 Olaf Nordmeyer	Co-Founder & Partner	Global Co-Head Infrastructure, MD, Goldman Sachs	London
 Guillermo Royo-Villanova	Co-Founder & Partner	Investment Manager, PSP BNP Paribas	London
 Undisclosed	Investment Associate	Infrastructure Private Equity Fund	London

Equity Senior Moves

83% Male 17% Female



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Name	Leaving	Joining	Title	Location
Qasim Mahmood	Jefferies	ADNOC	Senior Manager - Strategic Investments	Abu Dhabi
Sorin Zaicovic	AXA Investment Managers	Alberta Investment Management Corporation	Portfolio Manager	London
Alexandra Ruecker	Allianz Capital Partners	Alberta Investment Management Corporation	Portfolio Manager	London
Marguerite de Combret	Macquarie Group	Ancala Partners	Director - Financing	London
Georgia Fotopoulou	Cantor Fitzgerald	AXA Investment Managers	Investment Director	London
Gianmario Spissu	Citi	BlackRock	Director	Riyadh
Kerron Lezama	Ontario Teachers' Pension Plan	CBRE Investment Management	Senior Director, Private Infrastructure	London
Martin Neubert	Orsted	Copenhagen Infrastructure Partners	Group CIO	Copenhagen
Antonio Rosamina	Deutsche Bank	Cube Infrastructure Managers	Investment Director	Luxembourg
Loic Cerulus	ib vogt GmbH	DIF Capital Partners	Director	London
Aldo Cardoso	Citi	DTCP	Managing Director	London
Francesco Starace	Enel	EQT Infrastructure	Partner	Rome
Lefteris Strakosias	Maple Power	Gresham House	Investment Director, New Energy	London
Juergen Heeg	CPP Investments	HillHouse	Managing Director	London
Nipun Narang	DC Advisory	HitecVision	Partner	London
Simon Casey	DC Advisory	iCON Infrastructure	Head of Debt Finance	London

Equity Senior Moves

83% Male 17% Female



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Name	Leaving	Joining	Title	Location
Sara Farrag	Macquarie Group	iCON Infrastructure	Senior Vice President	London
Andrew Truscott	Citi	John Laing	Chief Executive Officer	London
Ilya Bonhomme Gomez	DC Advisory	Legal & General Capital	Senior Investment Manager	London
Sajeed Rahman	Actis	Macquarie Asset Management	Senior Vice President	London
Luke Woodard	Goldman Sachs	Mercuria	Investment Director	London
Thibault Jarlegant	iCON Infrastructure	Northleaf Capital	Investment Director	London
Chris Hogg	Amber Infrastructure	OMERS Infrastructure	Investment Director	London
Oleg Shamovsky	Global Infrastructure Partners	Partners Group	Managing Director	London
Josie McVitty	NZ Super Fund	StepStone	Principal	London
Georg Hoefler	Allianz Capital Partners	Stonepeak	Managing Director	London
Jérôme Petitjean	Demeter	SUMA Capital	Partner	Paris
Gianfranco Saladino	BlueOrchard Finance	Swiss Life Asset Managers	Head of Value-Add Infrastructure	Zurich
Olaf Nordmeyer	Goldman Sachs	Vesper Infrastructure	Co-founder & Partner	London
Livio Fenati	Partners Group	Vesper Infrastructure	Founder & Managing Partner	Milan
Alfredo Maria De Falco	UniCredit	Vesper Infrastructure	Founder & Partner	Milan
Paola Rastelli	Snam S.p.A	Vesper Infrastructure	Founder & Partner	Milan

Equity Senior Moves

83% Male 17% Female



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Name	Leaving	Joining	Title	Location
Giacomo Rossi	Snam S.p.A	Vesper Infrastructure	Co-Founder & Partner	London
Guillermo Royo-Villanova	PSP Investments	Vesper Infrastructure	Co-Founder & Partner	London
Eduard Ruijs	BlackRock	Vitol Group	Head of Transition	London
Emmanuel Gionakis	Citi	Wren House Infrastructure	Managing Director	London
Michael Bloch-Hansen	OMERS Infrastructure	Wren House Infrastructure	Managing Director	London

Equity Mid-level Moves

71% Male 29% Female



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Name	Leaving	Joining	Title	Location
Mithlesh Jha	GE Renewable Energy	ACWA Power	Senior Manager - Acquisitions & Divestitures	Riyadh
Newton Omebere-Iyari	Credit Suisse	Arcus Infrastructure Patners	Investment Director	London
Maria Melamed	Macquarie Group	Arjun Infrastructure Partners	Principal	London
Alex Polis	DWS	Brookfield Asset Management	Senior Vice President	London
Joaquin Avila Gonzalez	Octopus Investments	Copenhagen Infrastructure Partners	Vice President	London
Flannán O'Mahony	EDF Renewables	Energy Infrastructure Partners	Director	Zurich
Mickael Betito	Ares Management Corporation	iCON Infrastructure	Senior Vice President	London
Marco Calaciura	Bain & Company	iCON Infrastructure	Vice President	London
Sara Farrag	Macquarie Group	iCON Infrastructure	Senior Vice President	London
Nicholas Dempsey	AMP Capital	Infracapital	Associate Director	London
Cecilia Xiao	Orsted	Masdar	Senior Investment Professional	London
Arnaud Malet	Globeleq	Masdar	Manager - Investment & Financing	London
Daniel Savage	iCON Infrastructure	Northleaf Capital Partners	Vice President	London
Rohan Khemani	Green Investment Group'	Orrön Energy	Managing Director	London
Matias Parikka	BlackRock	SUSI Partners	Vice President	Zurich
Juan Jose Perez Garcia	ContourGlobal	TAQA	Senior M&A Specialist	Abu Dhabi

Equity Mid-level Moves

71% Male 29% Female



Name	Leaving	Joining	Title	Location
Baoqing Miao	Voltiq	TAQA	M&A Manager	Abu Dhabi
Melanie Jabbour	OMERS	Wren House Infrastructure	Junior Vice President	London

Equity Early Moves

76% Male 24% Female



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Name	Leaving	Joining	Title	Location
Markus Abeler	HSBC	3i Group plc	Investment Associate	London
Charles Rees	Rothschild & Co	3i Group plc	Investment Associate	London
Karolis Kucinskas	Ancala Partners	abrdn	Investment Professional	London
Axelle le Page	RBC Capital Markets	abrdn	Investment Analyst	London
Hanqin Fei	Barclays	abrdn	Investment Analyst	London
Romain Le Blé-Jaques	PGGM	ADIA	Analyst	Abu Dhabi
Daniel Ellegaard Bechmann	Ørsted	AIP Management	Senior Associate	Copenhagen
Connor Mason	Investec	Alcazar Energy Partners	Senior Investment Analyst	Dubai
Hugo Galindo	Octopus Energy Generation	Allianz Capital Partners	Assistant Vice President	London
Charlie Dorey	Leela Capital	Amber Infrastructure Limited	Investment Asset Manager	London
Ilany Labdaoui	AXA Investment Managers	Antin Infrastructure Partners	Investment Associate	Paris
Moiz Ali	J.P. Morgan	Antin Infrastructure Partners	Investment Associate	London
Nicolas Messier	Morgan Stanley	Antin Infrastructure Partners	Investment Associate	Paris
Alens Juns-Orleans	Evercore	AP Moller Capital	Analyst	Abu Dhabi
Jonas Kröger	Kommunalkredit Austria AG	Ardian	Investment Manager	Frankfurt
Nicholas Kossoff	Stepstone Group	Astarte Capital Partners	Investment Associate	London

Equity Early Moves

76% Male 24% Female



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Name	Leaving	Joining	Title	Location
Isobel G	Credit Suisse	Astatine Investment Partners	Private Equity Associate	London
Jose Neves	Lazard	Asterion Industrial Partners	Investment Analyst	London
Rania Ioualalen	Crédit Agricole Assurances	AXA Investment Managers	Associate	London
Thomas Duchatellier	Mediobanca	Basalt Infrastructure Partners	Investment Associate	London
Eline Boink	Copenhagen Infrastructure Partners	BlackRock	Investment Associate	London
Sinead Oliver	DWS Group	Brookfield Asset Management	Associate	London
Andreas Lamby	Perella Weinberg Partners	Brookfield Asset Management	Associate	London
William Reagan	Asper	Copenhagen Infrastructure Partners	Senior Associate	London
Lea Jungfer	Aquila Clean Energy	Copenhagen Infrastructure Partners	Investment Associate	London
Steven Pires	UBS	CPP Investments	Associate	London
Nil Özlevi	Deloitte	Cube Infrastructure Managers	Associate	Luxembourg
William Jakeman	USS	DIF Capital Partners	Investment Associate	London
Luca Raffaeli	iAM Capital	DIF Capital Partners	Investment Associate	London
Aymeric Lubino	IFM Investors	DWS Group	Investment Professional	London
Carlotta Piantieri	Aurora Energy Research	Energy Infrastructure Partners	Investment Professional	London
Henning Topp	Siemens	Energy Infrastructure Partners	Associate	Zurich

Equity Early Moves

76% Male 24% Female



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Name	Leaving	Joining	Title	Location
Matthias Jochum	Alpiq	Energy Infrastructure Partners	Analyst	Zurich
Kent Dalstrup	JP Morgan	GI Partners	Associate	London
Luca Arcovito	Citi	GIC	Investment Associate	London
Ole Schwenckner	Morgan Stanley	Global Infrastructure Partners	Associate	London
Natalie Harajka	Rothschild & Co	Hermes GPE	Associate	London
Richard Li	JP Morgan	IFM Investors	Investment Associate	London
Tigran Mamyan	Bank of America Merrill Lynch	IFM Investors	Investment Associate	London
Robin Hopfl	JP Morgan	Igneo Infrastructure Partners	Executive	London
Maxence Abou Nader	Société Générale	InfraBridge	Investment Associate	London
Gregory Tezhik	Jefferies	InfraBridge	Associate	London
Pat Mellor	Federation Asset Management	Infracapital	Senior Associate	London
Tom Goldenburg	Stecc Capital	Infracapital	Senior Associate	London
Lohan Morrison	Barclays	InfraRed	Analyst, Fund Managment	London
Carlos Gomes	JP Morgan	InfraRed	Investment Analyst	London
Hakim El Sayed	Rothschild & Co	InfraVia	Investment Manager	Paris
Pol Salvat	Moelis & Company	Intermediate Capital Group	Investment Associate	London

Equity Early Moves

76% Male 24% Female



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Name	Leaving	Joining	Title	Location
Tanvi Ahuja	Rothschild & Co	Intermediate Capital Group	Senior Associate	London
Krish Desai	RBC Capital Markets	KKR	Associate	London
Oriana Liétar	Macquarie Group	KKR	Analyst	London
Kian Ghafoori	Perella Weinberg Partners	KKR	Analyst	London
Yiran Xu	Macquarie Group	Macquarie Asset Management	Associate	London
Sofya Kuzinkova	Macquarie Group	Macquarie Asset Management	Associate	London
Tristan Brown	EY	Macquarie Asset Management	Executive	London
Kai van Eckert	Citi	Macquarie Asset Management	Associate	London
Ankur Sharma	KPMG	Masdar	Analyst	Abu Dhabi
Théo Da Silva	TAQA	Masdar	Senior Analyst	London
Maurizio Maddaloni	Crescent Petroleum	Mubadala	Senior Associate	Abu Dhabi
Piotr Biesag	Evercore	Mubadala	Investment Professional	Abu Dhabi
Gregory Askew	ING	NextEnergy Capital	Investment Analyst	London
Jorge Couret	Credit Suisse	Northleaf Capital Partners	Investment Associate	London
Dimitri Alt	Aquila Clean Energy	Partners Group	Investment Professional	London
Peter Hanley-Walsh	Barclays	PATRIZIA Infrastructure	Investment Analyst	London

Equity Early Moves

76% Male 24% Female



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Name	Leaving	Joining	Title	Location
Maya Kearney	Goldman Sachs	PATRIZIA Infrastructure	Investment Analyst	London
Max Altenburg	JP Morgan	Planet First Partners	Investment Associate	London
Francisco Franco Afonso	HSBC AM	QIC	Investment Associate	London
Gleb Ilyasov	Credit Suisse	Qualitas Energy	Investment Associate	London
Eline Quéméner	Credit Suisse	Sandbrook Capital	Associate	London
Konstantin Kujundzic	Allianz	Stonepeak	Associate	London
Antoine Perrin	H3P	SUSI Partners	Associate	Zurich
Sacha Bianovici	Lekela Power	Sustainable Development Capital	Investment Associate	London
Timo Bosselmann	UBS	Swiss Life Asset Managers	Investment Analyst	Zurich
María de Almansa Garrido	PwC Spain	Swiss Life Asset Managers	Junior Investment Manager	Zurich
Florian Felber	CGS Management	Swiss Life Asset Managers	Investment Manager	Zurich
Kapil Tirthani	Aseem Infrastructure	VisionInvest	Associate	Riyadh
Marina Alvarez	Credit Agricole	Vortex Energy	Associate	Abu Dhabi
Aslı Çırağan	EBRD	White Summit Capital	Investment Associate	London
Felipe Gonzalez	Lazard	Wren House Infrastructure	Associate	London

Credit

H1 of 2023 has been an interesting 6 months in the wider economy, which has seen increased interest rates and question marks around the certainty of the economy. Relative to the macroeconomic climate, the Infrastructure Credit market has had a stable start to 2023 with continued hiring across all levels, with the junior end of the market producing the most moves as it does every year. Although there have not been increased levels of hires across the Credit market in 2023 so far, relative to other sectors across the wider market, Infrastructure & Energy Transition remains a growing sector. Interestingly, the majority of hiring over the last 6 months has been within the Project Finance banks, with names such

as Santander, Nord LB and CIBC leading the charge on a variety of growth hires and replacement hires. The Infrastructure Credit funds have had a slower start to the year on the hiring front, only making up circa 20% of the moves for H1 2023. Nonetheless there have been some interesting new build outs including Power Sustainable entering the European Infrastructure Credit market with 3 immediate hires, and Primate Capital AG expanding their presence in Frankfurt. Looking into H2 2023 we expect to see continued stable levels of hiring in the Infrastructure Credit market as it weathers the turbulent wider market.



Nameesha Sharma
Principal, Credit

Since joining One Search in 2017, Nameesha has delivered over 100 searches in the infrastructure debt market and has built and developed strong relationships with some of the most prominent banks, debt funds and institutional investors, making her a household name in the industry in the UK and Europe. Nameesha has partnered with names such as Allianz Global Investors, Ares, Blackstone, CIBC, Investec, NAB and Vantage Infrastructure, amongst others, in the build out their infrastructure debt and project finance teams in the UK, France, Germany, Madrid and Austria amongst others.





Viktor Kozel
Head of Infrastructure Debt

Brief Overview of UBS Asset Management

UBS Asset Management's Real Estate & Private Markets business actively manages investments of around USD 111 billion globally and regionally within Asia Pacific, Europe and the US, making it one of the largest asset managers in real assets worldwide. Our capabilities reach across the risk / return spectrum, ranging from core to value-add and opportunistic strategies. We offer direct real estate, infrastructure equity and debt, and food & agriculture investments as well as indirect exposure to leading real estate, infrastructure, private equity and private credit managers. Investors can access our diverse product range across open- and closed-ended private funds, investment trusts, listed funds, REITs and bespoke separately managed accounts.

Candidate

Background on Viktor

I am an infrastructure "lifer". I started my career making infrastructure equity investments. I moved on to the debt side by joining an infrastructure lending team in a bank, where we have been among pioneers in the then nascent infrastructure high yield (HY) lending space. I then joined the UBS-AM Infrastructure Debt team back in 2018, after having worked with them on multiple deals in the space and impressed by their professionalism and team culture. I was also really attracted by the opportunity to work in the institutional space, enjoy more responsibility and independence compared to my previous work in a bank. My main role as a portfolio manager was predominantly focused on origination and execution of proprietary new investment opportunities for our investment grade (IG) infrastructure debt strategy, and subsequently in launching a new HY strategy. I also appreciate being part of the Investment Committee, and the responsibility that comes with this setup.

Explain the background to your promotion

In April 2023 I was appointed head of UBS Asset Management's Infrastructure Debt business. My immediate priority is to ensure continuity of our existing strategies and position the business for future growth. It is a great opportunity to shape the platform and capitalize on the strength of our franchise, particularly in mid-market infrastructure direct lending, where we have established a strong reputation in the market. We specialize in bilateral transactions where we can use our structuring skills by working directly with sponsors, or as a small club of lenders, and this way we are creating additional value for our investors. Over the years, we have built a diversified portfolio of around 40 investments across different countries and sectors in Europe.

My step up wouldn't have been possible without the support of my team and guiding hand of Tommaso Albanese, our head of infrastructure, who launched the infrastructure debt business back in 2015. We have a strong team with diversity of backgrounds and skills which positions us well to access opportunities across various geographies and sectors. We also enjoy strong support of the wider UBS-AM infrastructure platform. And, most importantly, we enjoy working together as a team and creating organic opportunities for people to grow with the platform and take on more responsibilities.

In the past, I spent a considerable amount of my time on origination of new investment opportunities, and thoroughly enjoy our relatively tight community of professionals across various stakeholders in the infrastructure market. I will continue to maintain this network, which allowed us to source attractive investment opportunities, particularly from a risk / return standpoint. At the same time, I am also enjoying spending more time with our investors, to understand their changing needs and be at the forefront of innovation to create solutions that best serve their needs. I do believe that the infrastructure market will continue to grow and create very attractive opportunities to invest in this resilient asset class. And I am looking forward to capitalizing on this to continue and expand our infrastructure platform.

Credit Senior Promotions

69% Male 31% Female



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Name	Company	Previous Role	New Role	Location
Leticia Ferreras Astorqui	Allianz Global Investors	Vice President	Director	London
Chris Presbie	Barings	Associate Director	Director	London
Ankita Agrawal	BNP Paribas	Vice President	Director	London
Evelyn Volckeryck	BNP Paribas	Vice President	Director	Antwerp
Tom Hallam	BNP Paribas	Vice President - Real Asset Syndicate	Director - Real Asset Syndicate	London
Karen Azoulay	BNP Paribas	Head of Infrastructure Debt	Head of Real Assets	Paris
Mickael Deligny	Brookfield Asset Management	Vice President	Senior Vice President	London
Thibault Sauvage	CDPQ	Director	Senior Director	London
Ismail Lahlou	Citi	Vice President	Director	London
Sylvaine Jerome	Crédit Agricole CIB	Executive Director	Managing Director	London
Alvaro Menendez	Crédit Agricole CIB	Director	Managing Director	Madrid
Romain Lacadée	Crédit Agricole CIB	Assistant Director	Director	Paris
Michael Suppan	Deutsche	Director	Managing Director	London
Audrey Colin-West	Edmond de Rothschild	Managing Director	Head of Transport & Social Infrastructure	London
Georgios Tzimas	Infranity	Vice President	Director	Paris
David Mesia	ING	Director	Head of Energy & Infrastructure Finance Iberia	Madrid

Credit Senior Promotions

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Name	Company	Previous Role	New Role	Location
Hemal Ruparelia	ING	Vice President	Director	London
Ali Miraj	ING	Managing Director, Infrastructure Finance	Global Lead, Infrastructure Sponsor Coverage	London
Ahmed Zaki	ISquared	Principle	Managing Director	London
Evaine Bouyssi	Natixis	Vice President, Syndication	Director, Syndication	London
Anjali Karia	NatWest	Vice President	Director	London
Paul Blaquiere	NatWest	Vice President	Director	London
Hassan Gohar	NatWest	Vice President	Director	London
Işıl Versmissen	Nomura	Vice President	Executive Director	London
Matthieu Le Bret	Nord LB	Managing Director, Head of Distribution, Europe & APAC	Managing Director, Global Head, Structured Finance Distribution	London
David Fussell	Sequoia	Vice President	Executive Director	London
Stephane Teyssieux	SMTB	Vice President	Director	London
Cem Orekli	Société Générale	Director	Managing Director	London
Domitille Barthel	Société Générale	Vice President	Director	Paris
Justine Bouyssou	Société Générale	Vice President	Director	London
Fu Long Ting	Société Générale	Vice President	Director	London
Desislava Radeva	Standard Chartered Bank	Director	Executive Director	London

Credit Senior Promotions

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Name	Company	Previous Role	New Role	Location
David Thoma	UBS Asset Management	Associate Director, Infrastructure Debt	Director, Infrastructure Debt	London
Viktor Kozel	UBS Asset Management	Executive Director	Head of Infrastructure Debt	London
Bastian Schachtner	UmweltBank AG	Co-Head of Infrastructure & Renewable Energy Finance	Head of Renewable Energy Finance	Nuremberg
Niccolò Massa	Vantage Infrastructure	Vice President, Infrastructure Debt	Director	London

Credit Senior Moves

77% Male 23% Female



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Name	Leaving	Joining	Title	Location
Manu Musonz	FMO - Dutch Development Bank	ABN AMRO Bank	Director	Amsterdam
Alice Thuillier	IFC	Bank of America	Director, Global Sustainable Finance Group	Paris
Maria Di Marzio	Econergy Renewable Energy	BayernLB	Senior Specialist Project Finance	London
Pablo Gonzalez Lopez	Santander	Crédit Agricole CIB	Director	Madrid
Wade Roll	Nord LB	DZ Bank	Director, Syndications	London
Thanos Kostouros	IFC	EBRD	Principal Banker	London
Simon Casey	DC Advisory	iCON Infrastructure	Head of Debt Finance	London
Sebastien Kammerman	DC Advisory	InfraVia	Director, Financing	Paris
Dmitry Valentey	Sovcombank	KommunalKredit	Director	Vienna
John Carey	IFM Investors	LGIM	Head of Infrastructure Debt, Europe	London
Joanne James	ICBC	Lloyds	Director	London
Gurjit Orjela	Edmond de Rothschild	Macquarie Group	Director	London
Andrew Landon-Green	Société Générale	Mediobanca	Managing Director, Head of Infrastructure, Pension and Sovereign Funds	London
Alex Kostash	UniCredit	Mizuho	Director	London
Anthonia Okoh	Standard Chartered	NatWest	Director - Infrastructure Finance	London
Duncan Gibson	Crédit Agricole CIB	Nord LB	Director & Head of Asset Distribution	London

Credit Senior Moves

77% Male 23% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Andrew Powderly	ICBC	Nord LB	Director, Syndications	London
Will Devenney	LGIM	Power Sustainable	Managing Partner, Infrastructure Credit	London
Michael Brunssen	KommunalKredit Austria AG	Prime Capital AG	Head of Portfolio Management	Frankfurt
Jochen Flaig	KfW IPEX Bank	Prime Capital AG	Director	Frankfurt
Adam Howard	EBRD	UK Infrastructure Bank	Director	Leeds
Juliana Quintero	Steer	UPP	Head of Portfolio Management	London

Credit Mid-level Moves

77% Male 23% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Saad Soomro	Allianz Global Investors	AXA Investment Managers	Portfolio Controller - Infrastructure Finance	London
Thomas Illouz	ICBC	BBVA	Senior Vice President	London
Tommaso Inchingolo	BNP Paribas	BBVA	Vice President - Project & Structured Finance	Milan
Andrés Prieto Buznego	BBVA	Crédit Agricole	Vice President	Madrid
Alfa Baldé	SMBC	EWEC	Project Finance Manager	Abu Dhabi
Bertrand Ripoché	AXA Investment Managers	Glennmont Partners	Investment Manager	London
Myriam Irastorza Lamarty	Natixis	JP Morgan	Vice President	London
Christos Kolorizos	HCF International Advisers	Mizuho	Associate Director	London
Angelyne Tritz	Mizuho	MUFG	Vice President	London
Rohil Mesiah	CIBC	NatWest	Vice President - Infrastructure and Project Finance	London
Aysha Tezgal	IPA	NIBC Bank	Vice President - Portfolio Management	London
Priya Sinha	British International Investment	Power Sustainable	Vice President	London
Francesco Dal Monte	NatWest	SMBC	Vice President - Loan Capital Markets	London
Michal Dobrzanski	SEB	SMBC	Vice President - Infrastructure Finance	Frankfurt

Credit Early Moves

62% Male 38% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Ali Raja	Asian Development Bank	Allianz Global Investors	Associate - Portfolio Manager Development Finance	London
Konstantin Böhm	Studying Masters	Ampega Asset Management	Junior Portfolio Manager	Cologne
Oran Mclvor	AIB	Aviva Investors	Associate	London
Paul Oreckin	Moodys	Aviva Investors	Infrastructure Debt Associate	London
Jamie Stiff	bfinance	AXA Investment Managers	Analyst	London
Lucie Adam	Studying Double Masters	BNP Paribas	Analyst	Paris
Victor Rambach	Proparco	British International Investment	Investment Executive	London
Aashni Patel	The Citation Group	CIBC	Analyst - Project Finance & Infrastructure	London
Wojciech Szatan	Allianz Global Investors	CIBC	Analyst - Energy Transition	London
Barabra Marichalar	N/A	CIBC	Analyst - Project Finance & Infrastructure	London
Simon Azria	Studying Masters	Crédit Agricole CIB	Analyst - Project Finance - Power & Utilities	Paris
Mardan Hasanzade	Nomura	Deutsche Bank	Associate - Infrasructure & Energy Credit Structuring	London
Vladislav Lelenco	Studying Double Masters	EBRD	Analyst - Project Finance	Luxembourg
Inés de la Peña	EBRD	Edmond de Rothschild	Associate	London
Jeremy Paigne	BNP Paribas	Infranity	Analyst	Paris
Manon Lherbière	RGREEN Invest	Infranity	Infrastructure Investment Analyst	Paris

Credit Early Moves

62% Male 38% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Azmi Dzulkarmain	Delphos	ING	Associate	London
Sharif Joudè	NEVA SGR	Intesa Sanpaolo	Structured Finance Associate	London
Lisa Marie Will	Nord LB	Korea Development Bank	Associate	London
Paloma Vicente	Studying Masters	La Banque Postale	Analyst - Project Finance - Renewable Energy	Paris
Pujan Patel	Amberside Advisors	Mizuho	Project Finance Analyst	London
Artemis Adamantopoulou	Société Générale	Mizuho	Project Finance Portfolio Management Associate	London
Shreeya Paudel	Lloyds	MUFG	Associate	London
Juan Xin	Bank of China	MUFG	Assistant Vice President - Structured Finance (Project Finance)	London
Marco Miconi	Mazars	Natixis	Project Finance Analyst	Milan
Andrew Huffer	KPMG	NatWest	Associate	London
Manav Mehta	GuarantCo	NatWest	Associate	London
Marcel Albers	ING	NatWest	Associate	Frankfurt
Christina Kabel	Bayern LB	NatWest	Project Finance & Infrastructure Finance	Frankfurt
Jack Spear	Truist Securities	Nord LB	Associate - Energy Origination	London
Stanislas Sibille	AXA Investment Managers	Patrizia	Associate	London
Jerome Wu	ARUP	Porterbrook	Structured Finance Manager	London

Credit Early Moves

62% Male 38% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
João Iglésias	ABN AMRO Bank	Renewable Power Capital	Associate	London
Tracy Liu	Société Générale	Renewable Power Capital	Analyst	London
Antoine Lalli	Société Générale	Santander	Associate	London
Robert Waterhouse	LGIM	Santander	Analyst	London
Natasha Patel	Natixis	Santander	Analyst	London
Fatima Hermosin Acasuso	Arenko Group	Santander	Structured Finance (Energy)	London
Georgia Politidou	Borealis	SMBC	Assistant Vice President	London
Jia Lian Ho	Deutsche Bank	SMBC	Associate - Infrastructure & Project Finance	London
Jean Assesso	Resonance Advisory	SMBC	Associate/Assistant Vice President	London
Alexandrina Ghetiu	Bank of America	SMBC	Associate - Transport & Telecoms	London
Cindy Lee	Shinhan Bank	SMBC	Assistant Vice President - Project Finance - Power and Renewables	London
Yann Melou	Crédit Agricole	Société Générale	Energy Advisory and Project Finance Analyst	Paris
Ezechiel Kevin Tokpa	Studying Masters	Société Générale	Energy Advisory and Project Finance Analyst	London
Nadine Aka	Finance Consult	Société Générale	Analyst - Energy Advisory and Project Finance	Paris
Lolade A	Macquarie Group	Société Générale	Analyst Mining & Metals Project Finance	London
Hugo Quatrefages	Natixis	Société Générale	Analyst Mining & Metals Project Finance	Paris

Credit Early Moves

62% Male 38% Female



Name	Leaving	Joining	Title	Location
Yann Melou	Crédit Agricole CIB	Société Générale	Energy Advisory and Project Finance Analyst	London
Edouard Lordereau	TotalEnergies	Société Générale	Analyst	London
Pierre Le Marquand	EDF	Standard Chartered Bank	Associate	London
Joanie Brunner	Credit Suisse	UBS Asset Management	Infrastructure Investment Analyst	Zurich

IR

As we approach the conclusion of the first half of 2023, the fundraising landscape for infrastructure funds presents an array of challenges. Seasoned general partners (GPs) in this sector are diligently bolstering their teams to tap into untapped geographies and attract a fresh wave of limited partners (LPs), as allocators continue to grapple with the lingering effects of the denominator effect. Amidst the backdrop of global economic challenges and geopolitical uncertainties, the allure of the asset class remains strong within select pockets of the market, albeit with a notable bias towards larger, well-established brands. LPs continue to be enticed by the asset class's reputation for delivering stable, long-term returns, coupled with the increasing necessity for investments in critical infrastructure and global energy transition projects.

Significantly, several exceptional GPs have achieved success in fundraising during this period, underscoring the resilience of the infrastructure fundraising market. One noteworthy example is Global Infrastructure Partners (GIP), which reportedly secured an impressive sum of nearly \$15 billion for GIP V, with an anticipated target of \$25 billion expected to be reached by year-end. In a similar vein, Brookfield Asset Management's premier infrastructure fund, BIF V, has experienced growth, ballooning to the \$24 billion mark following its initial close last year. Furthermore, KKR & Co is poised to launch Fund V in Q3, with a target of \$20 billion, building upon the successful closure of Fund IV last year. The accomplishments of these funds can be attributed to a variety of factors, whether it's their strategic focus on specific assets, their expertise in infrastructure asset management or their proven track record of generating risk-adjusted returns amidst economic uncertainties - Undoubtedly, their substantial size has played an instrumental role in their resounding achievements in the current market.

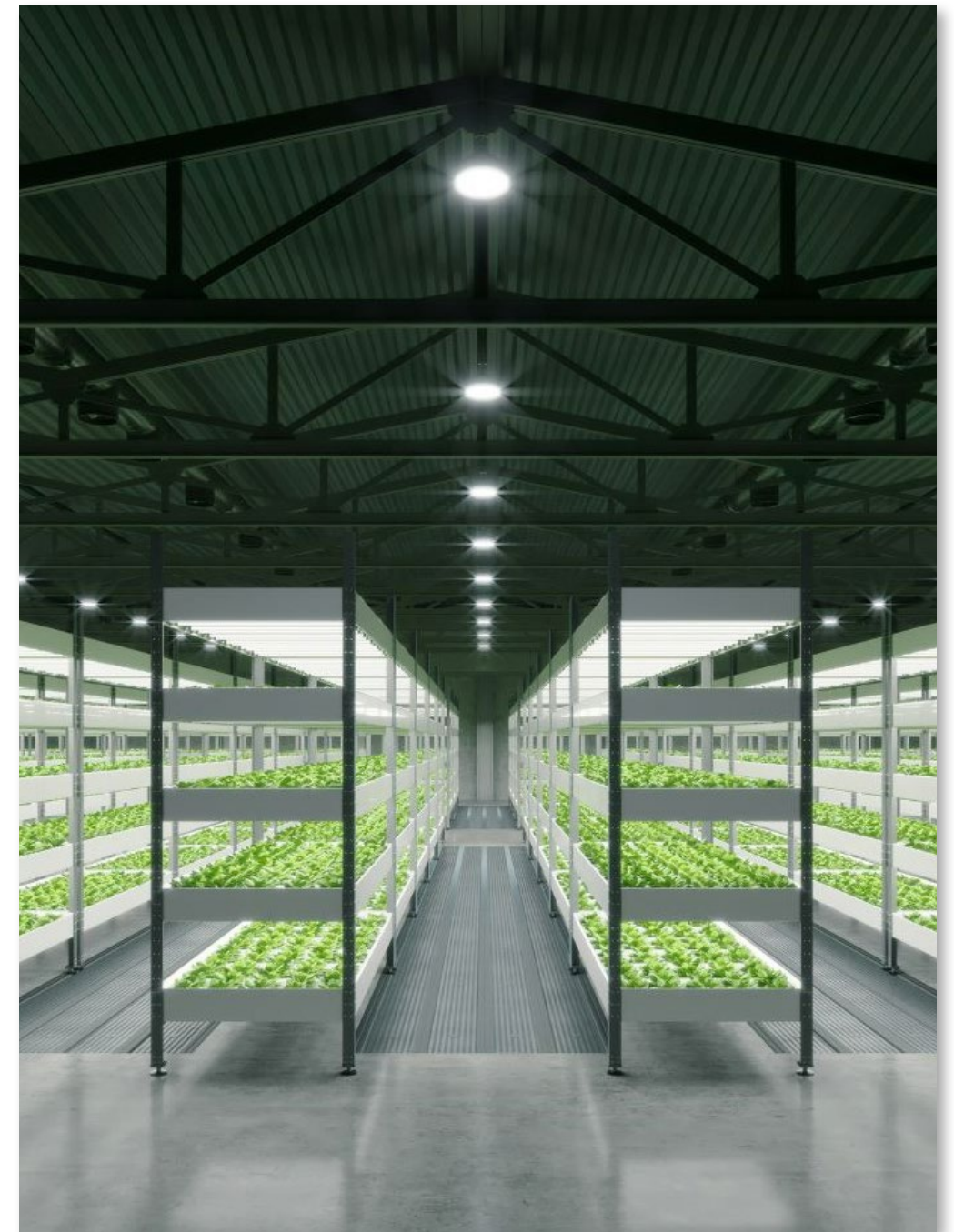
The prevailing trend within the realm of successful fundraising has been the conspicuous prominence of larger GPs, exerting a noticeable influence on the hiring landscape for both these industry titans and their smaller counterparts. As a consequence of the denominator effect, smaller general partners have experienced the ripple effects of LPs allocating their diminished funds to larger firms and well-established brands. Consequently, these smaller players have been actively seeking fundraising talent capable of exploring

uncharted geographies. Within Europe, the spotlight has particularly focused on the German and Nordic markets, leading numerous GPs to strategically recruit seasoned senior distribution professionals with the ability to operate independently in these regions. Outside of Europe, GPs have taken the strategic step of establishing satellite offices in the Middle East, which has inadvertently created a scarcity of talent among fundraisers boasting a proven track record of raising assets within the region. Professionals with relevant LP connections and a deep understanding of the cultural nuances inherent in fundraising efforts within the region have emerged as highly sought-after assets, instrumental in securing capital from these LPs.



Jake O'Donovan
Consultant, IR

Jake joined One Search in January 2023 to focus on searches across EMEA within the Investor Relations and Distribution practice. Prior to joining One Search, Jake worked for a boutique Executive Search firm where he worked across Private Equity, Private Credit, Infrastructure and Real Assets for GP's and Private Capital Advisory teams, placing senior professional into a combination of Investor Relations, Investment and Product Specialist positions.



IR Senior Promotions

64% Male 36% Female



ONE
SEARCH

Name	Company	Previous Role	New Role	Location
Neda Vakilian	Actis	Managing Director	Partner & Head of IDG	London
Julie Burgermeister	Ardian	Director - Investor Relations	Co-Head Investor Relations Europe & Managing Director	Paris
Zahir Khan	Ares	Principal	Managing Director, Head of Middle East	Dubai
Victoria Hall	AXA	Head of Transactions - Special Situations	Head of Funds, Infrastructure	London
Lukas Neubauer	Campbell Lutyens	Senior Vice President	Managing Director	Munich
Allard Ruijs	DIF	Partner, Head of Investor Relations & Business Development	Partner & Chief Information Officer	Amsterdam
Simon Gold	EQT	Director	Managing Director, Client	London
Dan Bleasdale	FirstPoint Equity	Director	Managing Director	London
Dirk Homberg	Golding CP	Managing Director	Partner	Munich
Naguib Taraboulsi	I Squared Capital	Principal	Managing Director	Dubai



As Actis continues to grow from strength to strength, expanding its footprint worldwide, I'm delighted to lead our capital raising efforts, building and managing relationships with investors and delivering the strategic growth ambitions of the firm. Creating long-term value with sustainability at the core drives Actis' investment strategy and I look forward to working with our limited partners to realise these goals, as global economies are increasingly looking towards sustainable infrastructure solutions to meet decarbonisation goals.

Neda Vakilian
Partner, Actis

IR Senior Promotions

64% Male 36% Female



Name	Company	Previous Role	New Role	Location
Carlos Vilares	Pantheon Ventures	Director, Head of Insurance Solutions	Managing Director, Head of Insurance Solutions	London
Jonty Graham	PJT Partners	Principal - Private Equity & Real Assets Advisory	Managing Director - Private Equity & Real Assets Advisory	London
Elisabeth Masson	Triago	Principal	Partner	Paris



Hiring Manager



Shane Swords
Managing Director, Head of
Investor Relations

Brief Overview of NextEnergy Capital

NextEnergy Capital are a specialist solar investment and asset manager, they have significant experience and deep expertise across the lifecycle of utility scale solar, ranging from subsidy-free greenfield development to market-leading operational performance. NextEnergy have a stellar track record in the UK and Italian markets which has enabled them to expand their portfolio of assets internationally and enter new markets globally.

Established in 2007, NextEnergy Capital now have \$3.2Bn in AuM having invested in 378 solar plants across 7 countries, with 1368 MWp in operation with an additional 1066 MWp under development.

Candidate



Craig Watkins
Director of Fundraising, The Americas

What attracted you to join NextEnergy Capital?

After more than 15 years spent in real assets and with a focus on private infrastructure for the last six of those, I began to explore opportunities with GPs focused on energy transition, a segment of the market that I believe offers a generational opportunity to help reshape the future of clean energy. I was fortunate to speak to several world class GPs with such a focus during what was a very deliberate search to find the right next opportunity at this stage of my career.

It was in that search that I found and focused on NextEnergy Capital, a firm on a mission to generate a more sustainable future by leading the transition to clean energy through investments in solar. NextEnergy has been investing in solar since 2007, so they have an incredible amount of experience in what is still largely considered a new asset class. As well, NextEnergy has a very unique model in that they are active across all parts of the solar value chain via three main business verticals - investment management, technical asset management and project development. Together, that provides for a very differentiated platform and unique perspective on the solar market. Today, NextEnergy has invested in almost 400 individual solar assets across the U.K., Italy, U.S., Portugal, Spain, Chile, Poland, India and Greece, so a very well established and growing platform.

NextEnergy offered me an opportunity to help the company grow their investor base in the Americas by leveraging my extensive LP and consultant network in this part of the world. The reception to NextEnergy has thus far been incredible and I could not be more thrilled to be a part of this journey. While we are a company with one singular mission, we are also a company with one set of values - values that help to shape our business, build our capability, bring our people together and enable us to achieve our mission. It is a company that thrives on the competitive environment, stresses the importance of everyone bringing

their "alpha" game to work and leaving no stone unturned in the pursuit of value and opportunity. I believe strongly that NextEnergy is the perfect fit for my skillset and career ambitions and aligned well with my own values and belief system.

What opportunities and challenges do you see for the next 12-24 months?

There are still a great many tailwinds for renewables that continue to drive spending and the opportunity set for solar in particular and we continue to see significant growth forecasted in the space. According to the International Energy Agency, global solar PV capacity is set to almost triple over the next five years, overtaking coal to become the largest source of power capacity in the world. As well, global governments are committed to 2050 Net Zero goals which highlights the massive amount of capital required for these ambitious goals to be met. In Europe alone, it is expected that \$900 billion is needed to be invested in solar energy to reach these targets. I think NextEnergy is uniquely positioned to capitalize on the exponential growth of this asset class.

I believe fundraising challenges will continue to persist for any number of reasons, most notably the result of the denominator effect which has largely frozen LPs' ability to deploy capital. I'd be remiss not to mention the competitive environment for renewables as well given the large amount of GP entrants in recent years. That said, I think the demand for solar alongside NextEnergy's expertise, experience and understanding we have developed in this market will continue to serve as a distinct competitive advantage. There is a real urgency about the kind of work we are doing right now to support the energy transition story, which is equally exciting and rewarding.

IR Senior Moves

59% Male 41% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Bernhard Grassl	MEAG	Allianz GI	Director	Munich
Olaf Wendtrup	Moelis	Apax Partners	Managing Director - Head of Investor Relations, Europe	London
Caitlyn Fronczek	Apax Partners	ARA Partners	Director, Investor Relations	London
Erik Rosensvard	Allianz	Ardian	Managing Director, Nordics	Stockholm
Fenglin Zhao	VCP Apex	Bridges Fund Management	Director, Client & Strategy Development	London
Anamica Broetz	DWS	Brookfield AM	Managing Director	London
Alice Franks	AMP Capital	DigitalBridge	Managing Director, Head of Europe, Capital Formation	London
Philip Heeroma	Moonfare	EQT	Director, EMEA Private Wealth Capital Raising	Stockholm
Natalia Yek	EQT	Ergon Capital	Head of Investor Relations	London
Fahim Imam-Sadique	Bury Street Capital	FirstAvenue	Managing Director	London
Laura Tardino	abrdn	Golding Capital Partners	Managing Director	Milan
Sally Tondziel	Credit Suisse PFG	Grain Management	Principal, Capital Formation & Investor Relations	London
Nicola Lloyd	Credit Suisse PFG	Grain Management	Principal	London
Tor Herno	Blackrock	ICG	Managing Director, Nordics	Copenhagen
John Gee-Grant	PGIM	IFM Investors	Executive Director, Head of Global Client Solution	London
Alex Mullins	Neuberger Berman	River & Mercantile	Head of Institutional Sales	London

IR Senior Moves

59% Male 41% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Tim Olivier Siedel	Campbell Lutyens	Moelis	Executive Director, Private Capital Advisory	London
Hasmeen Deol	Capital Dynamics	NextEnergy Capital	Director	London
Michelle Dunne	Neuberger Berman	River & Mercantile	Head of Institutional Sales	London
Max Haeblerle	Edmond de Rothschild	Schroders Capital	Director - Private Debt Fundraising	Frankfurt
Janin Söder	Lombard Odier Investment Managers	Schroders Capital	Client Director	Zurich
Lars Zimmermann	EnTrust Global	StepStone	Director, Business Development - Private Wealth	London
Nick Spencer	Arjun	Stonepeak	Managing Director	London
Christian Topp	Prime Capital	Swiss Life AM	Head of Infrastructure Equity Solutions	Frankfurt
Antonio Iaquinta	State Street	Swiss Life AM	Head of Southern Europe Sales	Zurich
Kathryn Bintcliffe	Deloitte	Triton Partners	ESG Professional	London
Robert Kellermann	Redington	Vauban Infrastructure Partners	Director	Munich
Stefania Pisu	Infrantry	Unigestion	Head of Southern Europe	Paris
Christophe Gantenbein	Partners Group	Union Bancaire Privee	Global Head of Private Markets Institutional Solutions, Senior Managing Director	Zurich
Chris Leak	Nuveen	Wafra	Managing Director, Head of European Business Development	London

IR Mid-level Moves

45% Male 55% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Dr. Mailin Badurina	Pemberton Asset Management	Ambienta SGR	Investor Relations Manager	London
Mami Goto	Partners Group	DigitalBridge	Vice President	Singapore
Anjini Sharma	Vitruvian Partners	Eurazeo	Associate, Investment Partners	London
Emma P	October	Eurazeo	Senior Associate, Investment Partners	Paris
Gaetan Hillariet	Natixis IM	Infranity	Investor Relations Associate	London
Florence Attias Amar	Edmond De Rothschild	Infravia Capital Partners	Investor Relations	Paris
Morgane Mathieu	Patrizia AG	Macquarie Asset Management	Private Credit Product Specialist	London
Oliver Scudamore	InfraCapital	Orion Infrastructure Capital	Vice President	London
Marco Mengotti	Energy Infrastructure Partners	Reichmuth & Co	Client Relations Manager, Private Infrastructure	Zurich
Max Haeberle	Edmond De Rothschild	Schroders	Private Assets Sales Manager	Frankfurt
Charlotte Vince	Titanbay	Triago	Vice President	London
Tyisha Rivas	Areim	UBS	Associate Director, Real Estate & Private Markets	London
Gardner Vydra	Evercore Private Funds Group	Waterland Private Equity	Investor Relations Manager	London
Maria Dominguez Gomez	Davidson Kempner Capital Management	White Summit Capital	Senior Associate, Investor Relations	London

IR Early Moves

38% Male 62% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Melina Klein	Ardian	Apollo	Associate, Client and Product Solutions	London
Ana Cortes	Blackrock	Apollo	Associate, Institutional Client & Product Solutions	London
Emer Lennon	CBRE IM	Ares	Associate, European Relationship Management	London
Anna Peja	Cardano	Campbell Lutyens	Executive	London
Nick Rohrbach	KPMG	DIF Capital Partners	Associate	Amsterdam
Anjini Sharma	Vitruvian Partners	Eurazeo	Associate	London
Laura Berezay	Societe Generale	ICG	Associate	London
Megan Hutchison	Cazenove Capital	IFM	Associate	London
Marco Deix	Emerald Technology Ventures	IFM	Analyst	Zurich
Jeroen van der Zee	Aqua Spark	IFM	Analyst	Amsterdam
Jeslyn Li	H.I.G. Capital	I Squared Capital	Investor Relations Analyst	London
Alec Stokes	Campbell Lutyens	Mercer	Senior Associate - Private Equity	London
Maelle Pradeau	Igneo Infrastructure Partners	Octopus	Associate	London
Carvell Conduah	Wellington	Schroders Greencoat	Associate	London
Mitali Doshi	Macquarie Group	Stonepeak	Analyst	London

ESG EMEA Market Overview

In the past two years, several 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. 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. European regulations such as Sustainable Finance Disclosures Regulation (SFDR), EU Taxonomy Regulation, TCFD, Corporate Sustainability Reporting Directive (CSRD), and the ISSB regulations have led many 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: Jupiter Asset Management, Goldman Sachs AM, Partners Group, Schroders, 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. Based on our report, the average number of female hires at the mid to senior level was 56% and 54% respectively (excluding any promotions). Other market trends include the convergence of impact with ESG and sustainability, supply chain challenges, and biodiversity loss. We expect that more varied specialists and professionals will be required.



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 Promotions

44% Male 56% Female



ONE
SEARCH

Name	Company	Previous Role	New Role	Location
Ruairi Revell	Abrdn	Head of Real Estate ESG (Core Plus and Value Add Funds)	Head of Sustainability - Infrastructure	Edinburgh
Anne Scott	Aegon Asset Management	Investment Services Manager	Global Climate Solutions Lead	Edinburgh
Faatwima Diljore	AlbaCore Capital Group	Risk and Liability Manager	Head of ESG and Fund Financing	London
Carlos Araujo	Allianz Global Investors	Senior Sustainable Investments Analyst	Head of Sustainable Investments - ESG & Compliance	Paris
Julien Bertrand	Allianz Global Investors	Vice-President, Sustainability Methodologies & Analytics	Vice President, Team Lead, Sustainability Methodologies & Analytics	Paris
Thomas Roulland	Allianz Global Investors	Head of Sustainability Methodologies & Analytics	Director, Head of Sustainability Standards & Analytics	Paris
Shagun Talwar	Amundi UK	Senior ESG Analyst	Head of ESG	London
Christian Juel	Aptimus Capital Partners	Head of ESG and Impact Alignment, Executive Director	Head of ESG and Impact Alignment, Managing Director	Madrid
Fabian Kraus	Assenagon Asset Management	Co-Head of ESG, Senior Vice President Product Management	Head of ESG	Munich
Mirza Baig	Aviva Investors	Global Head of Governance	Global Head of ESG	London
Jess Foulds	Aviva Investors	Head of Strategy, Sustainable Finance Centre for Excellence	ESG Strategy Director	London
Ivelina Stefanova	Aviva Investors	Climate Investment Strategist, Multi Asset	Climate Investment Strategist, CIO Office	London
Kallum Pickering	Berenberg	Senior Economist, Director	Senior Economist, Head of ESG & Data Director	London
Robbie Epsom	CBRE Investment Management	EMEA Head of ESG	EMEA Head of Sustainability – Senior Director	London
Hannah Scott	CBRE Nederland	Associate Director ESG & Sustainability	Director ESG & Sustainability	Amsterdam
Karim Sayyad	Credit Suisse	Vice President & Climate Transition Lead	Director & Head of Climate Transition	Zurich

ESG Senior Promotions

44% Male 56% Female



ONE
SEARCH

Name	Company	Previous Role	New Role	Location
Jeannette Chua	Danske Bank	Chief Analyst, Group Sustainability Risk	Head of ESG Integration, Group Risk Management	Copenhagen
Corinna Orbach	DWS Group	Sustainability Strategy Manager	Head of Sustainability Strategy	Frankfurt
Fiona Moore	ECI Partners	Head of Marketing	Head of ESG	London
Leonora Rae	EdenTree Investment Management	Charity Partnerships, Strategic Lead	Head of Corporate Responsibility and Charity Partnerships	London
Katherine Kitson	EQT Group	Project Manager, Impact and Sustainability	Manager, Impact	London
Gustav Magnusson	EQT Group	Project Manager, Group Sustainability	Climate Lead Manager	Stockholm
Sinthuja Yogarajah	Federated Hermes	Manager, ESG Integration	Associate Director, ESG Integration	London
Katerina Papavasileiou	Federated Hermes	Associate Director, Real Estate ESG & Responsibility	Director, ESG & Responsibility	London
Emilie Goodall	Fidelity International	Director of Sustainable Investing and Impact	Head European Stewardship	London
Cornelia Furse	Fidelity International	Co-Portfolio Manager, Sustainable Water & Waste	Lead Portfolio Manager, Fidelity Sustainable Global Fund	London
Will Oulton	First Sentier Investors	Global Head, Responsible Investment	Responsible Investment Advisor	London
Charlotte Clark	Franklin Templeton	Sustainability Content Advisor	Head of Sustainability Communications - Global	London
Jennifer Willetts	Franklin Templeton	Sustainability Data Manager (Senior Lead)	Head of Sustainability Data and Research Global	Edinburgh
Iancu Daramus	Fulcrum Asset Management	Responsible Investment Associate	Director, Climate-Aligned Investing	London
Anthony Craig	Green Investment Group/ Macquarie Group	Manager	Senior Manager, ESG	London
Swaroop N L N	HSBC	Director, Alternate Distribution & Sustainable Trade Finance	Global Product Head - Sustainability, Innovation, FIs & Distribution, Trade & Receivables Finance	London

ESG Senior Promotions

44% Male 56% Female



ONE
SEARCH

Name	Company	Previous Role	New Role	Location
Rhiann Gray	Impax Asset Management	Head of Commercial Asset Management & ESG Private Equity Infrastructure	Managing Director, Head of Asset Management & Sustainability	London
Isoline Degert	InfraVia Capital Partners	ESG Manager	ESG Director	Paris
Maximilian Kufer	Invesco	Head of ESG, Private Markets	Head of ESG Client Strategy EMEA & Global Private Markets	London
Alvaro Ernesto Zambrano Saez	J.P. Morgan Asset Management	Executive Director, Regulatory and Industry Change Risk Management	Executive Director, Sustainable Investing Policy & Regulatory Implementation Lead	London
Erika Leung Rodriguez	KKR	Vice President, Sustainable Investing and ESG	Principal, Sustainable Investing and ESG	Hong Kong
Leona Miles	Legal & General Investment Management	ESG Programme Lead	ESG Programme Sponsor and Product Lead	London
Guy Rolfe	M&G Investments	ESG Manager	Associate Director, Sustainability	London
Caitlin Joss	M&G Investments	ESG Manager	Associate Director, Sustainability	London
Aditi Rao	M&G Investments	Director, Leveraged Finance	Private Credit, Impact & ESG	London
Natalia Andrecka	M&G Investments	ESG Product Specialist, Private Assets & Alternatives	Senior Sustainability Manager, Private Assets Product	London
Katia Teneva	Macquarie Asset Management	Senior Project Manager	Senior Manager Sustainability Data & Reporting	London
Manon Welter	Macquarie Asset Management	Senior Environmental and Social Risk Manager	Associate Director, Environmental and Social Risk	London
Kim Woehl	Montagu	ESG Principal	Head of Sustainability	London
Victoria Elizabeth Ashworth	Morgan Stanley	Associate, Climate Investment ESG Lead, Private Equity Solutions	Principal, Climate Investment ESG Lead	London
Peter Sandahl	Nordea	Head of Sustainability, Life & Pensions	Head of Climate and Environment, Deputy Head of Group Sustainability	Stockholm
Prarthana Jakoniak	Nordea	Head of Department , GFRIC	Head ESG & Statistical Reporting	Warsaw

ESG Senior Promotions

44% Male 56% Female



ONE
SEARCH

Name	Company	Previous Role	New Role	Location
Oliver O'Bryan	Partners Group	ESG Data Specialist	ESG Project Manager	Zug
Mátyás Csiky	Partners Group	Regional Responsible ESG & Sustainability - Europe	Global Head PG Impact & Senior Sustainability Specialist (Part-Time)	Zurich
Konrad Hedemann	Patrizia	European ESG Manager, DACH & CEE	Senior European ESG Manager, DACH & CEE	Hamburg
Fiona Hyde	Santander UK	Senior Manager, Sustainability and Responsible Banking	Interim Head of Sustainability and Responsible Banking	London
Richard Chamley	Schroders	ESG Proposition Reporting Lead	ESG Product Manager	London
Aditya Pal	Standard Chartered Bank	Senior Climate Risk Analyst	Associate Director, Climate Risk Analyst	London
Carlo M. Funk	State Street Global Advisors	EMEA Head ESG Investment Strategy	Global Head ESG Strategy and EMEA Head of ESG	London
Miriam Kittinger	Swiss Life Asset Managers	Head Sustainability & ESG Real Estate Switzerland	Head ESG Real Assets	Zurich
Clara Mouysset	Tikehau Capital	Impact Investment Director, Climate Infrastructure	Impact Investment Executive Director, Climate Infrastructure	Paris
Maria Nathalia Millan	Tikehau Capital	ESG Manager	Director - Head of ESG for Private Equity	Paris
Christian Lundahl	UBS	Head Sustainability Transformation, Group Finance	Managing Director, Head - Group Sustainability & Climate Delivery	Zurich
Anna Asikainen	UBS	Director - Team Lead Sustainability and Climate Risk	Executive Director - Team Lead Sustainability and Climate Risk	Zurich
Agnieszka Seroka	UBS	Sustainability and Climate Risk Analyst	Associate Director, Sustainability and Climate Risk	Krakow

ESG Senior Moves

45% Male 55% Female



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Name	Leaving	Joining	Title	Location
Linnea Olofsson	Ethos	Adelis Equity Partners	Head of ESG	Stockholm
Antonio Volpin	Advisory Board of Jera	Algebris Investments	Senior Investment Director, Sustainable Equity Strategy	Singapore
Giles Money	Sarasin & Partners	Allianz Global Investors	Chief Information Officer, Sustainable Equity	London
Fiona Maclean	Morgan Stanley	Amundi	Senior ESG Analyst - Global Oil & Gas, Head of Energy & Transition	London
Tara - Jane Fraser	Baillie Gifford	APG Asset Management	Senior Responsible Investment Manager	Amsterdam
Nerina Wright	AXIS Capital	Apollo	Head of Sustainability	London
Louise Doucet	ABN AMRO Bank N.V.	Ardian	Impact & ESG Solutions, Sustainability Team	Paris
Sylvie Sasaki	CBRE Investment Management	Aviva Investors	Net Zero and Climate Risk Director	London
Nick Molho	Aldersgate Group	Aviva Investors	Head of Climate Policy	London
Marie Luchet	ACA Group	AXA Investment Managers	Head of ESG and Sustainability	London
Lloyd McAllister	Newton Investment Management	Carmignac	Head of Sustainable Investment	London
Chris Burgess	Evora Global	CBRE Investment Management	ESG Lead, Indirect Real Estate	London
Cristiana Fragola	Bain & Company	CBRE Investment Management	Head of ESG & Sustainability Solutions	Milan
Tessa Younger	PIRC Limited	CCLA Investment Management	Stewardship Lead, Environment	London
Helle Havvig Gammelgaard	Implement Consulting Group	CIP	Head of ESG	Copenhagen
Christine Chow	HSBC	Credit Suisse Asset Management	Head of Active Ownership & Managing Director (Sustainability)	London

ESG Senior Moves

45% Male 55% Female



ONE
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Name	Leaving	Joining	Title	Location
Benedikt Tschinkl	Deutsche	DWS Group	Sustainability Oversight Office	Frankfurt
Annette Fergusson	Threefold (Sustainable Advisory Services)	EdenTree	Member of the Responsible Investment Advisory Panel	London
Paul Simpson	Carbon Disclosure Project	EdenTree	Member of the Responsible Investment Advisory Panel	London
Andy Turnbull	Climate Impact Partners	Federated Hermes	Senior Investment Manager, UK Nature Impact investment Strategy	London
Dr. Agnes Neher	Baloise Asset Management	Fisch Asset Management	Head Sustainability Center	Zurich
Carol Adams	Durham University Business School	Global Sustainability Standards Board	Head of Global Sustainability Standards Board	London
Prasenjeet Bhattacharya	NN Investment Partners	Goldman Sachs Asset Management	Head of ESG & Sustainable Investing Research - Multi-Asset Solutions	The Hague
Ward Poirters	Altis Investment Management AG	Goldman Sachs Asset Management	Executive Director, ESG & ODD Specialist	The Hague
Petra Stassen	NN Investment Partners	Goldman Sachs Asset Management	Head of ESG Integration & Regulation	The Hague
Patrick Tierney	Deloitte	HSBC	Associate Director, Climate Analytics, Climate Finance	London
Amanda Latham	Barnett Waddingham	IFM Investors	Director, Sustainable Investment	London
Michael Posnansky	M&G Investments	Jupiter Asset Management	Head of ESG Research and Integration	London
Katherine Owens	EY	LeapFrog Investments	Associate Director, Impact Measurement and Management, Climate	London
Saurabh Bajaj	Proterra Investment Partners	LeapFrog Investments	Director, South East Asia Climate Investment Strategy	Singapore
Nimish Desai	Relativity Investment Management	LeapFrog Investments	Associate Director, Climate Investment Strategy	Mumbai
Zineb Bennani	Natixis	Mirova	Chief Executive Officer	Paris

ESG Senior Moves

45% Male 55% Female



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Name	Leaving	Joining	Title	Location
Mark Thompson	Barclays	MJ Hudson	Director ESG & Sustainability	London
Nik Stone	British International Investment	Nala Renewables	Head of ESG	London
Pierre GilW	Keys Asset Management	Natixis Investment Managers	Project Director, Real Assets, ESG	Paris
Jigisha Lock	Credit Suisse	Natwest Markets Plc	Head of Platform Strategy, Portfolio, and ESG Solutions	London
Huw van Steenis	N/A	Norges Bank Investment Management (NBIM)	Climate Advisory Board Member	London
Bjørn Otto Sverdrup	N/A	Norges Bank Investment Management (NBIM)	Climate Advisory Board Member	Oslo
Emilie Hølmer	Sampension	Nykredit	Head of Sustainability Reporting	Copenhagen
Niamh Whooley	Goldman Sachs	Pemberton Asset Management	Managing Director, Head of Sustainable Investing	London
Amanda O'Toole	AXA Investment Managers	Redwheel	Portfolio Manager, Redwheel Clean Economy & Biodiveristy	London
Pooja Fricke	Man Group	Schroders	Investment Director, ESG Advisory and Integration	London
Alix Faure	COMGEST	Sienna Investment Managers	Head of ESG	Paris
Pierre Klemas	Ardian	Stirling Square Capital Partners	Chief Sustainability Officer	London
Carol Thomas	M&G	The Investment Association	Head of Sustainability and Responsible Investment	London
Narina Mnatsakanian	Kempen Capital Management	UBS Asset Management	Head of Impact Investing	Amsterdam

ESG Mid-level Moves

50% Male 50% Female



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Name	Leaving	Joining	Title	Location
Benjamin Arndt	DWS Group	Aquila Capital	ESG Manager	Hamburg
Henry Glasford	Ashurst	Ardian	Senior Sustainability Compliance Officer	London
Lucy Revill	Principles for Responsible Investment	Federated Hermes	Manager, ESG Engagement	London
Richard Adeniyi-Jones	Capital Group	Federated Hermes	Manager, ESG Engagement	London
Beth Harvey	KPMG	Goldman Sachs Asset Management	Vice President, ESG & Sustainability	London
Kirsten Menezes	Brightworks Sustainability	Goldman Sachs Asset Management	Vice President, ESG Business Unit Lead - Infrastructure	London
Cherry Chu	S&P Global	J.P. Morgan Asset Management	ESG and Sustainable Investing Risk Oversight, Risk Management	Hong Kong
Ludovic Mathieu	RavenPack	J.P. Morgan Asset Management	Sustainable Investing Researcher	London
George Onodi	Barclays Investment Bank	J.P. Morgan Asset Management	Sustainable Investing	London
Nadzeya Feng	GAM Investments	J.P. Morgan Asset Management	Sustainable Investing Client Solutions Strategist	London
Kitty Suvendiran	Arup	Macquarie Group	Sustainability Specialist (Secondment)	London
Christopher Pritchard	Slater Investments	Macquarie Group	Sustainability Manager	London
Harry Fripp	KPMG UK	Macquarie Group	Project Manager, ESG Strategy	London
Matthew Han	EY	Macquarie Group	Sustainability Executive	London
Abigail Arellano	NINT - Natural Intelligence	Natixis Investment Managers	ESG Project Manager	Paris
Kathryn Bintcliffe	Deloitte	Triton	ESG Professional	London

ESG Early Moves

54% Male 46% Female



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Name	Leaving	Joining	Title	Location
Peter Walker	Royal HaskoningDHV	CBRE Investment Management	Sustainability Analyst	London
Béchir Majdoub	AXA	Allianz Global Investors	ESG Data Engineer	Paris
Dr. Christian Neumeier	Exxeta	Allianz Global Investors	ESG Data and Business Analyst	Frankfurt
Oluwatobi Karim	dss+	Ancala Partners	ESG Analyst	London
Aurelien Reynolds	GRESB	Antin Infrastructure Partners	Sustainability Associate	Paris
Nicole Foster	Schroders	Ardevora Asset Management	ESG Client Reporting Analyst	London
Pauline Chretien	Tikehau Capital	Ardian	Private Equity Analyst Intern	Paris
Livia Giusti	Glendower Capital	Bregal Investments	Senior Associate - ESG & Responsible Investing	London
Jean-Baptiste Testelin	BNP Paribas	Cube Infrastructure Managers	ESG Analyst	Luxembourg
Sofiane Ternifi	Coros	DWS Group	ESG Associate	Frankfurt
Florian Leyhausen	EQT Foundation	EQT Group	Management Associate - Group Sustainability	Stockholm
Raghavan Vettiyattil	Independent	EQT Group	Intern, Sustainability Analyst	Stockholm
Xinyu P.	Kooling	Federated Hermes	ESG Engagement Associate	London
Ian Hi-Yang Chey	PwC	GIP	ESG Associate	London
Auriane Le Roch	Meridiam	IDIA Capital Investissement	ESG Analyst	Paris
Julie Uzzan	L'Exception	Meridiam	ESG & Sustainability Junior Analyst	Paris

ESG Early Moves

54% Male 46% Female



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Name	Leaving	Joining	Title	Location
Daniel Kricheff	Affirmative Investment Management	Metlife Investment Management	Director, Global Credit Research, Sustainability	London
Kevin McCann	Solar Energy	NextEnergy Capital	ESG Associate	London
Damilola (Karla) Toriola	Thor Explorations	NextEnergy Group	ESG Analyst	London
Anaëlle Milano	EY	Partners Group	Sustainability Reporting	Taguig
Claudia Harrington	DIF	Patrizia	Senior Associate, Sustainability and Impact Investing	London
Audrey Courdouzy	ERM	Patrizia	ESG Associate	London
Andrew Lane	Broadstone Corporate Benefits Limited	Schroders	ESG Advisory & Integration Analyst	London
Leah Dean	AKO Capital	Sequoia Investment Management Company	ESG Associate	London
Sanjana Rajaram	SIX	SUSI Partners	ESG Specialist	Zurich
Younes Zoumhane	Independent	Vauban Infrastructure Partners	ESG Analyst Intern	Paris

Infrastructure Opportunities in the Gulf

The Gulf is becoming a more attractive and interesting market on many levels. There is noticeable heightened and sustained levels of growth when compared with other geographies, particularly across the development of Infrastructure and Energy Transition related projects. The region is expected to grow again by 2.5% in 2023, a slower pace than the impressive GDP growth of 7.3% in 2022 (Saudi Arabia itself coming in at 8.7%), but this was due largely to increased oil production.

With COP27 having been held in Egypt and COP28 around the corner in the UAE, there is increased discussion around the need for action towards achieving Net Zero targets - driving the boom in investment and project development across the region.

Whilst the intensified hype is all very promising, the sheer scale of the projects that are already ongoing, let alone those in the pipeline, comes with the stark reality that a large volume of appropriately skilled talent is required to facilitate them. In Saudi Arabia alone, it is estimated that there are more than ~USD 1 Trillion worth of Infrastructure & Real Assets projects under development or in the pipeline.

Across the region, there is a large and concerted talent drive to ensure that there is enough skilled Human Capital to push forward these agendas. Attention is turning to domestic employment policies such as 'Emiratisation' and 'Saudisation' to drive local talent into these sectors, but this will naturally take time to evolve.

The only effective short-term solution is for firms in the region to explore the International talent market to ensure they continue to build culturally diverse teams, in addition to these individuals bringing proven track record to assist in driving technical, financial & commercial best practice.

In order to develop the Infrastructure and Decarbonisation projects at the required speed, technical skillsets gained through exposure to more developed, mature markets and situations are sought after - but not to the detriment of cultural affinity. When embarking on a search process with our partners, much emphasis is placed on assessing an individual's characteristics to ascertain how they might assimilate into an organisation that operates across the GCC, and the nuances therein from a practical business perspective when compared with other geographies.

Attraction of Talent: Regional Jostling

Whilst the desire to continue recruiting expats is there, questions turn to how the landscape continues to evolve in attracting the talent required to sustain the project pipeline. From our extensive conversations within the market, there is still a preference, for the most part, in expat talent leaning towards settling in the UAE as opposed to Saudi Arabia, Qatar or other areas of the GCC. Some relatively recent developments that have fuelled this further within the UAE are the introduction of the attractive 10-year 'Golden Visa' for expats, as well as having already adopted the Monday-Friday working week.

This being said, the changes that have taken place over the past few years, particularly in Qatar & Saudi Arabia, have been extensive and progressive and more expats are looking at these geographies. The former of course experienced a large amount of development required to host the FIFA World Cup, with it's residents now able to utilise the modern infrastructure post-tournament. The Kingdom has streamlined it's visa process and continues to address women's rights as part of the social reform plans within Vision 2030, in turn boosting the female work force participation rate by 64% in a two-year period.

There is a feeling that perhaps Riyadh isn't all that far away from a 'tipping point' in which the narrative may well shift in it's favour from a talent competitive standpoint - with some of the current challenges pitting it against other locations in the region continually diminishing. As part of it's 'Quality of Life Program' launched in 2018, developments in areas such as Education, Healthcare and Entertainment are taking huge strides, all crucial factors for individuals to consider when making the move, particularly with family members. It is widely accepted that perhaps there is still some way to go, but if professionals are interested in exploring huge potential in the region and desire to be at the forefront of exponential growth, arguably like none seen before, then considering a 'leap of faith' will no doubt be rewarded.

One Search Perspective: Who's in demand

Opportunities continue to arise within the Infrastructure, Energy & Decarbonisation space across the Gulf in alignment with the ambition and growth of the region itself. Professionals that have gained experience across M&A and Financing are arguably those we see in

greatest demand from Investors, Banks and Corporates - whether from those looking to establish a presence, or deep-rooted domestic organisations looking to further their agendas.

Conversations are increasing around developing or improving Investor Relations practices with a product lens - particularly with International brands looking to benefit from a physical representative in the region. We are also seeing an increased amount of geographical scope with the Institutional Investors in particular, looking to invest ready capital into International markets as well as across the GCC - both in regard to Fund Investments and an increased appetite to explore Direct investments.

Our discussions are also picking up pace with portfolio companies, platforms and corporate businesses that are looking for specialist C-Suite and Senior Advisory talent as pertains to a particular commercial skillset, technology or geography - to further drive revenue growth & performance. Particular, heightened sector focus currently points to Digital Infrastructure, the Energy Transition and Controlled Environment Agriculture (CEA).

The combination of higher demand in the region with some of the Government led changes that have happened over the past few years, the Gulf has never been as attractive as it is now.

For more information on opportunities in the Region please contact Jack.atkins@one-search.com



Jack Atkins
Principal, Equity & Portfolio

Having been with One Search since 2017, Jack leads our efforts in the Middle East from Abu Dhabi, tasked with establishing and growing One Search's business in the region. He is part of the Private Equity and Portfolio practices, delivering search and talent solutions to leading Infrastructure and Energy investors, corporates and financial institutions across the GCC region.

Get in Touch

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

We work as a single global team covering all EMEA 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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