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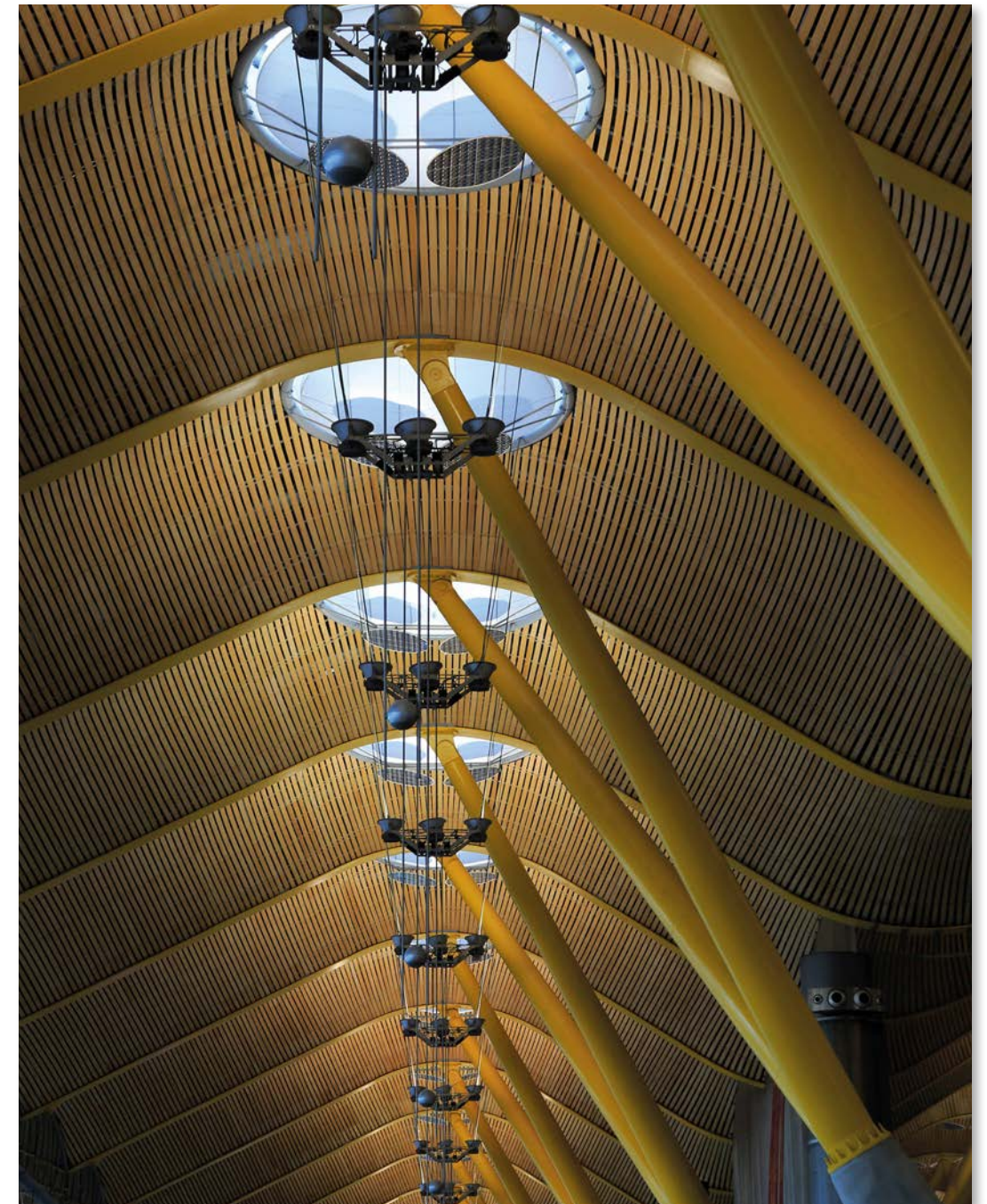
An aerial photograph of a wastewater treatment plant. In the foreground, a large white wind turbine stands prominently. The plant itself consists of several large circular aeration tanks, rectangular clarifiers, and various industrial buildings. Solar panels are visible on the roofs of some buildings. The facility is situated in a green, rural landscape with a river or canal winding through it. The sky is clear and blue.

**People Moves Report
H2 2023**

EMEA

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Introduction

Infrastructure and the Energy Transition continued to be a very active sector for hiring in the second half of 2023 - and there were many notable moves in the related private markets during this time period. This comes despite 2023 experiencing rising interest rates, macroeconomic challenges and inflation concerns, resulting in a poor fundraising year with reduced deal volume in comparison to what we've witnessed previously. There is no doubt that this asset class continues to remain resilient and have an ever-increasing importance at a global level - the most pointed example in this half being COP28 in Dubai.

The dataset showcased in this One Search People Moves Report for EMEA, presents the moves and promotions that have taken place in the second half of 2023 - across Private Equity, Credit, Investor Relations/Fundraising, Legal and ESG. At the beginning of each of these sections in the Report, you will find more detailed commentary reflecting our insights as to what we've seen in the market.

In Equity, despite prevailing macroeconomic conditions and a decrease in transaction activity and raised capital, H2 2023 showed remarkable resilience in terms of recruitment across all levels. We have still witnessed a decline of c. 12% in moves compared to H1, but arguably not as large of a drop as some may have expected. Heightened areas of activity have been seen concerning those with operational expertise to enhance post-acquisition value, alongside increasing examples of buyout investors considering infrastructure as an appealing avenue. Attention also turns to the Middle East, with some H2 announcements of new fund entrants to the market, meaning that we will no doubt see heightened activity into 2024.

In Credit, following a stable H1, the second half of the year has also seen consistent hiring across funds, banks and sponsors/developers - but there have also been those introducing hiring freezes. Overall, there have not been increased levels of hiring when compared with 2022, but there have been some interesting new entrants to market this half including Fidelity and AEW, and looking ahead to 2024, we remain optimistic that market conditions will still be favourable for another positive and busy year.

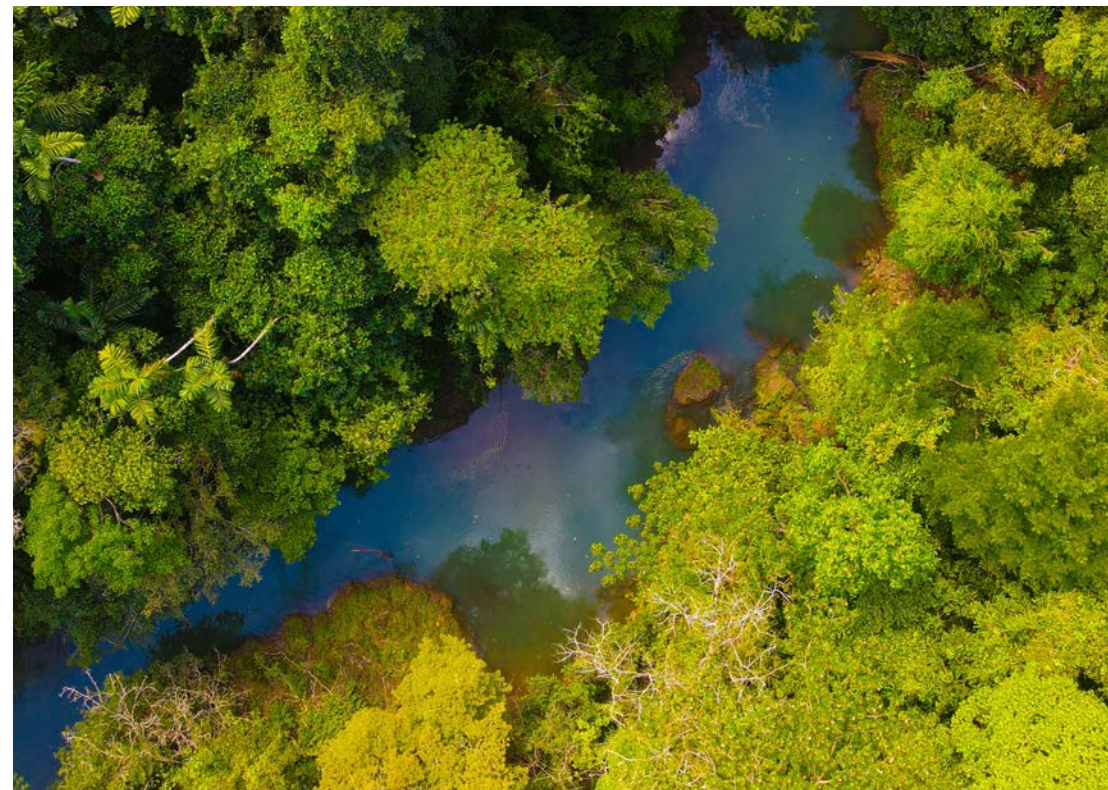
In Investor Relations, the infrastructure fundraising market continued to navigate a challenging environment prompting a relative downturn in fundraising activities and deal volumes. However, the enduring appeal of infrastructure assets persists, underscored by heightened interest from seasoned generalist firms venturing into the sector. Numerous GPs have increasingly looked to fortify specialist talent, particularly in less-explored geographies. In the current market dynamics, capital is being fervently pursued from the GCC region - and the importance of having seasoned professionals with a nuanced understanding of the local landscape has been a key theme. We will only see this continuing into 2024, as more players enter the region.

In Legal, we launched our most recent practice area in H2 2023 - more to follow on this later in the report. The in-house market was strong in H2 2023, with several large energy corporations making a number of appointments, and within Private Practice, there were also a number of senior additions to broaden their sector expertise. We are also optimistic about the market into

2024, with the demand for top legal talent with transactional and commercial experience being highly competitive. This, combined with private practice rates continuing to rise, means we are witnessing in-house legal teams growing faster than ever at the fund level and within portfolio companies.

In ESG, we saw 2023 as a pivotal turning point with the landscape becoming more regulated, and we've been at the forefront of engaging with funds that are passionate about driving systemic change. Despite a decline in overall fundraising, the number of ESG funds increased and with an increase in complex litigation, we've seen a heightened demand for ESG Legal roles, as well as a continued rise in the hiring of Chief Sustainability Officers (CSOs) at the fund level. We've also seen an increased focus on diversity and inclusion at both the fund and portfolio levels, with over 50% of moves included in our report being female. We expect that building robust ESG teams within portfolio companies and funds will continue in 2024.

We are pleased to congratulate everyone who has made a career move in the last six months of the year and wish them every success in their new roles, as well as those who have received promotions.



Editors



Liam Dunne
Principal, Private Equity



Nameesha Sharma
Principal, Credit



Jack Atkins
Principal, Middle East

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The Infrastructure & Energy Transition asset class continues to demonstrate its resilience

Throughout the latter half of 2023, the infrastructure asset class displayed remarkable resilience in terms of recruitment, despite prevailing macroeconomic conditions. Noteworthy movements were observed across senior, mid-level, and junior positions, a trend that might appear counterintuitive given the substantial decrease in transaction activity and capital raised compared to recent years.

Our tracking revealed a roughly 12% decline in moves compared to the initial half of the year, primarily influenced by a slowdown in senior appointments. This slowdown correlates with the challenging fundraising landscape, characterised by extended lead times and a lack of dry powder available for funds less active in fundraising during 2021 and 2022. Consequently, the demand for additional senior deal makers has decreased. Moreover, the valuation gap between buyers and sellers, driven by inflation and high interest rates, has further impeded capital deployment, affecting the necessity for senior originators beyond those already in position.

Several additional key trends emerged during this period:

1. **Fund Consolidation:** There's been a notable shift away from large multi-product asset managers establishing and recruiting new infrastructure-focused teams from scratch. Instead, there are multiple examples of large private equity groups acquiring managers with existing fee-paying AUM, providing immediate product diversification amid challenging fundraising conditions as LPs concentrate their allocations on a smaller group of asset managers. Notable examples include Bridgepoint's acquisition of ECP, and CVC's investment in DIF Capital Partners.
2. **Emphasis on Value Creation and Active Asset Management:** Funds can no longer rely on cheap financing to boost returns. This shift necessitates a more selective and rigorous investment approach with a strong focus on employing additional strategies to drive value. There's a rising trend of hiring professionals experienced in value creation or asset management, often individuals with prior operational expertise, to bring fresh perspectives and skills conducive to enhancing post-acquisition value.
3. **Evolution of Infrastructure as an Asset Class:** Increasing interest rates are compelling infrastructure private equity to explore higher risk/higher return investment opportunities, leading to more frequent competition with traditional buyout funds for infra-like businesses. Today, we're seeing more examples of buyout investors considering infrastructure as an appealing avenue, representing a big shift from historical perceptions.

Private Equity in the Middle East

Across the GCC region, hiring has been a little slower than in other areas such as the Credit market. There's been heightened activity following COP28 in Dubai however, in which the UAE unveiled some ambitious plans and commitments to further investments in the Energy Transition. The launch of a new fund, Altéra, established alongside Blackrock, Brookfield and TPG, aims to deploy ~USD 250bn by 2030 and will become the world's largest private climate investment vehicle. Even in the closing stages of December, a new SWF was announced out of Dubai, bringing together large assets in part-privatised companies. Looking over to Saudi, NEOM Investment Fund officially launched in H2 2023. Operating as the strategic investment arm of NEOM, investing globally with a clear focus on growth businesses and next-generation industries that include Infrastructure & Decarbonisation. Overall, it seems that 2024 will shape up to see more hiring in this space across the GCC.



Liam Dunne
Principal, Private 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 & Venture Capital firms on 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. Over multiple years, he has supported many leading firms on multi-hire projects including Antin Infrastructure Partners, Igneo Infrastructure Partners and H.I.G Infrastructure.



Private Equity Senior Promotions

75% Male 25% Female



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Name	Company	Previous Role	New Role	Location
Oscar Tylegård	3i Infrastructure	Director	Partner	London
Mélanie Biessy	Antin Infrastructure Partners	Senior Partner & COO	Managing Partner & COO	Paris
Stéphane Ifker	Antin Infrastructure Partners	Senior Partner	Managing Partner	Paris
Angelika Schöchlin	Antin Infrastructure Partners	Senior Partner	Managing Partner	Paris
Simon Söder	Antin Infrastructure Partners	Senior Partner	Senior Partner & Head of London	London
Mehdi Azizi	Antin Infrastructure Partners	Partner	Senior Partner	Paris
Alban Lestiboudois	Antin Infrastructure Partners	Partner - Financing	Senior Partner - Financing	Paris
James Walsh	AustralianSuper	Investment Director	Senior Investment Director	London
Marcello Stroppa	Bluewater	Director	Managing Director	London
Caine Bouwmeester	DIF Capital Partners	Managing Director	Partner	London
Carmen Martín Pejenaute	DIF Capital Partners	Director	Senior Director	London
Kristoff Torfs	iCON Infrastructure	Managing Director	Partner	London
Benoît Grobon	Just Climate	Director	Managing Director	London
James Gordon	KKR & Co	Managing Director	Partner	London
Esther Peiner	Partners Group	Managing Director	Partner & Head of Private Infrastructure	Zug
Juri Jenker	Partners Group	Partner & Head of Private Infrastructure	President & Co-Head of Investments	Zug

Private Equity Senior Moves

72% Male 28% Female



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Name	Leaving	Joining	Title	Location
Waleed Elgohary	CPP Investments	Apollo	Partner - Climate Equity	London
Yohan Sanmugam	The Carlyle Group	Appian Capital Advisory	Principal	London
Ria Shah	DWS Group	Aviva Investors	Director	London
Angenika Kunne	White Summit Capital	Aviva Investors	Head of Infrastructure Equity	London
Andrew Marsden	Dalmore Capital	Basalt Infrastructure Partners	Head of Energy Transition & Sustainability	London
Rodolphe Brumm	Antin Infrastructure Partners	BNP Paribas Asset Management	Head of Infrastructure Private Equity	Paris
Kristian Dyrholm Bundgaard	FIH Partners	Copenhagen Infrastructure Partners	Director	Copenhagen
Leif Winther	Orsted	Copenhagen Infrastructure Partners	Director	Copenhagen
Jan Friis	JFC Advisory	Copenhagen Infrastructure Partners	Managing Director	Copenhagen
Soren Kjaer Petersen	Low Carbon	Copenhagen Infrastructure Partners	Managing Director - Energy Management	Copenhagen
Christine Martmann	Global Infrastructure Partners	CPP Investments	Managing Director	London
Emmanuel Rogy	BNP Paribas	Cube Infrastructure Managers	Partner	Paris
Laurentiu Prodan	Cube Infrastructure Managers	DIF Capital Partners	Director	London
Ewelina Szulc	Grenergy Renovables	DIF Capital Partners	Managing Director Poland	Warsaw
Xenia Sarri	Lincoln International	DigitalBridge	Managing Director	London
Pascale Labrecque	InfraRed Capital Partners	DigitalBridge	Principal	London

Private Equity Senior Moves

72% Male 28% Female



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Name	Leaving	Joining	Title	Location
Patricia Llopis	AustralianSuper	Dubai Holding	Director - Investments & Portfolio Management	Dubai
Chantale Pelletier	Schroders	Fidelity	Global Head of Infrastructure Investments	London
Pablo Martinez Gonzalez	ENGIE	GLP Europe	Director	Madrid
Manuel Gallio	Glennmont Partners	GLP Europe	Director - Asset Management	London
Dominik von Scheven	HSBC Alternative Investments	Hamilton Lane	Head of Infrastructure Secondaries	London
Thomas Lagree	BNP Paribas	InfraVia	Partner - Critical Metals fund	Paris
Luke Gorton	Credit Suisse	John Laing	Head of Europe	London
Frédéric Long	InfraVia	Meanings Capital Partners	Managing Partner	Paris
Samuel Guillon	Kyriba	Meridiam	Senior Investment Director	Paris
Venkie Shantaram	Compass Group	Morgan Stanley Infrastructure Partners	Managing Director and Operating Partner	London
William Herlinger	Amber Infrastructure	Nala Renewables	Investment Director	London
Marissa Dardi	DIF Capital Partners	Ontario Teachers' Pension Plan	Managing Director	London
Peder Bratt	Warburg Pincus	OrbeNovo Capital	Co-Founder & Partner	London
Andres Guerra Londono	Clarity AI	Pears Partnership Capital	Director	London
Paul Pountney	Creek Capital	Positive Zero	Head of Investments	Dubai
Judson Keel	Blackstone	Stonepeak	Principal	London

Private Equity Mid-level Moves

67% Male 33% Female



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Name	Leaving	Joining	Title	Location
Katerina Hanackova	STAR Capital Partnership	3i Infrastructure	Associate Director	London
Stephan Herrmann	STRABAG	Ampega Asset Management	Investment Manager	Cologne
João Garcia	PurpleCrest	Arcus Infrastructure Partners	Associate Investment Director	London
Joe Measom	Landscape Resilience Fund	AXA Investment Managers	Investment Manager - Natural Capital	London
Mariana Barrientos	CBRE	Basalt Infrastructure Partners	Vice President	London
Pedro Andrade Maia	Dalmore Capital	Basalt Infrastructure Partners	Vice President	London
Mehmet Öcal	MEAG	Basalt Infrastructure Partners	Senior Associate	Munich
Maria Bobrovskaya	EBRD	BlackRock	Vice President	London
Alberto Martinez	Citi	Cube Infrastructure Managers	Senior Investment Manager	Luxembourg
Lavaanya Rekhi	EY	DIF Capital Partners	Associate Director	London
Jarvin van Veen	Esade	DIF Capital Partners	Associate Director	Amsterdam
Rhiannon Nightingale	Ryecroft Glenton	Foresight Group	Investment Manager	Newcastle
Salim Chantler	Houlihan Lokey	Foresight Group	Senior Investment Manager	London
Yash Mehta	Downing LLP	Foresight Group	Asset Manager	London
Laura Botta	Gresham House	Foresight Group	Asset Manager	London
Andrew O'Rourke	STAR Capital Partnership	GI Partners	Vice President	London

Private Equity Mid-level Moves

67% Male 33% Female



Name	Leaving	Joining	Title	Location
Tobias Christaller	SUSI Partners	GLP Europe	Vice President	London
Mayowa Ubebe	Orsted	IFM Investors	Vice President - Asset Management	London
Tomas Kubinyi	Boston Consulting Group	InfraVia Capital Partners	Investment Manager	Paris
Yangshi Yu	Macquarie Group	John Laing	Associate Director	London
Mateo Quimbayo	Delta Partners	NEOM Investment Office	Investment Manager	Tabuk
Akunne Robyn Daniels	Goldman Sachs	OMERS Infrastructure	Associate Director	London
Jia Hao Ding	PwC	PGGM	Associate Investment Manager	Utrecht
Vincent Freely	Meridiam	Vauban Infrastructure Partners	Senior Investment Manager	Munich
Imtiaz Ahmad	EY	Vision Invest	Assitant Vice President	Abu Dhabi



Private Equity Early Moves

65% Male 35% Female



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Name	Leaving	Joining	Title	Location
Pedro Montalvao	RBC Capital Markets	Access Capital Partners	Investment Analyst	London
Assad Chaudry	Denham Capital Management	Actis	Investment Professional	London
Shayaan Talaimojeh	NextEnergy Capital	Actis	Investment Analyst	London
Carl Emil Hammer Mannering	Copenhagen Infrastructure Partners	AIP Management	Investment Associate	Copenhagen
Michael Hegarty	DC Advisory	Ancala Partners	Investment Analyst	London
Nick Aldridge	Deloitte	Ancala Partners	Investment Analyst	London
Duncan Nixon	KPMG	Ancala Partners	Asset Management Analyst	London
Konstantin Lamm	Macquarie Group	Antin Infrastructure Partners	Investment Associate	London
Darius de Wet	J.P. Morgan	Arcus Infrastructure Partners	Investment Executive	London
Garima Agarwal	UBS	Arcus Infrastructure Partners	Investment Executive	London
Catarina Vila Luz	Orsted	Ardian	Investment Manager	Madrid
Pierre Lamour	Green Investment Group	Ardian	Investment Manager	London
Jack Kim	Brookfield Asset Management	Arjun Infrastructure Partners	Investment Associate	London
Fawaz Shafiq	Graduate	AXA Investment Managers	Investment Analyst	London
Sarah Lua	Graduate	Blackstone Infrastructure Partners	Investment Analyst	London
Toni Oki	Post PHD	Blackstone Infrastructure Partners	Investment Professional	London

Private Equity Early Moves

65% Male 35% Female



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Name	Leaving	Joining	Title	Location
Corbon Heizer	EIG	Brookfield Asset Management	Senior Associate	London
Temilade Ojuade	Post MBA	Brookfield Asset Management	Investment Associate	London
Jesper Mattsson	Cube Infrastructure Managers	CapMan	Investment Associate	Stockholm
Leonard von der Borch	Augusta & Co	Castleton Commodities International	Investment Associate	London
Simon Cantan	AXA Investment Managers	CBRE Investment Management	Senior Associate	London
Josephine Amalie Maersk-Moller	ATRIUM Partners	Copenhagen Infrastructure Partners	Junior Associate	Copenhagen
Rida Ansari	Bain & Company	Copenhagen Infrastructure Partners	Manager	Copenhagen
Matteo Travaglino	Enerly	Copenhagen Infrastructure Partners	Investment Analyst	Hamburg
Mads Christian Sandager	Graduate	Copenhagen Infrastructure Partners	Investment Analyst	Copenhagen
Constantin F. Nolterieke	Graduate	Copenhagen Infrastructure Partners	Investment Analyst	Hamburg
Benjamin Henriquez	Post MBA	Copenhagen Infrastructure Partners	Senior Associate	Utrecht
Marina Mourao Starling R.	KfW IPEX Bank	Copenhagen Infrastructure Partners	Senior Associate	Copenhagen
Thomas Pedersen	LNP Corporate Finance	Copenhagen Infrastructure Partners	Investment Analyst	Copenhagen
Takayuki Sago	Vattenfall	Copenhagen Infrastructure Partners	Senior Associate	London
Tiffany Chen	BPEA EQT	CPP Investments	Investment Analyst	London
Tanja Simeonovic	Commerz Real AG	DWS Group	Investment Manager	London

Private Equity Early Moves

65% Male 35% Female



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Name	Leaving	Joining	Title	Location
Max Wern	Palladio Partners	DWS Group	Investment Associate	Frankfurt
Selbi Seitgulyyeva	Nomura	EIG Global Energy Partners	Investment Associate	London
João Brito	Credit Suisse	Energy Infrastructure Partners	Investment Analyst	Zurich
Steven Mueller	Credit Suisse	Energy Infrastructure Partners	Investment Analyst	Zurich
Christine Cheng	Pantheon Ventures	Fiera Infrastructure	Investment Analyst	London
Sama Zahir	Ardea Partners	Global Infrastructure Partners	Investment Associate	London
Charlotte Prautzsch	goetzpartners	H.I.G. Infrastructure	Investment Associate	London
Mathilde Morin	Graduate	Hy24 Partners	Investment Analyst	Zurich
Lynn Gui	Agentis Capital	I Squared Capital	Investment Analyst	London
Vittorio Magliano	Greenhill & Co	iCON Infrastructure	Investment Analyst	London
Xavier Ventris	Jarden	IFM Investors	Senior Associate	London
Soeren Rau	KfW IPEX Bank	IKAV Group	Senior Investment Analyst	Madrid
Sofia Sjerling	Accenture	Infranode	Investment Analyst	Stockholm
Alice Ardiet	Ardian	InfraVia	Investment Manager	Paris
Nathan Bandara	John Laing	J.P. Morgan Asset Management	Investment Principal	London
Salma Ichwan	Rothschild & Co	J.P. Morgan Asset Management	Investment Principal	London

Private Equity Early Moves

65% Male 35% Female



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Name	Leaving	Joining	Title	Location
Harold Roseberg	Macquarie Group	Low Carbon	Investment Associate	London
Zeyan (Michael) Wen	Allianz Capital Partners	Macquarie Asset Management	Investment Analyst	London
Adria Puig Laborda	AZ Capital	Macquarie Asset Management	Investment Associate	London
Victoire Manguian	EY	Macquarie Asset Management	Investment Analyst	London
Matt Ledbury	Graduate	Macquarie Asset Management	Investment Analyst	London
Roy Liu	Graduate	Macquarie Asset Management	Investment Analyst	London
Jasmine K	Graduate	Macquarie Asset Management	Investment Analyst	London
Jinesh Bothra	Graduate	Macquarie Asset Management	Investment Analyst	London
Carlo Corbani	Nomura	Macquarie Asset Management	Investment Associate	London
Yaxian (Chris) Peng	BNP Paribas	Macquarie Asset Management	Investment Analyst	London
Liana Rakotondramboa	TACTIS	Meridiam	Investment Analyst	Paris
Alexandre Derreumaux	TotalEnergies	Meridiam	Investment Analyst	Paris
Michal Sobkowiak	Santander	Morgan Stanley Infrastructure Partners	Investment Analyst	London
Nicolas Balmas	Twelve Seas Investment Company	Mubadala	Senior Associate	Abu Dhabi
Sofia Gimeno Perez de Ascanio	Dalmore Capital	OMERS Infrastructure	Investment Associate	London
Ana Luiza Nogueira	Graduate	OMERS Infrastructure	Investment Associate	London

Private Equity Early Moves

65% Male 35% Female



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Name	Leaving	Joining	Title	Location
Maren Matingsdal	Arx Corporate Finance	Omnes Capital	Portfolio Manager	Paris
Paulos Zerezghi	DC Advisory	OPTrust	Principal	London
Daria Gamaley	Copenhagen Infrastructure Partners	PGGM	Investment Analyst	Utrecht
Gleb Plaks	Bank of America	PSP Investments	Senior Analyst	London
Rhys Shen	Macquarie Group	PSP Investments	Senior Analyst	London
Ryan Lim	BDO	Quinbrook Infrastructure Partners	Investment Analyst	London
Konstantin Kujundzic	Allianz Capital Partners	Stonepeak	Investment Associate	London
Conrad Lucas	Blackstone	Stonepeak	Investment Associate	London
William Montagnini	Energy Infrastructure Partners	SUSI Partners	Investment Analyst	Zurich
Arsene Besland	DC Advisory	Tiger Infrastructure Partners	Investment Associate	London
Alexis Lagorce	iCON Infrastructure	Vesper Infrastructure Partners	Investment Associate	London
Giulio Donzelli	Vitale	Vesper Infrastructure Partners	Investment Analyst	Milan
Tejas Segar	Metito	VisionInvest	Investment Associate	Riyadh
Hernando De La Guerra	Cintra	White Summit Capital	Investment Professional	Madrid
Aslı Çırağan	EBRD	White Summit Capital	Investment Professional	London
Bruno Marioli	Citi	Wren House Infrastructure	Investment Associate	London

Credit: Infrastructure & Energy Transition sector remains at the forefront of growth

Following on from a stable H1 2023, the second half of the year has also seen consistent hiring in the Infrastructure Credit market across both banks and funds. Overall 2023 has been an interesting year in terms of hiring in the Infrastructure Credit market as there has been a contrast between institutions growing their teams and building out new platforms, versus others who have had hiring freezes throughout the year, mostly notably within the banks. Compared with H1 2023, H2 has seen an increase in senior and mid-level appointments across the credit market, but a decrease in junior level hiring, which is an anomaly from the hiring trends we have seen over the last few years. One of the driving factors behind such an increase in senior level appointments is due to platforms requiring individuals who have origination capability in the market to allow their platforms to grow.

Although fundraising has proved to be challenging in 2023, and there have not been increased levels of hiring in the credit market overall compared with 2022, the Infrastructure & Energy Transition sector still remains at the forefront of growth in the wider market. This has been demonstrated by several institutions who have set up newly created Infrastructure Credit Funds in H2 of 2023, including Fidelity, AEW, Helaba and BNP Paribas who launched a new Climate Impact Infrastructure Credit Fund. Existing credit funds have also bolstered their teams with key hires, such as Ares, who added a Partner to their London team as they look towards commencing fundraising for Fund 6, and towards the end of H2, Brookfield announced a record \$6 billion close for its Infrastructure credit fund III. The banks have been equally active on the hiring front in the last 6 months, and interestingly corporates, sponsors and developers have also seen an increase in hiring activity with an influx of new hires in H2. Looking into 2024 we remain optimistic that market conditions will still be favourable for another positive and busy year in the Infrastructure and Energy Transition Credit market.

Credit in the Middle East

Across the GCC region, there have certainly been heightened discussions around hiring within the Credit and Financing space over H2 2023 - perhaps little surprise given the financial conditions we are witnessing globally. We've engaged in numerous discussions with Banking groups, Corporates/ Sponsors and Financial Institutions around either bolstering their current Project/Structured Financing teams, or establishing these functions as part

of their wider businesses to capitalise on the growing opportunities evident here. The sheer scale of the pipeline of Infrastructure and Energy Transition projects, including some large landmark transactions such as the NEOM Green Hydrogen Plant in KSA which reached financial close at the very beginning of H2 (USD 6.18bn debt package), is certainly driving continued and increased interest from the international talent community in exploring opportunities here. An interesting topic of conversation we've been having is around Private Credit Funds entering the market to provide another branch of liquidity, being able to take advantage of arguably a gap in the market where Mezzanine financing is concerned and the ability to have a fluid approach across the capital stack - perhaps more to follow on this into 2024. Ultimately, there has been a positive amount of chatter and activity across the Credit market here with no doubt some interesting developments into the New Year. This will be in the UAE, but with arguably the largest volume of activity expected in KSA.



Nameesha Sharma
Principal, Credit

Nameesha has been at One Search since 2017 and leads our Infrastructure Credit practice in the UK and Europe, with a focus on VP, Director and MD level searches. Since joining, 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 of their infrastructure debt and project finance teams in the UK, France, Germany, Madrid and Austria amongst others.



Credit Senior Promotions

76% Male 24% Female



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Name	Company	Previous Role	New Role	Location
Koen van Proemeren	ABN AMRO Bank N.V.	Associate Director - Project & Infrastructure Finance	Director - Project & Infrastructure Finance	The Hague
Luke Browne	Absa Group	Director	Head of Resources and Project Finance, International	London
Vincent Guillaume	BNP Paribas AM	Investment Director - Infrastructure Debt	Deputy Head of Infrastructure Debt	Paris
Jonathan Ainsworth	Edmond de Rothschild AM	Associate Director	Director	London
Charilaos Tsarpalis	Edmond de Rothschild AM	Associate Director	Director	London
Shirley Chojnacki	Edmond de Rothschild AM	Director	Senior Director	London
Robbie McColl	Edmond de Rothschild AM	Director	Senior Director	London
Anjali Sharma	Fitch Ratings	Managing Director, Head of Corporates, Business and Relationship Management	Global Head of US & International Public Finance, Infrastructure and Project Finance	London
Dimitrios Papatheodorou	HSBC AM	Senior Portfolio Manager	Head of High Yield Investments	London
Matthew Paul	IntesaSanpaolo	Managing Director, Energy & Infrastructure Structure Finance	Head of Debt Origination	London
Benjamin Hemming	MEAG	Head of Infrastructure Debt	Head of Illiquid Assets Debt	Munich
Alex Jones	NatWest	Vice President	Director - Infrastructure and Project Finance	London
Sujoy Roy	SBI Shinsei Bank	Director	Executive Director	London
Oriane Eline	SMBC	Vice President - Project Finance	Director	Paris
Caroline Lytton	SMBC	Managing Director, Head of Power & Renewables	Head of Sustainable Finance Unit	London
Phil Green	SMBC	Head of Growth Infrastructure Finance	Managing Director, Head of Growth Infrastructure Finance	London

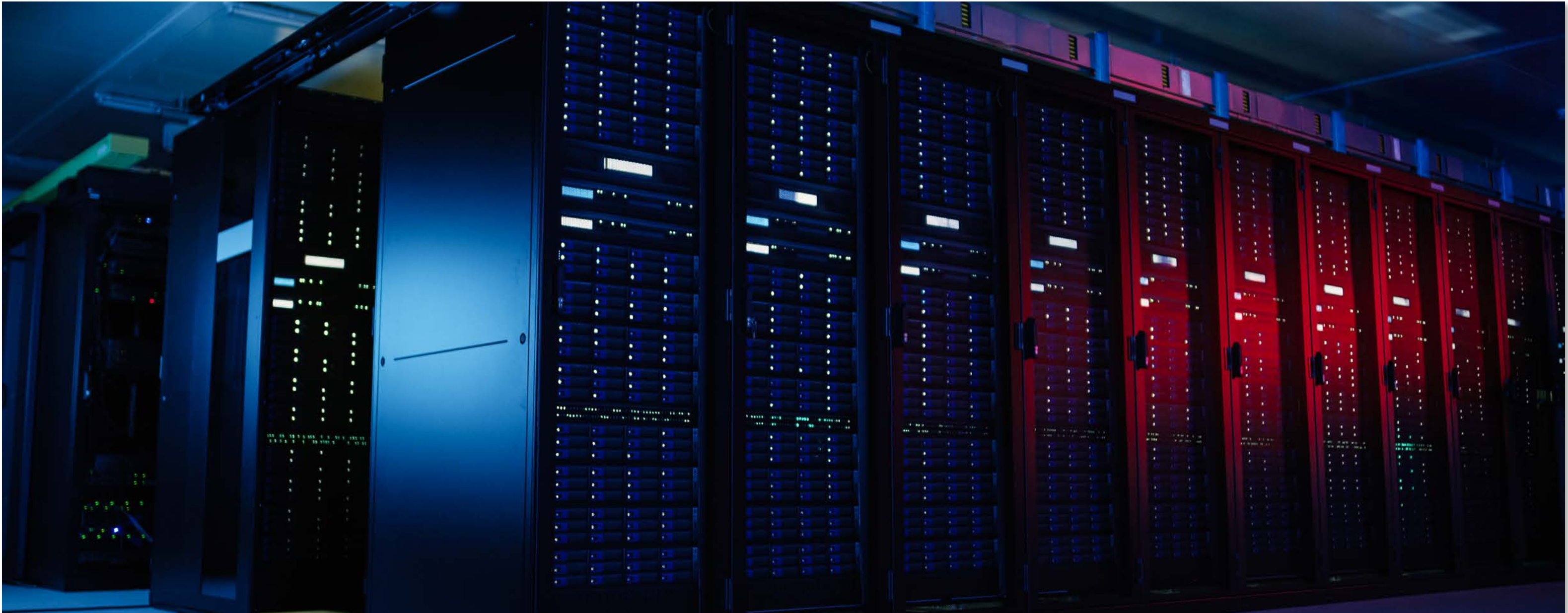
Credit Senior Promotions

76% Male 24% Female



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Name	Company	Previous Role	New Role	Location
Benjamin Lenclen	Valorem	Head of Project Finance & Investment	Deputy Finance Director / Head of Project Finance & Investment International	Bordeaux





Hiring Manager



Oksana Nersesova
Head of Corporate Finance

Brief Overview of DTEK

DTEK is the largest private Ukrainian energy company and part of SCM Group. As of 2023, we have roughly 55,000 employees across 7 operating companies. DTEK is active in thermal power generation, oil and gas, electricity distribution, renewable power generation and commodity trading. While our main asset base is in Ukraine, one of the pillars in our 2030 Strategy is building out significant renewable energy capacity across Europe, with a focus on high growth markets such as Poland, Italy, Croatia and Romania.

Additionally, DTEK is of course currently on the frontlines of the war, as our infrastructure is a declared target for attacks. Nevertheless, in 2023 we inaugurated a new 114 MW wind power plant in southwestern Ukraine and recently announced the second phase, consisting of 386 MW of installed capacity which we target to complete by 2025.

Candidate



Marco Biersinger
Deputy Head of Corporate Finance

Background on Marco

I have been in Oil and Gas, Energy and Infrastructure finance for the most part of my career. I spent the past 8+ years advising strategic and financial investors on M&A and corporate and project financings across the capital structure, with a particular focus on emerging markets. Based out of Mexico City, I advised on transactions in southeast Asia, the Balkans, Latin America, the Caribbean and Ukraine up until 2020. The energy sector in emerging economies in particular fascinates me, as it is the closest I will come to making a sustained and meaningful impact in people's lives. Therefore, when I heard about the opportunity to join a market leader with ambitious growth targets active in emerging Europe, I was immediately attracted to the opportunity.

What attracted you to the opportunity at DTEK?

Everything. The company right now has two purposes, keeping the lights on in Ukraine for its population during the wartime and advancing its highly return-driven strategy. Our workers on the ground are heroes, who drive out day in and day out to fix whatever can be fixed to restore electricity in millions of households across Ukraine. Just knowing that we work for them, gives my position a level of purpose I would not have imagined before. In addition, the challenges that come with financing energy projects in a war economy are unique and the intellectual stimulus

I was looking for. Here, I can draw from my richness of on-the-ground experiences in other challenging environments across emerging markets. And while today daily challenges persist, our team is already focusing on what lies ahead: due to our position, we will be a pivotal player in reconstructing the energy infrastructure of Ukraine one day, and we are setting the groundwork for that monumental task today. My team works hand in hand with our strategy professionals and group leadership to think about how DTEK can build back better and greener. Our target is to take the opportunity and position Ukraine as a leading market for renewable energy generation in Europe.

And lastly, in spite of everything, DTEK is a private sector company with a strong focus on profitability and return maximization, and an aggressive growth strategy for the coming years. Being able to provide the fuel for that growth in terms of new equity and debt capital is an excellent opportunity to apply my experience and dig in deeper during the financing process, as compared to the advisory role, which was relatively transaction-driven.

DTEK's London office is a corporate centre that provides internal strategic advice on group strategy, M&A, financing, investor relations and communications and acts as the group's international investment hub. We work with the DTEK's top-level decision-makers on a daily basis, creating a high intensity and intellectually challenging environment, which is what I was looking for in a corporate role.

Credit Senior Moves

66% Male 34% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Jonathan Stevens	Blackrock	AEW	Head of Private Credit	London
Lorenzo Ceretti	GIP	Ares	Partner	London
Richard Parker	Credit Agricole CIB	Barings	Head of Infrastructure Debt	London
Vatsal Desai	Deutsche Bank	BNP Paribas	Director	London
Kalyani Panse	Citi	CIBC	Executive Director - Energy Transition & Natural Resources	London
Maeve McEldowney	Allied Irish Bank	Commonwealth Bank	Senior Credit Risk Manager	London
Marco Biersinger	Kroll	DTEK	Deputy Head of Corporate Finance	London
Frank Barner	KfW IPEX Bank	DZ Bank	Director - Infrastructure & Renewables	Frankfurt
Joanne Fisk	Gravis	Equitix	Director	London
Jeremy Bennett	U.S. International Development Finance Corporation	European Energy	Lead Transaction Manager, Project Finance	Copenhagen
Mauro Di Santo	Natixis	European Investment Bank (EIB)	Loan Office, Project Finance Infrastructure & Energy	Luxembourg
Emma Haight	Ares	Fidelity	Head of Infrastructure Debt	London
Rohit Balakrishnan	Standard Chartered Bank	First Abu Dhabi Bank	Executive Director, Sustainable, Asset & Project Finance	Dubai
Yandisa Nongena	Nord LB	GoldenPeaks Capital	Director	London
Florence Meilland	Aviva Investors	Groupe Caisse des Dépôts	Investment Manager	Paris
Luke Isherwood	Nomura	Hamburg Commercial Bank	Managing Director, Head of Infrastructure Special Situations	London

Credit Senior Moves

66% Male 34% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Antonio Garate	Allianz Global Investors	ImpactA Global	Head of Asset Management	London
David Stomps	DZ Bank	ING	Director	Frankfurt
Johanna Reinkemeier	KfW IPEX Bank	LBBW	Executive Director, Infrastructure Finance	Frankfurt
Shanna Trybitó	Bayerische Landesbank	LBBW	Executive Director, Loan Syndication and Sales	Stuttgart
Tuan Au-Quang	Pearl Infrastructure Capital	LBP AM	Director	Paris
Lionel Epely	Vinci Concessions	Lisea	Chief Executive Officer	Paris
Lucy Dale	Blackrock	Macquarie Asset Management	Director	London
Ismail Chakour	SMBC	Masdar	Head - Structured Finance	Abu Dhabi
Eleina Ailmchandani	IFC	Mizuho	Director	London
Artem Kosenko	SEB	Mubadala	Director	Abu Dhabi
Georgi Karaivanov	Standard Chartered Bank	NEOM	ECA/Infrastructure Finance	Saudi Arabia
Marcus Starke	DZ Bank	Nord LB	Director Energy Origination Structured Finance Europe	Hannover
Olivia Jennings	ICBC	Nord LB	Director	London
Otilia Wilcox	SMBC	Nord LB	Director - Project Finance Execution & Portfolio Management	London
Christian Wolff	Aquila Capital	Nord LB	Director - Energy	Hannover
Nick Little	DVB Bank	Nord LB	Director	London

Credit Senior Moves

66% Male 34% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Neha Dedakia	Macquarie	Pension Protection Fund	Portfolio Manager, Private Credit	London
Dapo Ogunbiyi	LGIM	Power Sustainable	Principal	London
Alessandro Merlo	UBS AM	Rivage Investment	Managing Director, Strategic Development	Paris
Mounir Madani	Tribe Infrastructure Group	SMBC	Director - Power, Renewables & Infrastructure Advisory	Dubai
Ciara Halleman	DC Advsiory	UBS AM	Executive Director, Infrastructure Debt	London
Peter Chalmers	Shawbrook Bank	UK Infrastructure Bank	Director	London
Nathalie Haller	Korea Development Bank	UK Infrastructure Bank	Director, Banking and Investments at UK Infrastructure Bank	London
Julien Thureau	IFC	Vinci Concessions	Head of Structured Finance	Paris
Max Pollock	Natixis	Wells Fargo	Director	London





Ismail Chakour
Head of Structured Finance

Brief Overview of Masdar

Masdar is one of the world's leading renewable energy investors, as well as one of the world's fastest-growing renewable energy companies. Promoting innovation in solar, wind, energy storage, and geothermal energy, Masdar has a proven record of advancing the commercialization and deployment of renewable energy and clean technologies to address the world's sustainability challenges. We have invested in a portfolio of projects, which are either operational, under construction or under development, with a combined value of more than US\$30 billion and a combined electricity generation of more than 20 gigawatts (GW) - enough to power 5.25 million homes.

Masdar is the UAE's flagship renewable energy company and our shareholding structure unites the three UAE energy champions Mubadala, ADNOC and TAQA. Masdar utilizes their combined expertise to fulfill its purpose as a global clean energy pioneer across renewables and green hydrogen as we target a portfolio of 100GW of renewable energy capacity and 1 million tonnes of green hydrogen production by 2030.

Masdar in the Spotlight - 100GW by 2030

Background on Ismail

I joined Masdar in Q3 2023 as Head of Structured Finance, after previously holding the position of Director in the Power and Infrastructure advisory unit of Sumitomo Mitsui Banking Corporation in Dubai, where I advised high profile regional clients such as Saudi Aramco, ADNOC and NEOM on commercial structuring and development of their power and critical infrastructure assets.

I have over a decade of experience in the MENA region, advising on, structuring, and arranging financing for power and infrastructure projects where I led the debt arrangement for many limited-recourse financings including for renowned developers. I hold an MSc in Metals and Energy Finance from Imperial College London and a "Grande Ecole Degree" from Centrale-Supelec Paris.

What attracted you to join Masdar and what will your role entail?

Globally, the renewable energy sector has been experiencing significant growth due to increased awareness of climate change implications and strong support from governments for the transition to more sustainable practices. Joining Masdar is a unique opportunity to actively contribute to renewable energy developments on a global scale. Indeed, Masdar has developed projects in more than 40 countries across six continents and targets to build on its role as a renewable energy powerhouse to reach 100GW of renewable energy capacity by 2030.

In pursuit of this objective, in 2023 Masdar set up a dedicated Structured Finance unit to enhance Masdar's in-house financing capabilities and to provide support to the various commercial divisions within Masdar in raising limited-recourse financing for our project developments.

Could you elaborate on the culture within Masdar?

Masdar's mission stems from its sustainability DNA: we are accountable to the current and future generations for meeting today's energy needs without compromising on the future. Masdar is advancing innovation in renewable energy and green hydrogen to continuously provide clean energy solutions at the most competitive cost. For example, we were recently awarded a 1.8GW solar PV (Photovoltaic) project in Dubai for a tariff of around US\$1.62 cents per kWh.

Masdar's vision is to build a global clean energy powerhouse in renewables and green hydrogen, and our mission, to accelerate the energy transition by delivering clean energy solutions that help nations and communities meet their net-zero goals. Our values are Sustainable, Pioneering, Agile and Inclusive - we recognize the critical importance of maintaining an inclusive work environment as the company thrives on the diversity of our people and teams as well as the need to remain agile and continuously adapt to global energy trends and our clients' requirements.

What excites you about this next chapter in your career?

I am passionate about the power and renewable energy industries and was particularly excited to join an ambitious organization in a position where I will have the opportunity for making a meaningful and impactful contribution.

Indeed, the recently set up Structured Finance unit comes from the recognition that having a strong in-house financing / debt arranging function is a natural enhancement to Masdar's ability to deliver the growth mandated to it by its shareholders. Since I joined, the team continues to expand, with highly experienced financial modelers and versatile

Masdar in the Spotlight- 100GW by 2030

financiers, each team member bringing a unique set of experiences from investment banking, project finance advisory and infrastructure development backgrounds, all assembled to deliver high value addition to the organization.

What are the key opportunities and challenges as you see them over the next 12-24 months?

While there is a strong push for renewable and green hydrogen projects globally, expanding Masdar's presence in new geographies (in particular those with limited PPP precedents) requires significant effort to socialize our target clients with the critical commercial requirements and risk allocation considerations that would allow these projects to be bankable and attract competitive debt financing.

Having a comprehensive financing team in-house will allow the organization to tackle the functional financing requirements from the inception of the projects, through the commercial negotiations of offtake agreements, and up to financial closing. We do recognize that renewable energy developments in emerging markets require developers to mobilize a higher level of human resources to bring the projects to fruition, and Masdar is set up well to serve our clients in this respect.

The global focus on sustainability, and the transition to clean energy sources, continues to drive the need for investments in the renewables sector. While the current interest rate environment provides uncertainty as to how best to time the project financing, Masdar is also relying on the Structured Finance unit to support developing and executing interest rate risk management strategies and collaborating with the Corporate Finance function to optimize equity funding strategies - such as Masdar's

debut US\$750 million Green Bond offering as part of a wider under a \$3 billion roadmap, unlocking investment in the Global South and developing countries through an A+ rated company.

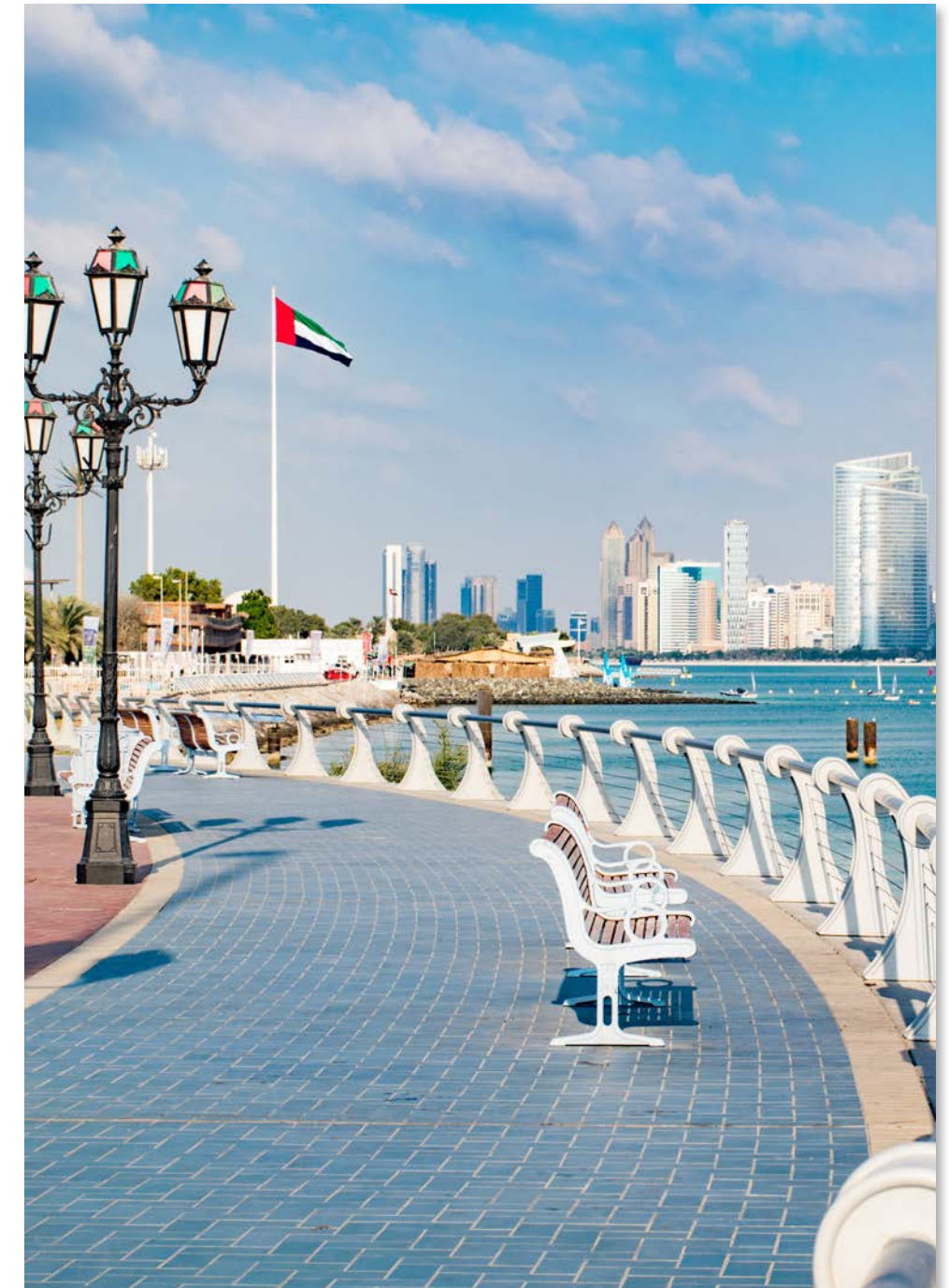
As Masdar supports the energy transition at home and around the world, we are putting in place the required means, both in terms of human capital and financial capital, to continue driving our growth ambitions and deliver value to our clients.



Jack Atkins
Principal, Middle East

Having been with One Search since 2017, Jack leads our business in the Middle East from Abu Dhabi. He has a cross-practice coverage across the GCC region, partnering with financial institutions to provide executive search solutions for specialist international and domestic talent within Private Equity, Private Credit, IR/Fundraising, ESG and Management teams.

Jack has established an international client base across a diverse set of institutions with strategies across the capital stack. He has spent much of his time consulting with clients around pioneering platform builds within the Energy Transition and Decarbonisation thematic, and has worked on projects with the likes of NEOM Investment Fund, ACWA Power, CPP Investments, Antin Infrastructure Partners and Hy24 Partners.



Credit Mid-level Moves

53% Male 47% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Rosemary Chan	SMBC	Allianz Global Investors	Vice President - Infrastructure Debt	London
Stephan Herrmann	Strabag	Ampega Asset Management	Manager	Cologne
Lucas Keller	ib vogt GmbH	Aquila Capital	Investment Manager	Berlin
Nikita Zakharov	EBRD	AXA Investment Managers	Vice President	London
Osama Badawy	EBRD	Europe Arab Bank	Associate Relationship Director - Project Finance	London
Deniz Ertan	Career Break	GoldenPeaks Capital	Project Finance Manager	London
Kim Chan Wan Fong	British International Investors	IFM Investors	Associate Director	London
Rachel Zarovabeli	Mizuho	J.P. Morgan	Vice President - Infrastructure & Green Energy, Credit Risk	London
William Brewin	NAB	Lightsource BP	Structured Finance	London
Isil Tanriverdi	Nomura	MEAG	Senior Investment Manager	Munich
Marlene Braun	Finance In Motion	MUFG	Vice President - Structured Finance Advisory	London
Danil Antonov	Credit Bank of Moscow	MUFG	Vice President - Infrastructure Credit	London
Catherine Wu	Deloitte	Nala Renewables	Project Finance Manager	London
Angus Fyfe	NAB	Nord LB	Associate Director	London
Chrysanthi Galiotou	EBRD	Nord LB	Associate Director	London
Emilio de la Guardia Garde	Ahorro Corporación Financiera	Santander	Vice President - Project & Acquisition Finance	Madrid

Credit Mid-level Moves

53% Male 47% Female



Name	Leaving	Joining	Title	Location
Romain Bruyère	Fayat	Scor Investment Partners	Investment Manager	Paris
Mohamed El Banna	AMEA Power	SMBC	Vice President - Power, Renewables & Infrastructure	Dubai
Xiaolu Wang	EBRD	SMTB	Assistant Manager	London



Credit Early Moves

86% Male 14% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Utku Bildik	Deloitte	ABN Amro	Senior Associate	Amsterdam
Gabriela Arias Cuellar	Société Générale	Allianz Global Investors	AVP Infrastructure Debt	London
Anastasia Silaeva	EBRD	Allianz Global Investors	Associate	London
Christopher Byrne	BNP Paribas	Allianz Global Investors	Associate	London
Damilola Otuyalo	Rothschild	Ares	Associate	London
Tristan Innes-Kruger	Allianz Global Investors	AXA Investment Managers	Analyst	London
Maxime de Narp	Studying Masters	BNP Paribas	Analyst - ERI	Paris
Luis Ayuso Bartol	PwC	BNP Paribas	Associate - Project Finance	Madrid
Aaron Hamilton-Browne	NAB	CIBC	Associate	London
Hugo Correia Duarte	Crédit Agricole CIB	CIC	Project Finance Analyst	Paris
Savraj Didiially	Fitch Ratings	CIC	Analyst	London
James Kelly	Lloyds	Copenhagen Infrastructure Service Co	Associate, Capital Markets	London
Pablo Iribarren	Egis	EIB	Investment Officer - Project Finance	Luxembourg
Rory Quick	BNP Paribas	Finance in Motion	Project Finance Analyst	Frankfurt
Majed Hussain	Lloyds	GIC	Associate	London
Abdul Ilyas	Citi Bank	GIP	Associate	London

Credit Early Moves

86% Male 14% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Naman Garg	Nomura	Hamburg Commercial Bank	Senior Associate	London
Ferdinand Messner	PwC (Hamburg)	HSBC	Associate	London
Youn Ho Lee	Sequoia	IFM Investors	Associate	London
Louis Wrenn	Graduate	Infrantry	Investment Analyst	London
Hugo Roger	GuarantCo	Investec	Associate	London
Mihailo Polenak	EBRD	Investec	Associate	London
Dominic Fawcett	Operis	Korea Deveopment Bank	Associate	London
Urko Gagnon	Moody's	Legal & General	Infrastructure Finance Credit	London
Finn Dowley	Mazars	Lloyds	Associate	London
Tamim Ahmad	TPIFM	Lloyds	Associate - Infrastructure & Project Finance	London
Giacomo Bella	Moody's	Macquarie	Senior Analyst - Credit, Principal Investments	London
Thao Nguyen	PwC	Mizuho	Associate	London
Cornelius Wilton-Waddell	Mizuho	NIBC	Associate	London
Kathy Yu	ANZ	NIBC	Associate	London
Luke McLarnon	Operis	Nord LB	Associate	London
Sesil Ates	Istanbul Metropolitan Municipality	Norinchukin Bank	Analyst - Structured Finance	London

Credit Early Moves

86% Male 14% Female



Name	Leaving	Joining	Title	Location
Susan Jang	Santander	Patrizia	Associate	London
Julio I. García-Gabilán Pardo	Fitch Ratings	Santander	Analyst	London
Javier Getenay Dominguez	Deutsche Bank	Santander Asset Management	Analyst	Madrid
Tom Anderson	ICBC	SMBC	Assistant Vice President - Project Finance	London
Ayrton Ndombou	Ferchau	Société Générale	Analyst	Paris



The Quest for Homegrown Talent: Unleashing the Potential of Local Expertise in Fundraising

In the latter part of 2023, the infrastructure fundraising market continued to navigate a challenging and uncertain environment tied to surging interest rates, global economic uncertainties and inflation concerns. This environment has prompted a discernible deceleration in fundraising activities and a dip in deal volumes. However, amidst these challenges, the enduring appeal of infrastructure assets persists, underscored by a noteworthy trend of General Partner consolidation and heightened interest from seasoned generalist firms venturing into the sector.

On the global stage, governments are amplifying their recognition of infrastructure's pivotal role in economic growth and combatting climate change. Simultaneously, private investors are shaping hiring trends, with firms strategically expanding teams to venture into new and promising markets. A compelling shift is observed among General Partners, who are increasingly fortifying internal talent, particularly in less-explored geographies across the regional European market and the Middle East, strategically positioning themselves to seize emerging opportunities with local talent on the ground.

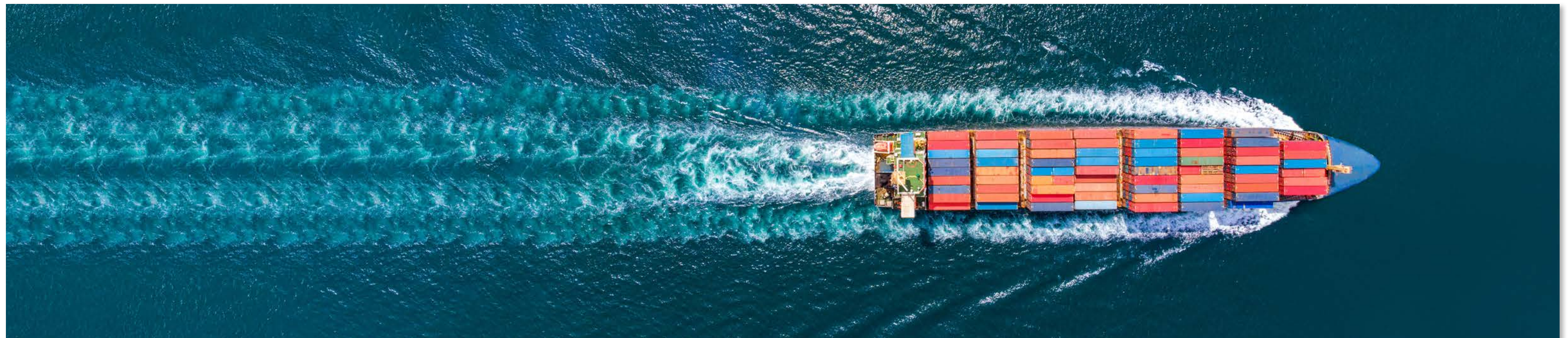
Within the Gulf Cooperation Council (GCC) region, a palpable surge in fundraising activity has created a competitive landscape for top-tier talent. Esteemed industry brands are establishing a localized presence to cultivate relationships with a diverse array of investors, ranging from major institutions to lesser known and under-served family offices. Some firms are adopting a phased approach, initially entering the market solo with plans for future expansion, while others are executing a comprehensive multi-hire strategy from the outset.

In the current dynamic, capital is being fervently pursued from the GCC region. The importance of having seasoned professionals with a nuanced understanding of the local landscape cannot be overstated. In this competitive market, merely operating from a distance, sans a physical presence, is deemed inadequate for establishing enduring relationships, particularly when tickets are scarce. The imperative is clear: cultivating high-caliber individuals with local insights is the linchpin to success in the evolving and demanding landscape of infrastructure fundraising globally.



Jake O'Donovan
Consultant, IR & Fundraising

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. Jake initially began his career in professional services and banking working on distressed credit sales projects for non-performing loans in Ireland. He holds a BSc in Law and a MSc in International Law & Business from UCD's Michael Smurfit Graduate Business School.



IR Senior Promotions

100% Male 0% Female



ONE SEARCH

Name	Company	Previous Role	New Role	Location
Daniel Price	Antin Infrastructure	Director	Principal	London
Davide Marchetti	Aviva	Client Solutions Manager - Southern Europe	Head of Institutional Sales Southern Europe	Milan
Nestanlin Garcia	DWS	Head of Financial Institutions Germany	Head of Alternatives Coverage Germany, Austria & Central Eastern Europe	Frankfurt
Olle Olsson	Greenstone Equity Partners	Senior Relationship Manager	Deputy Head of Investor Relations	Dubai
Mark Burrows	Quinbrook Infrastructure	Head of Europe, Capital Formation & Investor Engagement	Managing Director, Head of Capital Formation in Europe	London



IR Senior Moves

63% Male 37% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Bernhard Grassl	MEAG	Allianz Global Investors	Director	Munich
Caroline Ruzici-Mulder	Blackrock	Apax	Principal	London
Yolanda Camino	KKR	Apollo Global Management	Managing Director	London
Kaitlin Fronczek	Apax	Ara Partners	Director & Head of Investor Relations	London
Asher Garnett	L&G	Arjun Infrastructure Partners	Managing Director	London
Alexander Odysseos	Houlihan Lokey	Bregal Investments	Head of Capital Formation	London
Tequila Bone	Astorg	Bregal Investments	Managing Director	London
Michael Hennig	Swiss Life Asset Managers	Energy Infrastructure Partners	Head of Client Solutions Germany	Frankfurt
Tobias Mueller	Blackrock	Energy Infrastructure Partners	Director	Zurich
Philip Heeroma	Moonfare	EQT Group	Director - Wealth Solutions	Stockholm
Charles de Lezardiere	Mercer	FSN Capital	Director - Wealth Solutions	Stockholm
Ines Holzhauer	MEAG	H&A Global Investment Management	Director	Frankfurt
Francesca Lloyd	Credit Suisse Private Funds Group	I Squared	Director	London
Robert Sanow	Credit Suisse Private Funds Group	I Squared	Managing Director	Munich
Andrew Wilbur	Credit Suisse Private Funds Group	Jefferies Private Fund Group	Managing Director & Co-Head	London
William Hayles	Credit Suisse Private Funds Group	Jefferies Private Fund Group	Managing Director	London

IR Senior Moves

63% Male 37% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Enrique Cuan	Mercury Capital Advisors	Keppel Capital	Global Head of Client Solutions	London
David Emes	Eastspring Investments	L&G	Head of Infrastructure Capital Raising	London
Bart van Coeverden	DWS	L&G	Director	Amsterdam
Danica Kerbelker	Columbia Threadneedle	L&G	Director	London
Caroline Kragerud	Cube Infrastructure Managers	Omnes	Partner	Paris
Sara Verdi	Blackstone	PAG	Managing Director	London
Nael Antaki	Natixis	Partners Group	Head of Institutional Client Solutions	Dubai
JC Klein	Lakestar	Patrizia	Managing Director - Head of MENA	London
Jonathan Short	Montagu	Quilvest Capital Partners	Head of Capital Formation	London
Valentine Abbott	IFM Investors	Stafford Capital Partners	Global Head of Client Solutions	London
James Sexton	Investcorp	Stanley Capital	Principal	London
Frank Richter	Nordea Asset Management	Stewart Investors	DACH Institutional Sales	Frankfurt
Ziad Nasr	Partners Group	Stonepeak	Senior Advisor	Dubai
Emma Zanni	Blackstone	TPG	Managing Director	London

IR Mid-level Moves

67% Male 33% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Sarah Okorafor	PGIM	Brookfield Asset Management	Vice President	London
Ying Li	McKinsey & Company	Copenhagen Infrastructure Partners	Vice President	Copenhagen
Luke Boardman	Blackstone	Copenhagen Infrastructure Partners	Vice President	London
Louise Romain	TP ICAP	Foresight Group	Manager	London
Fabio Kleis	Axa Investment Managers	iCapital	Vice President	Zurich
Harry Erskine	First Avenue	Investindustrial	Vice President	London
Alex McWilliam	Credit Suisse	Jefferies Private Fund Group	Vice President	London
Aiste Gardauskaite	InfraRed Capital Partners	Kartesia	Vice President	London
Dustin Gamradt	PGIM	Partners Group	Vice President	London
Steven Thomas	Ardian	Partners Group	Vice President - Wealth Solutions	Zurich
Tobias Gulich	Energy Infrastructure Partners	Partners Group	Vice President	Zug
Marijn Dumoulin	Athos	Polaris Investments	Vice President	Zurich
Julian Henschel	CBRE	Prime Capital	Manager	Frankfurt
Marco Mengotti	Energy Infrastructure Partners	Reichmuth & Co Infrastructure	Manager	Zurich
Dan Knight	Downing LLP	Robeco	Vice President	London
Mohammed El Banna	AMEA Power	SMBC	Vice President	Dubai

IR Mid-level Moves

67% Male 33% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Anna Siebert	UBS	Swiss Life Asset Managers	Senior Relationship Manager	Zurich
Christiane B.	Credit Suisse Private Fund Group	Thoma Bravo	Senior Associate	London
Steen Bruun	Triton Partners	Urban Partners	Vice President	Paris



IR Early Moves

58% Male 42% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
Nael Beydoun	TAP Advisors	Antin Infrastructure Partners	Analyst	London
Emma ait Aoudia	Ardian	Antin Infrastructure Partners	Senior Analyst	Paris
Ana Cortes	BlackRock	Apollo	Associate	London
Maximilian Schott	54 Capital	Ardian	Senior Associate	Abu Dhabi
Alexander Fischer	Blackrock	Blackstone	Associate	Zurich
Katherine Finch	Graduate	Campbell Lutyens	Executive	London
Iman Rehman	HSBC	Campbell Lutyens	Executive	London
Emily Dow	Graduate	Campbell Lutyens	Executive	London
Kevin Niester	ENGIE Impact	Copenhagen Infrastructure Partners	Senior Associate	Copenhagen
Elliot Mason	KKR	Davidson Kempner Capital Management	Associate	London
Gabriel Bart	Moonfare	Edmond de Rothschild	Associate	Paris
Vincent Jusselin	ODDO BHF	Eurazeo	Associate - Wealth Solutions	Paris
Christopher Olivares	Man Group	Federated Hermes	Associate	London
Megan H.	Appian Capital partners	Foresight Group	Associate	London
Charles Kendall	Preqin	Foresight Group	Manager	London
Jack Dymoke	Oakley Capital	I Squared Capital	Analyst	London

IR Early Moves

58% Male 42% Female



ONE
SEARCH

Name	Leaving	Joining	Title	Location
James Taylor	Privitar	I Squared Capital	Analyst	London
Joanna Tan	Morgan Stanley	iCon Infrastructure	Associate	London
Megan Huttison	Cazenove Capital	IFM Investors	Analyst	London
Gautier Hemedinger	Natixis	Infrantry	Associate	Paris
Yasmina Chafai El Alaoui	Credit Suisse Private Fund Group	Jefferies Private Fund Group	Associate	London
Jamie Fullerton	Credit Suisse Private Fund Group	Jefferies Private Fund Group	Associate	London
Tu Tran	Morgan Stanley	KKR	Analyst	Frankfurt
Marcell Haman	BlackRock	Munich Re	Associate	Munich
Alexandra Gregory	ICG	Nordic Capital	Associate - Wealth Solutions	London
Zachary Marreuci	BlackRock	Partners Group	Analyst	Zug
Jake Spiteri	Deloitte	Partners Group	Associate	London
Lauren Brown	iCon Infrastructure	Quinbrook Infrastructure	Associate	London
Dan Elbaz	Ardian	Segard	Associate	Paris
Gabriella Raphael	Credit Suisse Private Fund Group	UBS Private Fund Group	Analyst	London
Eva Brunner	MVision Private Equity Advisors	Urban Partners	Associate	London
Adrien Cousteau	PAI	Vauban Infrastructure Partners	Associate	Paris

One Search Launches Legal Practice

One Search is excited to have launched their Legal Practice in 2023. Supporting clients within our Private Equity and Credit practices, we place fund-level General Counsel and transaction solicitors highly skilled in fund formation, M&A, corporate and project finance and all of the necessary compliance needs of a private markets investment firm. Within our Portfolio Company Leadership vertical, we can augment a senior management team with hires from General Counsel to Legal Counsel with experience in corporate, commercial, regulation and finance to in-house generalists.

From first legal hires to team builds we help our clients navigate fast changing legal and regulatory landscapes.

Predictions for the in-house legal market in 2024 globally are optimistic. According to Lexis Nexis, renewable energy and infrastructure are two of the top growth industries for the year ahead. As recession fears ease and economic growth resumes the demand for top legal talent will be competitive. With forecasts predicting a pickup in M&A, this will create the need for a variety of in-house legal roles from transactional, commercial, to energy

regulation. Further, as private practice rates continue to rise, in-house legal teams are growing at an unprecedented rate across the equity and portfolio sectors. The in-house market remained strong throughout H2 2023 with big energy corporations like National Grid, RWE, Vattenfall and SSE and making several legal hires. Notable private markets-backed companies including Boldyn Networks (CPP Investments), Radius Global Infrastructure (EQT Partners), Sonnedix (J.P. Morgan Asset Management), VIRTUS Data Centres (Macquarie Asset Management) and Telis Energy (The Carlyle Group) also bolstered their legal teams.

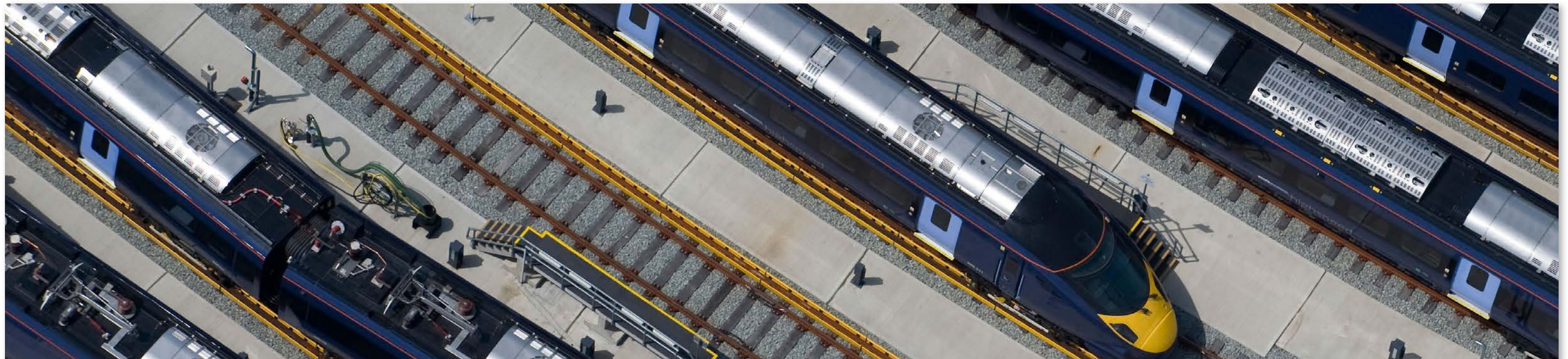
Law firms are also focusing their attention to the Infrastructure and Renewables market with energy and power being the largest driver of M&A activity through the first three quarters of 2023. Ashurst, Shoosmiths and Orrick are among several law firms adding senior hires to broaden their sector coverage.



Andrea Hutchinson
Principal, Legal

Andrea has over 10 years of legal and recruitment experience and leads our legal practice globally. Prior to joining One Search Andrea built the in-house legal function of a boutique search firm.

Andrea specialises in placing lawyers in private equity, venture capital, debt and credit funds and a range of portfolio business across the UK, Europe, Middle East and the United States. She regularly speaks at legal conferences on the challenges and complexities of building an in-house legal function and is a trusted advisor to General Counsels globally on the topic.





Name	Leaving	Joining	Title	Location
Steven McAllister	Davidson Chalmers Stewart	Addleshaw Goddard	Partner	Glasgow
Edward Holmes	CMS UK	Allen & Overy	Partner	London
Julia Derrick	Shearman & Sterling	Ashurst	Partner	London
Sanja Udovicic	Shearman & Sterling	Ashurst	Partner	London
Robert McMurray	Red Rock Power	Aukera Energy	General Counsel	London
Ali Timms	Castletown Law	Aura Power	General Counsel	London
Helle Nørgaard Jensen	SIRIUS advokater	Better Energy	Legal Counsel	Copenhagen
Rupert Lugg	Partner	Bevan Brittan	Partner	Bristol
Gianpaolo Porchiazzo	Enav	Boldyn Networks	General Counsel & Compliance Officer	Rome
Rachel Chapman	Truphone	Boldyn Networks	General Counsel UK & Ireland	London
Frances Dickson	International Distributions Services	Cambridge Power Ltd	General Counsel	Cambridge
Priya Salvam	The Ingenious Group	Clearstone Energy	General Counsel	London
Anna Nerush	Haynes Boone	Clyde & Co	Partner	London
Matthew Honeyben	Eversheds Sutherland	CMS	Partner	London
Sinéad Oryszczuk	Covington & Burling LLP	CMS	Partner	London
Valentina Olto	Shell	CMS	Associate	London



Name	Leaving	Joining	Title	Location
Katja Loncaric	Avonhurst	EEW Eco Energy World	General Counsel	London
James Mashhadi	Amazon Web Services	Eku Energy	Head of Legal EMEA	London
Jeanine Turell	Aramco Overseas Company	Energy Vault	Assistant General Counsel	Netherlands
Justine Brazil	Spencer West	ERG International	Group General Counsel	London
Ludovic Vilain	factory14	Eurofins	Group General Counsel & Head of Compliance	Belgium
Rasmus Zoffmann Knudsen	HjulmandKaptain	Everfuel	General Counsel	Aarhus
David Wyles	Herebert Smith Freehills	Eversheds Sutherland	Partner	London
Jocelyn Cho	Global Cloud Xchange	EXA Infrastructure	General Counsel and Group Company Secretary	London
Matt Kendall	Origami	Exagen Group	General Counsel & Chief People Officer	London
Amy Stray	Osborne Clarke	Fleete Group	General Counsel	London
Tom Guilfoyle	Dentons	Fotowatio Renewable Ventures	Senior Legal Counsel	London
Shwetha Janarthanan	LGIM	Generate	Head of Legal	London
Elizabeth Schultz	Vestas	Glentra Capital	Director and General Counsel	Copenhagen
Jennifer Holgate	Vattenfall	Gren	General Counsel	London
Sarah French	Seadrill Management	Highview Power	General Counsel & Company Secretary	London
Alastair Young	Bracewell LLP	Hogan Lovells	Partner	London



Name	Leaving	Joining	Title	Location
James Wyatt	Avonhurst	K&L Gates	Partner	London
Wai-Men Shek Robertson	CMS	Kellas Midstream	Senior Legal Advisor	Aberdeen
Serra Tar	Simmons & Simmons	Kirkland & Ellis	Partner	London
Dr. Lukas Klipper	Kenfo	KKA Partners	General Counsel	Berlin
Rose-Anna Burnett	Simmons	LGIM	Head of Legal Infrastructure	London
Richard Nelson	King & Spalding	Mayer Brown	Partner	London
Gemma Davis	EY	METKA EGN	Head of Legal	London
Tayna Sharma	Bulb	National Grid	General Counsel	London
Tom George	Linxon	NTT Global Data Centers	Senior Counsel	London
Ade Adesiyani	Gibson, Dunn & Crutcher	OMERS Infrastructure	Associate Director, Legal	London
Albert Yu	Linklaters	Orrick, Herrington & Sutcliffe	Partner	London
Jose Carlos Casino	Nexans	PAPREC	Directeur Juridique International	Paris
Candice Lambeth	Weil Gotshal	Paul Hastings	Partner	London
Holly Clarke	AMP Capital	Quinbrook Infrastructure Partners	Deputy General Counsel	London
Susanne Kandel	American Tower	Radius Global Infrastructure	General Counsel	Netherlands
Andrey Deev	Padva, Haslam-Jones & Partners	RES	Legal Counsel	London



Name	Leaving	Joining	Title	Location
Alice Bushell	Eversheds Sutherland	RWE Renewables	Senior Legal Counsel	Swindon
Agnieszka Leszczak	Llyod's Register	Serica Energy	Legal Counsel	London
Chris Pritchett	Foot Anstey	Shoosmiths	Partner	London
Levent Gurdenli	Weightmans	Shoosmiths	Partner	London
Mark Percival	Spectris	SNRG	General Counsel	London
Mel Rowlands	Smiths Group	Sonnedix	Group General Counsel	London
Georgia Fotheringham	Buchan Offshore Wind	SSE Renewables	Commerical Solicitor	Edinburgh
Danielle Lalani	TLC Group	Telis Energy	General Counsel	London
Josh Partridge	Bird & Bird	Trowers & Hamlin	Partner	London
Jonathan Terry	Dentons	UK Infrastructure Bank	Senior Legal Counsel	Leeds
Matthew Calmonson	Pinsent Masons	Vattenfall	Senior Legal Counsel	London
James Dutson	Global Switch	VIRTUS Data Centres	General Counsel	London
Katy Norman	White & Case	West Burton Energy	General Counsel	London
Yvonna Balysz	Field	Zestec Renewable Energy	Head of Legal	London

ESG – Growing in Importance

2023 marks a pivotal turning point in sustainability and ESG, with the landscape becoming more regulated across all geographies. COP 28 has also confirmed that nature solutions will be a key focus moving forward. To this end, One Search has been at the forefront of engaging with funds that are passionate about driving systemic and transformational change as evidenced by our ESG roundtables in which LPs and GPs discussed the challenges and opportunities from across the Infrastructure spectrum.

It is clear from the market that investors are increasingly recognizing the long-term impact of climate change on their investments. Crucial ESG factors such as climate risk, talent management, and board composition can significantly affect a company’s financial performance and intrinsic value, prompting asset owners and institutional money managers to prioritize ESG considerations. The public markets are also experiencing heightened governance standards enforced by ESG rating agencies and proxy advisers.

Our view of some prominent market trends over for the past year are included below:

Fundraising

In 2023, despite a decline in overall fundraising, the number of ESG funds increased. A few examples of such ESG funds include:

1. Copenhagen Infrastructure Partners (CIP) reached their final close for two new funds: CI Advanced Bioenergy Fund I (CI ABF I) and CI Green Credit Fund I (CI GCF I) with a total of EUR ~2bn. CIP held its first close for its flagship fund, CI V, at EUR 5.6bn.
2. Swiss Life Asset Managers has raised an initial €560m for its second value-add infrastructure fund and is well on its way to reaching its €1bn target.
3. BNP Paribas launches €700m climate impact infrastructure debt fund.
4. Australian superannuation fund, Rest has committed A\$1 billion (\$656 million) to Quinbrook Infrastructure Partners. This commitment comprised an investment into Quinbrook’s Net Zero Power Fund, with a target of \$2 billion.

Litigation

Given the evolution of the sustainability landscape, there has been an increase in large-scale, complex litigation. For instance, according to Simmons & Simmons, the following financial institutions are facing what is reported to be the first biodiversity criminal claim: Crédit Agricole, BNP Paribas, AXA, and BPCE. With more substantive anti-greenwashing regulations coming into play as the EU Commission reaches “a provisional agreement on new rules to ban misleading advertisements and provide consumers with better product information”, there are likely to be more legal disputes. As a result, we have seen an increased demand for ESG Legal roles in the European market over the last 12 months.

Chief Sustainability Officers

In the past year, there has been a steady rise in the hiring of Chief Sustainability Officers (CSOs) at the fund level. Examples of recently appointed CSOs include Nathalie Wallace who joined Edmond de Rothchild, Kathy Ryan was appointed by M&G, Peter Roberts joined Verdane, and Fidelity International appointed Jenn-Hui Tan. These new CSOs are generally responsible for the overall sustainability strategy, governance, and execution, with oversight over both corporate and investment sustainability teams.

Nature, Data & DEI

Other roles that have seen a rise are head of nature-based solutions and data specialists. We have also seen an increased focus on diversity and inclusion at both the fund and portfolio levels (for instance more than half of the hires included in our reports for both EMEA and the USA have been female).

Outlook

The OECD estimates an annual investment requirement of \$6.9 trillion until 2050 for low-carbon infrastructure development. Fueled by strong support for ESG investing, assets in this sector may grow to potentially \$20–\$30 trillion by 2030. Therefore, we expect that building robust ESG teams within portfolio companies and funds will continue in 2024.



Tidimalo Padi
Consultant, ESG & Sustainability

Tidimalo is a seasoned executive search professional with a specialism in the energy and infrastructure sectors. As the practice lead for the Sustainability Practice, she has a demonstrated track record of successfully delivering on several global investment and ESG-related positions at all levels within funds and corporates.

She has delivered on mandates in Europe, UK, Africa, UAE, and the USA. Tidimalo has partnered with several companies on their succession planning and leadership development initiatives. She has worked with firms such as Stonepeak, Morgan Stanley, and Siemens Financial Services among many others. She holds a Business Sustainability Certificate from Cambridge University.



ESG & Sustainability Senior Promotions

48% Male 52% Female



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Name	Company	Previous Role	New Role	Location
Catie Wearmouth	abrdn	ESG Investment Director	Head of Sustainability and Lead Portfolio Manager Multi-Asset Climate Strategies	Edinburgh
Holly Odonnell	abrdn	Environment Manager	Head of Corporate Environment Strategy	Edinburgh
Miranda Beacham	Aegon Asset Management	Head of ESG, Equity & MAG	Head of UK Responsible Investment	Edinburgh
Andrea Perales Padrón	Aviva Investors	ESG Analyst	Head of ESG Integration - Credit	London
Richard Butters	Aviva Investors	Head of ESG Integration - Credit	Head of Stewardship	London
Benjamin Jacot	AXA Investment Managers	ESG Quantitative Analyst	Head of Sustainable Investment Solutions, Models and Tools	Paris
Yuki Nakagawa	BlackRock	BlackRock Global Product Group (Sustainable Products)	Head of Sustainability Borrower Engagement, Private Debt	London
Stéphane Lapiquonne	BlackRock	Co-Head Sustainable & Transition Solutions, EMEA	Head of Sustainability & Transition Affairs, EMEA	Paris
Gemma Gooch	BlackRock	Managing Director, Co-Head Global Social Impact, Co-President of The BlackRock Foundation	Managing Director, Global Social Impact, Co-President of The BlackRock Foundation	London
George Crone	CBRE	Associate Director, Investor ESG Programmes, ESG Consultancy	Director, Investor ESG, Key Client Programmes	London
David Maguire	CBRE	Associate Director, Occupier ESG Client Lead	Director, ESG Consultancy	London
Mads Steinmüller	Danske Bank Asset Management	Chief ESG Specialist	Head of Climate and Nature	Copenhagen
Lorraine Becker	DIF Capital Partners	Interim Head ESG	Head of ESG	London
Jenn-Hui Tan	Fidelity International	Global Head of Stewardship and Sustainable Investing	Chief Sustainability Officer	London
Lily Billings	Foresight Group	Head of Group Sustainability, Associate Director	Director & Head of Group Sustainability	London
Iancu Daramus	Fulcrum Asset Management	Director, Climate-Aligned Investing	Head of Sustainability	London

ESG & Sustainability Senior Promotions

48% Male 52% Female



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Name	Company	Previous Role	New Role	Location
Stephanie Maier	GAM Investments	Global Head of Sustainable and Impact Investment	Global Chief Sustainability Officer	London
Nitin Mehta	Janus Henderson Investors	ESG Programme Manager	Head of ESG Operations	London
Siobhan Archer	LGT Wealth Management	Sustainable Investment Specialist	Global Stewardship Lead	London
Oliver Grayer	M&G Investments	Director	Head of Climate Investment	London
Manon Welter	Macquarie	Senior Environmental and Social Risk Manager	Associate Director, Environmental and Social Risk	London
Hannah Guirao	Macquarie	Senior Manager, Regulatory Risk	Associate Director, ESG Compliance	London
Therèse Nystrom	Macquarie	SVP, Group Treasury Transactions & Structure	Head of ESG Reporting EMEA	Paris
Laura Kaliszewski	Natixis Investment Managers	Head of Sustainable Investment Solutions at Natixis Investment Managers	Global Head of Client Sustainable Investing	Paris
Chris Anker	Redwheel	Head of Sustainability	Head of Stewardship and Regulatory Change	London
Elena Pemberton Manuell	Schroders	Head of Sustainability Operations	Head of Climate and Environment, Corporate Sustainability	London
Stephen Miles	Willis Towers Watson	Head of Investment Stewardship	Head of Sustainable Investment	London

ESG & Sustainability Senior Moves

44% Male 56% Female



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Name	Leaving	Joining	Title	Location
Carmen Navarro	FMO - Dutch Entrepreneurial Development Bank	A.P. Moller Capital	Head of ESG	Amsterdam
Susanne Røge	ATP	ATP Private Equity Partners	Head of ESG	Hillerød
Deborah Gilshan	abrdn	AustralianSuper	Head of ESG and Stewardship, Europe	London
Leah Ramoutar	Phoenix Group	Aviva	Director, Environmental Sustainability	London
Nadia Rampinini	Prelios	Azimut Libera Impresa SGR	Investment Advisory & Chief Sustainability Officer	Milan
Rodolphe Brumm	Antin Infrastructure Partners	BNP Paribas Asset Management	Head of Low Carbon Infrastructure Equity	Paris
Henry Jones	Togetherall	Bridges Fund Management	Partner & Head of Value Creation	London
Lesley Holloway	NatWest Group	CBRE	Head of Corporate ESG	London
Kristen Weldon	BlackRock	Cibus Capital	Partner & Head of Natural Capital	London
Andrea Abrahams	International Emissions Trading Association	Climate Asset Management	Chair, Nature Based Carbon Fund Investment Committee	London
Alen Sacek	LBBW Asset Management	DWS Group	Head of Responsible Investment Center	Frankfurt
Nathalie Wallace	Natixis Investment Managers	Edmond de Rothschild	Chief Sustainability Officer	Paris
Katrina Brown	Sustain Value	Evelyn Partners	Director of Responsible Investment	London
Phil Cliff	M&G Investments	Fidelity International	Director, Sustainable Investing (Climate Integration)	London
Aaron Hay	Federated Hermes	Fidelity International	Director, Sustainable Investing (Private Credit)	London
Rupert Davies	Heptagon Capital	Foresight Group	Group Sustainability	London

ESG & Sustainability Senior Moves

44% Male 56% Female



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Name	Leaving	Joining	Title	Location
Ovidiu Patrascu	BAE Systems	Goldman Sachs Asset Management	Executive Director, Multi-Asset Solutions	London
Maria Nazarova-Doyle	Scottish Widows	IFM Investors	Head of Sustainable Investment	London
Cameron D. Bain	The Private Infrastructure Development Group	IFM Investors	Director of Environmental Sustainability	London
Amanda Latham	Barnett Waddingham	IFM Investors	Director, Sustainable Investment	London
Alex Wharton	Aviva Investors	L&G Capital	Managing Director, Distribution & Partnerships	London
Kathy Ryan	Irish Life Investment Management	M&G	Chief Sustainability Officer	Dublin
Caroline Berryman	M&G PLC	M&G Investments	Head of ESG Compliance	London
Lee Perkin	KPMG	Macquarie Group	Head of Sustainability Reporting	London
Nick Moss	AGRI3 Fund	Nuveen	Head of Nature Based Solutions	London
Enrico Colombo	Vanguard	Nuveen	Senior Director, Stewardship - Responsible Investing	London
Penelope Guarnay	Danone	PAI Partners	Director of Sustainability	Paris
Laura McMullen	Cinven	Rothschild & Co	Head of Portfolio Sustainability - Private Equity	London
Rosie French	Gresham House	Schroders Greencoat	Head of Sustainability	London
Marta Jankovic	APG Asset Management	Stafford Capital Partners	Head of Sustainability	Rotterdam
Peter Dunbar	Principles for Responsible Investment	StepStone Group	Principal, Responsible Investment	London
Peter Roberts	H2 Green Steel	Verdane	Chief Sustainability & Commercial Officer, Decarbonisation	Stockholm

ESG & Sustainability Mid-level Moves

45% Male 55% Female



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Name	Leaving	Joining	Title	Location
Hannah Brief	Westbridge Advisory & Argentus	abrdn	ESG Lead Real Estate Asset Management	Frankfurt
Emily Knott	Legal & General Investment Management (LGIM)	abrdn	Senior Marketing Manager, Sustainability	London
Eilidh Duncan	Lloyds Banking Group	abrdn	Sustainability Specialist	Edinburgh
Tanja Vocke	Triodos Investment Management	Arcus Infrastructure Partners	ESG Executive	Amsterdam
Aline Axelroud	INDEFI	AXA Investment Managers	ESG Integration Lead	Paris
Roslyn Stein	AXA	AXA Investment Managers	Senior ESG Strategist	Paris
Rebecca Veksler	Westbridge Advisory & Argentus	AXA Investment Managers	ESG Lead Germany, Asset Management	Frankfurt
Hanyang G.	INDEFI	BNP Paribas	ESG Expert	Paris
Ellie Bryant	BP	Brookfield Asset Management	ESG Manager	London
Dom Keenan	KPMG Australia	CBRE	Senior Consultant, Investor ESG	London
Sarah Dillon-Leetch	CMS Distribution	CBRE	Associate Director, Occupier ESG	London
Christopher Loklindt	Accenture	Copenhagen Infrastructure Partners	ESG Manager	Copenhagen
Sebastian Olguin Sorensen	Implement Consulting Group	Copenhagen Infrastructure Partners	ESG Manager	Copenhagen
Isha Sharma	Octopus Ventures	Glennmont Partners	ESG Manager	London
Maarten Hage	McKinsey & Company	Helios Investment Partners	Vice President Climate	London
Edina Seiben	The Carlyle Group	HPS Investment Partners	ESG Vice President	London

ESG & Sustainability Mid-level Moves

45% Male 55% Female



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Name	Leaving	Joining	Title	Location
Adelaide Morphett	Newmarket Capital	IFM Investors	Associate Director, Sustainability Specialist	London
Nicholas Phillips	PwC	IFM Investors	Associate Director, Sustainability	London
James Wilcock	ESG Book	J.P. Morgan	Sustainable Investment Product Manager	London
Yasen Buhlev	CBRE	KKR	ESG	London
Timothy Oehmigen	KPMG	M&G Investments	Senior Consultant, Investor ESG	London
Francesco Mazzeo	Credit Suisse	M&G Investments	Research Analyst, Climate, Energy & Utilities	Zurich
Mathilde Krief	ISS ESG	Mirova	ESG Data Specialist	Paris
Katie Green	Schroders	Oaktree Capital Management	Vice President, ESG	London
Yacine Rachid	J.P. Morgan	PGIM	ESG Research Analyst	London
Harry Ashman	Columbia Threadneedle Investments	Robeco	Engagement Specialist, Climate	London
Janina Lichnofsky	MEAG	Swiss Life Asset Managers	Senior ESG Manager	Munich
Jan Rüegg	Swiss Life AG	Swiss Life Asset Managers	Senior ESG Manager	Zurich
Clémentine Fauchery	McKinsey & Company	Vitol	ESG Manager	Geneva

ESG & Sustainability Early Moves

46% Male 54% Female



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Name	Leaving	Joining	Title	Location
Christian Garde	PwC	AIP Management	ESG Associate	Copenhagen
Josh Downes	BCI	Aviva Investors	ESG Analyst	London
Anaïs El Kasm	GreenYellow	AXA Investment Managers	ESG Analyst	Paris
Bryce Pulings	Encon	AXA Investment Managers	ESG Lead Benelux	Brussels
Ohviya Raja Prakash	Indian Institute of Tropical Meteorology	BlackRock	Analyst, Sustainability	Gurugram
Inès Populaire	Novartis France	BNP Paribas	Risk ESG Transformation	Madrid
Livia Giusti	Glendower Capital	Bregal Investments	Senior Associate, ESG & Responsible Investing	London
Oliver Collett	Global Investment Group	Bridgepoint	ESG Analyst	London
Ploy Ramyananda	Baringa	Cinven	ESG Executive	London
Annabel de Morgan	Alchemy Partners	CVC Capital Partners	ESG Associate	London
Henrik Stegersjö	PwC	EQT	Sustainability Associate - Private Capital	Stockholm
Kai Aratani	Bryan, Garnier & Co.	EQT	Sustainability Associate - Private Capital	Munich
Elisa Hirn	Impax Asset Management	Federated Hermes	Sustainability & Engagement Associate	London
Tania Righi	Morgan Stanley	Foresight Group	Strategy & Capital Formation, Infrastructure	London
Raya Schrauwen	Climate Impact Partners	General Atlantic	ESG Analyst	London
Hal Wilkinson	Imperial College Business School Student Investment Fund	General Atlantic	ESG Analyst	London

ESG & Sustainability Early Moves

46% Male 54% Female











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Name	Leaving	Joining	Title	Location
Haiyu Ding	Anadeo Consulting	Golding Capital Partners	Senior Associate ESG	Munich
Noah Vaz	MinterEllison	Goldman Sachs	Associate, Sustainability & Impact	London
Denis Stefanov	Jupiter Asset Management	Janus Henderson Investors	ESG Product Strategy and Development Associate	London
Nicolas Webersinke	FAU Erlangen-Nürnberg	MEAG	ESG Data Analyst Investments	Munich
Antoinette de Rochebouet	FMDV - Global Fund For Cities Development	Meridiam	ESG Analyst	Paris
Wenqin Li	Affirmative Investment Management	Metlife Investment Management	Analyst, Sustainability	London
Owais Abu Jwaied	Sustainability Excellence	Mubadala	Sustainability Specialist	Abu Dhabi
Linda Livingstone	S&P Global	Nuveen	Associate, Sustainability	London
Agata Łuczak	Proteon Pharmaceuticals	Ørsted	ESG Accountant	Warsaw
Michael Malewicz	Clever	Ørsted	Senior ESG Rating & Reporting Specialist	Copenhagen
Giulia Hallqvist	S&P Global	Schroders	Sustainability & Impact Associate, Private Equity	Zurich
Dayana Minchenko	UCL	Swiss Life Asset Managers	ESG Real Assets	Zurich

Get in Touch


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 Rebecca Miles Consultant, Private Equity & IR	 Henry Mockridge Consultant, Credit
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 Laura Carl Associate	

SENIOR ADVISOR

 Michael Naylor Senior Advisor

MIDDLE EAST

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 Haseeb Yaqub Consultant, Middle East

Established in 2006, One Search is a specialist search firm within the Infrastructure, Energy and Real Assets investment market. From our offices in London, New York and Abu Dhabi, we have built a reputation for placing top-caliber candidates into leading funds, banks and institutional investors.

We are a pioneer of Diversity & Inclusion in the Infrastructure investment world, our Partners having in 2018 founded the YWIF Scholarship Program – whose aim is for a 50/50 gender balance at the entry level – and regularly sponsoring and speaking at events such as the Women in Infrastructure conference. Our scholarship program this year presented 100 young women from disadvantaged backgrounds with a pathway to a career in Infrastructure investment, and in 2023 we have seen the first products of this program starting work amongst our client base.

Every engagement for us is unique and tailored to your requirements. We operate as one global team with committed local presence, and our clients benefit from the deep, specialist sectoral and functional expertise that we bring to every assignment.

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