

# Case Study – Clean Energy

Chief Carbon Officer, Global



To identify a Chief Carbon Officer for a leading eCook stove organisation



## Business Challenge

- The organisation was entering a period of expansion across the Global South with several new projects set for deployment in Africa
- The organization needed to originate and implement carbon projects in partnership with local stakeholders
- It became clear the organization lacked the senior expertise required to deliver its carbon strategy

## The Search Challenge

- Global scope made mapping complex, requiring a broad and adaptive search strategy
- To identify top talent with carbon credits expertise, the Research Team took a lateral approach in a rapidly evolving sector

## Critical Requirements

- A clear understanding of how the carbon credits market operates
- Knowledge of African and/or Asian markets
- Proven expertise in managing carbon projects end-to-end, with specific experience in origination and delivery
- Experience engaging with governments to secure support and demonstrate the benefits of carbon project implementation

## The Search Process

- The Research Team quickly and efficiently mapped the market across the Global South, leveraging referrals and recommendations
- A purpose-driven approach fostered engagement and alignment with the company's impact mission
- From a longlist of 130 candidates, 23 advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 7 individuals who met all brief requirements were shortlisted

## The Placed Leader

- Bulgarian national with extensive global carbon credits experience, including Africa and Asia
- Strong commercial track record, delivering fivefold growth in global carbon credit initiatives
- Expertise negotiating with governments and local authorities on project viability and benefits
- Exceptional profile prompted role upgrade from Head to Chief Carbon Credits Officer

# Case Study – Clean Energy

Chief Financial Officer – Benin, Ghana, Sierra Leone



To identify a CFO for Benin, Ghana and Sierra Leone for a profitable solar mini-grids providing clean, reliable electricity to off-grid African communities



## Business Challenge

- Rapid mini-grid expansion required a CFO to strengthen financial controls, optimise capital deployment, and support scalable growth
- Mature operations demanded enhanced financial discipline, improved reporting, and preparation for larger institutional investment
- A growing customer base necessitated expertise in managing complex funding structures and ensuring reliable, sustainable operational financing

## The Search Challenge

- The role required a CFO with rare expertise in both rapid mini-grid expansion and mature operational financial management
- Candidates needed experience managing complex, multi-layered funding structures and scaling sustainable operational financing cross-country
- The search was constrained by the need for strong financial leadership capable of preparing the company for institutional investment

## Critical Requirements

- Proven Series A fundraising expertise with strong equity and project-finance capability
- Deep FP&A skills to guide expansion through data-driven financial decisions
- Ability to build controls, systems, and processes for rapid scaling
- Credible leader experienced in emerging markets, currency risks, and investor relations

## The Search Process

- The Research Team quickly and efficiently mapped the market across Africa, leveraging referrals and recommendations
- From a longlist of 151 candidates, 28 advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 7 candidates who met all brief requirements were shortlisted

## The Placed Leader

- Cameroonian leader with Series A/B fundraising success, securing \$40m and structuring blended finance vehicles
- Built finance functions from inception, delivering strong FP&A, forecasting discipline, and data-driven decisions
- Implemented robust controls and systems to enable scalable operations across multiple African markets
- Proven emerging markets operator with strong investor credibility, managing currency risk and cross-country financial performance

# Case Study – Clean Energy

## Operations Director, Kenya



To identify an Operations Director for a multinational Liquefied Petroleum Gas (LPG) company providing clean cooking solutions across East Africa



### Business Challenge

- The CEO had been overseeing operations since inception, but as the company grew, managing both roles became unsustainable
- To support continued growth, the business needed an operations leader to structure the department and implement technologies that reduce costs, enhance customer service, and prevent pilferage

### The Search Challenge

- Highly specific mapping criteria limited the pool of suitable candidates
- With most competitors employing expatriates, identifying qualified Kenyan nationals required precise and thorough research
- Candidate assessments focused on leadership fit, commercial acumen, and experience in fast-paced, start-up environments

### Critical Requirements

- Kenyan national, or an expatriate with significant Kenya-based experience in a similar role
- Proven track record of driving efficiencies in last-mile logistics operations in Kenya
- Demonstrable ability to professionalise operations by building scalable structures and processes aligned with industry best practices

### The Search Process

- The Research Team quickly and efficiently mapped the market across Kenya and East Africa, leveraging referrals and recommendations
- From a longlist of 111 candidates, 20 candidates advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 6 Kenyan nationals who met all the brief requirements were shortlisted

### The Placed Leader

- Kenyan operations leader with experience across Kenya and East Africa
- Strong commercial track record and networks in operations, last-mile logistics, and e-commerce
- The offer was accepted within four weeks of shortlist presentation, enabling a swift transition into the role